



पूवोत्तर पर्वतीय विश्वविद्यालय

पू प० विवि० परिसर, शिलांग-७९३०२२ (मेघालय)

North-Eastern Hill University

NEHU Campus, Shillong - 793 022 (Meghalaya)

Phone :

Grams : NEHU

NO:AC:85-3/Conf/2011 - 28

Dated 27th May, 2011

To

All Members
Academic Council
North-Eastern Hill University
Shillong.

Sub: Minutes of the 85th Meeting of the Academic Council.

Sir/Madam,

I am forwarding herewith the Minutes of the 85th meeting of the Academic Council held on 11th May, 2011 for favour of information and comments, if any.

Yours faithfully

Ms. *M. Zadeng*
Deputy Registrar(Conf)

To

Vivek Chatterjee
NEHU, Shillong
Member(s)

Deputy Registrar(Conf)

NORTH-EASTERN HILL UNIVERSITY



MINUTES

**EIGHTY-FIFTH MEETING OF THE
ACADEMIC COUNCIL**

1st May, 2011

**MINUTES OF THE EIGHTY-FIFTH MEETING OF THE ACADEMIC
COUNCIL HELD ON 11th May, 2011**

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MINUTES OF THE EIGHTY-FIFTH MEETING OF THE ACADEMIC COUNCIL

The 85th meeting of the Academic Council was held on the 11th and 12th of May, 2011 in the Multi-use Convention Centre, NEHU, Mawkynroh, Shillong.

MEMBERS PRESENT:

A list of members who attended the 85th meeting of the Council is appended as Appendix-I.

WELCOME:

The Chairman welcomed all the members to the 85th meeting of the Council.

APOLOGY:

Apologies received from Prof. M.B. Jyrwa, Department of Khasi, Prof. M.M. Singh, HOD, Centre for Science Education, Dr. J. Prodhani, HOD, English, Tura Campus and Prof. Surendra Singh, Department of Geography, Prof. B.J. Deb, HOD, Political Science.

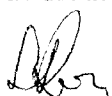
Before taking up on the agenda the Chairman of the Council informed the House that one of the faculty member, Prof. R.Lalthantluanga has been appointed by the President of India as the Vice-Chancellor of Mizoram University. The Chairman on his personal behalf and on behalf of the Council congratulated Prof. Tluanga for this prestigious position as the Vice-Chancellor of Mizoram University and thanked Prof. Tluanga for his contribution as a teacher and Member of the Council of this University.

ITEM NO.1

CONFIRMATION OF MINUTES:

- (i) **Confirmation of minutes of the 84th Academic Council, held on 15th November, 2010.**

NO:AC:85:2011:1:(i): The Council considered the Minutes of the 84th meeting of the Academic Council held on 15th November, 2010 and the comment received from Prof. A.C. Mohapatra, Head, Department of Geography, the Council **RESOLVED** that the Dean, School of Human & Environmental Sciences, may issue the certificates to previous year batches so that Ph.D. candidates who had undergone the Course work and appeared University



Examination are not put to inconvenience and the Council **RESOLVED** to confirm the same.

ITEM NO.2 REPORTING ITEM

- (i) **Matter relating to UGC Model Ordinance of January, 2011.**

NO:AC:85:2011:2:(i): The Council considered the matter relating to UGC Model Ordinance of January, 2011 and after deliberation **RESOLVED** to refer the matter to the same Standing Committee on Ordinances which will report back to the next meeting of the Council.

- (ii) **Incentives for NSS Volunteers.**
(inserted to 5:8:(xix) Page -45)
- (iii) **On the Amendments to OC-14 (on Certificate & Diploma Courses) and New Regulation on P.G.Diploma in Geo-informatics. (inserted to 5:1:(xv) Page-7)**
- (iv) **Amendments to Clause 17 of RC-9.**

NO:AC:85:2011:2:(iv): The Council noted the information.

- (v) **Feasibility Report for starting LL.M Programme in the Department of Law.**

NO:AC:85:2011:2:(v): The Council considered the feasibility report for starting LL.M Programme in the Department of Law and the Council **RESOLVED** to agree in principle to the proposal. However, the Committee shall have to prepare a feasibility report with the details regarding sufficient number of qualified teachers to teach the course, financial implications, infrastructure etc. The Council also nominated Prof. N.M. Panda and Prof. V.K. Shrotryia as members of the Committee.

**ITEM NO.3 RATIFICATION OF ACTION TAKEN BY
THE VICE-CHANCELLOR:**

- (i) **Condonation for late submission of Examination form.**

NO:AC:85:2011:3:(i): The Council ratified the action taken by the Vice-Chancellor for condonation for late submission of Examination form by the 1st Semester students of History Department.



(ii) Nomination of five persons to the School Board of Human and Environmental Sciences.

NO:AC:85:2011:3:(ii): The Council noted the action taken by the Vice-Chancellor for nomination of five persons to the School Board of Human and Environmental Sciences in accordance with the provisions of Ordinance OA-7 Clause- 1(vii) and **RESOLVED** to ratify the same.

1. Prof. K.S. Rao
Department of Botany
University of Delhi
Delhi – 110067.
2. Prof. Sachindanand Sinha
CSR D, School of Social Sciences
Jawaharlal Nehru University
New Delhi – 110067.
3. Prof. Sharit Choudhuri
Department of Anthropology
Rajiv Gandhi University
Doimukh
Arunachal Pradesh
4. Prof. Nilot Borthakur
Department of Agricultural Economics
Assam Agriculture University
Jorhat - 785013.
5. Prof. N.R.Dash
Department of Geography,
M.S. University of Baroda
Vodadra
Ahmadabad – 390002.

ITEM NO. 4

DEFERRED ITEMS

(i) UGC Regulation, 2010

NO:AC:85:2011:4: (i): This item was discussed on the 11th of May and continued again on the 12th of May, 2011 in the adjourned meeting of the Council. The recommendation of the Committee was discussed at length and the Council accepted the UGC Regulation 2010 and the consequential changes in Statutes and Ordinances as per **Annexure-A**.



(v) Amendment of Statute 18, Ordinance OA-8 and OA-9.

NO:AC:85:2011:5:1:(v): The Council considered the proposed amendment to Statute 18, Ordinance OA-8 & 9 and **RESOLVED** to agree in principle to have a single Board of Studies and referred the matter to the Committee on UGC Regulations, 2010 consisting of Prof. A.K. Misra, Chairman, Prof. N.M. Panda and Prof. O.P. Singh to work out necessary changes. The matter will be placed in the next Academic Council.

(vi) Amendment of Statute 2-(A)(2).

NO:AC:85:2011:5:1:(vi): The Council considered the proposed amendment to Statute 2-(A)(2) and **RESOLVED** to approve the same as per **Annexure-E**.

(vii) Representation of Prof. H.K. Mukherjee on the amendment of Ph.D. Ordinance OC-4 and Regulation RC-23.

NO:AC:85:2011:5:1:(vii): The Council considered the representation of Prof. H.K. Mukherjee on the amendment of Ph.D. Ordinance OC-4 and Regulation RC-23 and the Council **RESOLVED** to refer the matter to the Standing Committee on Ordinances/Regulations.

(viii) Amendment of Ordinance OB-15 "On Rajiv Gandhi Chair for Studies in Protective Discrimination.

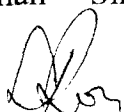
NO:AC:85:2011:5:1:(viii): The Council considered the recommendation of the Standing Committee on Ordinances on amendment to Ordinance OB-15 "On Rajiv Gandhi Chair for Studies in Protective Discrimination and the Council **RESOLVED** to approve the same as per **Annexure-F**.

(ix) Amendment to the Existing rules on Travel Grants for Organising Seminars/ Conference etc.

NO:AC:85:2011:5:1:(ix): Read as Item No.5:1: (i)

(x) Review and repeal of the decision declaring Center for Science Education as Non-Vacation Centre.

NO:AC:85:2011:5:1:(x): The Council considered the request of Prof. Man Mohan Singh, Head, Centre for Science Education vide letter



No.CSE/2011/Head/REG/M.Sc Auth/0425.029 dt.25/4/11 to review and repeal of the decision declaring CSE as Non-Vocation Centre and **RESOLVED** that the proposal be deferred for next Academic Council. Prof. Singh be asked to provide a note justifying this request and also request for restructuring.

- (xi) (a) **Draft Regulation of Master of Technology Programme**
 (b) **Draft Regulation of Bachelor of Technology Programme**

NO:AC:85:2011:5:1:(xi): The Council considered the recommendation of the School Board of Technology approved the draft regulation of Master of Technology and Bachelor of Technology programme and the Council **RESOLVED** to refer the matter to the Dean, SOT for submission of a feasibility report for introduction of M.Tech including financing, manpower and infrastructure requirements. The Committee may co-opt members. The Council nominated Prof. S.S. Khare as a nominee of the Academic Council and also one officer each from the Examination and Finance Departments be co-opted. The Council also **RESOLVED** to accept the lateral entry upto 10% as per NEHU guidelines in admission.

- (xii) **Marking/Grading and issue of mark sheets in M.Phil/Ph.D Course work exam and M.Sc. exam.**

NO:AC:85:2011:5:1:(xii): The proposed change in the Ordinances on M.Phil/Ph.D and M.Sc. exam. brought by the School of Physical Sciences was deferred.

- (xiii) **Re-evaluation of Post-Graduate, B.Tech and B.A.LLB answer scripts.**

NO:AC:85:2011:5:1:(xiii): The Council considered the re-evaluation of Post Graduate, B.Tech and B.A.LLB answer scripts and since evaluations are being done internally **RESOLVED** that the facility for re-evaluation may not be extended from the academic session 2011 onwards.

- (xiv) **Proposal for change of Academic Calendar for BA.LL.B (Hons) Course.**

NO:AC:85:2011:5:1:(xiv): The Council considered the proposal for change of Academic Calendar for BA.LL.B (Hons) Course and **RESOLVED** that the



Academic Calendar be reviewed along with the proposal for introduction of Semester System in Under-Graduate.

**(xv) On the Amendments to OC-14
(on Certificate & Diploma Courses)
and New Regulation on P.G Diploma
in Geo-informatics.**

NO:AC:85:2011:5:1:(xv): The Council considered the proposed amendments to OC-14 (on Certificate & Diploma Courses) and New Regulation-24 on P.G Diploma in Geo-informatics as submitted by the Chairman of the Committee, and **RESOLVED** to accept the recommendation of the AC Standing Committee on Ordinances with minor amendments as per **Annexure-G&H**. The Council also **RESOLVED** that for each self financing course there shall be a specific Regulation framed. However, Ordinance OC-4 will apply to all.

5:2: Syllabus:

(i) M.A and M.Phil/Ph.D Course work Syllabi for English Department.

NO:AC:85:2011:5:2:(i): The Council **RESOLVED** to approve the same.

(ii) Revised M.A Syllabus for Khasi Department (CBCS).

NO:AC:85:2011:5:2:(ii): The Council **RESOLVED** to approve the same.

(iii) Syllabus on optional paper MTHC-461 in Mathematics Department.

NO:AC:85:2011:5:2:(iii): The Council **RESOLVED** to approve the same.

(iv) Draft Syllabus for P.G. Diploma Course in Theatre.

NO:AC:85:2011:5:2:(iv): The Council **RESOLVED** to approve the same.



(v) **Proposed Syllabus of “Open Course No.COM O-207
MICRO Finance” Department of Commerce.**

NO:AC:85:2011:5:2:(v): The Council **RESOLVED** to approve the same in principle and directed the Department to submit a feasibility report to the Chairman of the Council for placement in the next meeting of the Council. The Council further **RESOLVED** that the Course be started after approval of the Council.

(vi) **M.Sc. Bioinformatics Syllabus.**

NO:AC:85:2011:5:2:(vi): The Council **RESOLVED** to approve the same in principle. The Council also **RESOLVED** that the Committee shall have to work out on the infrastructure, financial implications, faculty etc. to run the Course and submit the feasibility report to the Chairman of the Council for placement in the next meeting of the Council. The Council further **RESOLVED** that the Course be started after approval of the Council.

(vii) **Ph.D Syllabus of Law Department.**

NO:AC:85:2011:5:2:(vii): The Council **RESOLVED** to approve the same in principle. The Council also **RESOLVED** that the Committee shall have to work out on the infrastructure, financial implications, faculty etc. to run the Course and submit the feasibility report to the Chairman of the Council for placing before the next meeting of the Council. The Council further **RESOLVED** that the Course be started after approval of the Council.

(viii) **Draft Syllabus for M.Tech and B.Tech in Information
Technology and Ph.D.Course work Syllabus in
Information Technology**

NO:AC:85:2011:5:2:(viii): The Council **RESOLVED** to approve the B.Tech Syllabus. For M.Tech and Ph.D Programmes the Council **RESOLVED** that the Committee shall have to work out on the infrastructure, financial implications, faculty etc. to run the Course and submit the feasibility report to the Chairman of the Council. The feasibility report shall be placed before the next meeting of the Council. The Council further **RESOLVED** that the Course be started after approval of the Council.



**(ix) Draft Syllabus for M.Tech and B.Tech in ECE
and Ph.D.Course work Syllabus in ECE**

NO:AC:85:2011:5:2:(ix): The Council **RESOLVED** to approve the B.Tech Syllabus. For M.Tech and Ph.D. Programmes the Council **RESOLVED** that the Committee shall have to work out on the infrastructure, financial implications, faculty etc. to run the Course and submit the feasibility report to the Chairman of the Council. The feasibility report shall be placed before the next meeting of the Council. The Council further **RESOLVED** that the Course be started after approval of the Council.

**(x) Syllabus for Electrical and Electronics Engineering
(from Third to Eight Semester)**

NO:AC:85:2011:5:2:(x): The Council **RESOLVED** to approve the same.

**(xi) Syllabus for Civil Engineering (from Third to Eight
Semester)**

NO:AC:85:2011:5:2:(xi): The Council **RESOLVED** to approve the same.

(xii) Syllabus for Mechanical Engineering.

NO:AC:85:2011:5:2:(xii): The Council **RESOLVED** to approve the same.

**(xiii) Proposed Syllabus for Post Graduate Diploma in
Information Technology.**

NO:AC:85:2011:5:2:(xiii): The Council **RESOLVED** to approve the same.

(xiv) Syllabus for Master of Social Work(MSW).

NO:AC:85:2011:5:2:(xiv): The Council considered the recommendation of the Committee under the chairmanship of Prof. Nikhlesh Kumar who forwarded the Syllabus for Master of Social Work (MSW) of St. Edmund's College and **RESOLVED** to approve the same.



5:5: Examination Matters:**(i) Fee structure for conduct of M.Phil and Ph.D. Course work.**

NO:AC:85:2011:5:5:(i): The Council considered the fee structure for conduct of M.Phil and Ph.D. Course work and **RESOLVED** to appoint a Committee consisting of the following for reviewing the fee structure in totality.

1. Prof. F.A. Qadri
2. Prof. B. Kharbuli
3. Prof. Jagat Pal
4. Nominee of Examination Department

(ii) Fee for Original Degree Certificate to be charged at the time of admission.

NO:AC:85:2011:5:5:(ii): The Council considered the fee for original Degree Certificate to be charged at the time of admission and **RESOLVED** that it will be mandatory for the students who have graduated from the various Courses conducted by the University to deposit the required fee of Rs.200/- at the time of admission for the Original Degree Certificate to enable the Examination Department to prepare the Degree Certificate without the required application from the students.

(iii) Declaration of Ph.D./M.Phil results.

NO:AC:85:2011:5:5:(iii): The Council considered the declaration of Ph.D./M.Phil results by the respective School Boards for the following candidates and **RESOLVED** to approve the same.

<u>Name of the Candidates</u>	<u>Departments</u>	<u>Degree</u>
1. Mr. Dipankar Shome	Commerce	Ph.D
2. Mr. George Plathottam	Lib.&Inf.Science	Ph.D
3. Mr. Jugal Saikia	Economics	Ph.D
4. Ms. Amrita Devi	Economics	Ph.D
5. Mr. Keshab Basumatary	Economic	Ph.D



6.	Ms. Lanurenla	English	Ph.D
7.	Ms. Ranjana Das	English	Ph.D.
8.	Ms. Pearlycia Gatphoh	Philosophy	Ph.D
9.	Mr. Skim Singh Khongkiam	Philosophy	Ph.D
10.	Ms. Grace Darling	Philosophy	Ph.D
11.	Mr. Karung Tarun Kom	Linguistics	Ph.D.
12.	Mr. Rajeev Kumar	Hindi	Ph.D.
13.	Mr. Kakoli Gogoi	Hindi	M.Phil
14.	Ms. Shainy K. Sangma	Hindi	M.Phil
15.	Ms. Tashi Tsomu	Hindi	M.Phil
16.	Ms. Banylla Syiemlieh	Khasi	M.Phil
17.	Ms. Trocylin Chyne	Khasi	M.Phil
18.	Mr. Aziz Ahmed	Chemistry	Ph.D.
19.	Mr. Teiborlang Mukhim	Chemistry	Ph.D.
20.	Mr. Oinam Gobin Singh	Chemistry	Ph.D.
21.	Mr. Sujit Das	Chemistry	Ph.D.
22.	Ms. Aicydalyne Snaitang	Chemistry	Ph.D.
23.	Mr. Jibitesh Dutta	Mathematics	Ph.D.
24.	Mr. Rajat Kanti Nath	Mathematics	Ph.D.
25.	Mr. Bharat Borah	Mathematics	M.Phil
26.	Mr. Tikaran Subedi	Mathematics	M.Phil
27.	Ms. Sarbani Konwar	Mathematics	M.Phil
28.	Ms. Jutirekha Dutta	Mathematics	M.Phil
29.	Mr. Phrangstone Khongji	Statistics	Ph.D.
30.	Mr. Jangkholum Mate	Education	Ph.D.
31.	Ms. Winnie Joice Shylla	Education	Ph.D.
32.	Ms. Evangelyne W. Syiem	Education	Ph.D.



(iv) Panel of Examiners for Ph.D./M.Phil.

NO:AC:85:2011:5:5:(iv): The Council considered the panel of Examiners as approved by the respective School Boards in respect of the following for Ph.D./M.Phil candidates and **RESOLVED** to approve the same.

<u>Name of the Candidates</u>	<u>Department</u>	<u>Degree</u>
1. Ms. Rohima Ahmed	Management	Ph.D
2. Md.Abdul Rashid	Management	Ph.D.
3. Ms. Lakhimai Mili	English	Ph.D.
4. Ms. Jenniefer Dkhar	English	Ph.D.
5. Ms. Baljuda W.Nongbri	English	Ph.D.
6. Mr. S.Khoiminthang	English	Ph.D.
7. Mr. Saheni Loli	Philosophy	Ph.D.
8. Mutum Roshni Devi	English	M.Phil
9. Lalnungsanga Ralte	English	M.Phil
10. Nosazono Lothu	English	M.Phil
11. Jayanta Kumar Swain	English	M.Phil.
12. Amanda Khyriem	English	M.Phil
13. Ruulhoukhono Nakhro	English	M.Phil
14. Daiarisa Rumnong	English	M.Phil
15. Phila Kyntiew Nongkhlaw	English	M.Phil
16. Malcolm M.Lyngdoh	English	M.Phil
17. Biswanath Liensang	English	M.Phil
18. Mr. Thomlin Lynshing	Khasi	Ph.D.
19. Ms. Rosa Mystica Mawlong	Khasi	Ph.D.
20. Mr. Pradip Das	Chemistry	Ph.D.
21. Mr. Oinam Gobin Singh	Chemistry	Ph.D.
22. Mr. Sujit Das	Chemistry	Ph.D.
23. Mr. Shantu Saikia	Physics	Ph.D.
24. Mr. Jibitesh Dutta	Mathematics	Ph.D.



25.	Mr. Brian S.Ch .Marak	Education	Ph.D.
26.	Ms. Daffodil Era Lamare	Education	Ph.D.

(v) Panel of paper Setters/Examiners

NO:AC:85:2011:5:5:(v):(vi):(vii): The Council **RESOLVED** to approve the panel of paper Setters/Examiners forwarded by the School Board of Physical Sciences, School Board Economics Management & Information Sciences and the School Board of Education.

**(viii) Request for recognition of company Secretaryship
Qualification as equivalent to Post-graduate Degree for
pursuing Ph.D in Commerce Management/ Law
Disciplines for North Eastern Hill University.**

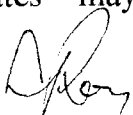
NO:AC:85:2011:5:5:(viii): The Council considered the letter from the Secretary and CEO of the Institute of Company Secretaries of India vide letter No.1004:56:A&PD dt.22.2.2011 requesting this University to recognize the said qualification for pursuing Ph.D in Commerce Management/Law Discipline by this University and **RESOLVED** to refer the matter to the Equivalence Committee to examine it.

**(ix) Emergent Academic Council 4:2010:5:2(xv) dt 19.8.2010
on M.Phil/Ph.D. candidate.**

NO:AC:85:2011:5:5:(ix): The Council considered the resolution of the Emergent Academic Council No:EAC:4:2010:5:2(xv) dt 19.8.2010 on M.Phil/Ph.D. candidate and **RESOLVED** that all M.Phil/Ph.D. candidates registered after July 11, 2009 but before June 7, 2010 be given option to undergo coursework as per amended Ordinance OC-4 and OC-5 and Regulation RC-23 and provided with a completion certificate on the coursework under the amended provisions. However, their M.Phil/Ph.D registration shall be governed under the un-amended provisions of the above Ordinances.

(x) Extension of time of Ph.D. Registration.

NO:AC:85:2011:5:5:(x): The Council considered the recommendation made by the respective School Boards for extension of Ph.D. registration under the provision of Ordinance OC-4 Clause 5(2) wherein it is also provided that the candidates may submit their thesis within 2(two) years following the



extension of Registration and the Council **RESOLVED** to approve the same as under:

Name of the candidates and Department	Date of approval by the School Board	Date of Registration	Extension Recommendation
1	2	3	4
School Board of Humanities			
1. O. L. Longkumer Deptt. of Philosophy	20/4/10	25/10/05	upto 25/10/12 (Two years)
2. Antymeeda Pohty Deptt. of Philolsophy	-do-	16/5/06	upto 16/5/13 (Two years)
3. Ms. Jean S. Dkhar Department of Hindi	-do-	13/5/05	up to 13.5.11 (One year)
4. Langkumar K. War Department of English	-do-	25/10/05	upto 25.10.12 (Two years)
5. Rita D.Nameirakpam Department of English	-do-	25/10/05	upto 25.10.11 (One year)
6. S.Khaiminthang Department of English	-do-	25/10/05	upto 25.10.11 (One year)
7. M.S.P.Syiem Department of Khasi	-do-	13/5/05	upto 13.5.12 (Two years)
8. Thomlin Lynshing Department of Khasi	-do-	13.5.05	upto 13.5.12 (Two years)
9. Ms. T.Marbaning Deptt. of Khasi	-do-	13/5/05	Upto 13.5.12 (Two years)
10. Ms. B.Kshiar Deptt. of Khasi	-do-	19/10/04	Upto 19.10.11 (One year)
11. Ms. B.Nongrum Department of Khasi	-do-	25/10/05	Upto 25.10.12 (Two years)
12. Indrani B.Bhuyan Deptt. of English	16/9/10	16/5/06	Upto 16.5.12 (One year)
13. Barika Khyriem Department of Linguistics	-do-	25/10/05	upto 25.10.12 (Two years)
14. Wandashisha Lyngdoh Deptt. of Linguistics	-do-	25/10/05	upto 25.10.12 (Two years)
15. Mr. Alpha Hercules Sawkmie Deptt. of Khasi	-do-	25/10/05	upto 25.10.12 (Two years)
16. W.Marchtime Kharyngki Department of Khasi	-do-	16/5/06	Upto 16.5.13 (Two years)



School Board of Life Sciences			
17. Ms. Nabanita Devadasan Department of Botany	26/4/10	20/5/05	upto 19.11.10 (Six months)
18. Ms. Meena Elangbam Deptt. of Botany	-do-	20/5/05	upto 19.5.12 (Two years)
19. Ms. Neihousana Nakhro Deptt. of Botany	-do-	10/10/05	upto 9.4.12. (Two years)
20. Ms. Evanylla Kharlyngdoh Department of Botany	-do-	20/5/05	Upto 19.5.11 (One year)
21. Mr. Mark Kordor Lyngdoh Department of Botany	-do-	20/5/05	Upto 19.5.11 (One year)
22. Mr. Ratul Baishya Department of Botany	-do-	20/5/05	Upto 19.5.11 (One year)
23. Ms. C. Malsawmtluangi Department of Zoology	-do-	10/10/05	Upto 19.10.12 (Two Years)
24. Ms. Ibandarisuk Lyngdoh Department of Botany	17/9/10	10/10/05	Upto 9.10.12 (Two years)
25. Ms. Pynhunshisha Kharkrang Department of Botany	-do-	10/10/05	Upto 9.10.12 (Two years)
26. Mr. Kitboklang Nongrum Department of Botany	-do-	8/5/06	Upto 7.5.12 (One Year)
27. Ms. Mildona Swer Department of Botany	-do-	8/5/06	Upto 7.5.12 (One year)
28. Mrs. K.R. Mary Martha Department of Zoology	-do-	10/10/05	Upto 9.10.12 (Two years)
29. Mr. Daman Arrun Rabha Department of Zoology	-do-	10/10/05	Upto 9.10.12 (Two years)
30. Mr. Avdhesh Kumar Rai Department of Zoology	-do-	10/10/05	Upto 9.10.11 (One year)
31. Mr. Biplab Kumar Saha Department of Zoology	-do-	10/10/05	Upto 9.10.11 (One year)
School Board of Human & Environmental Science			
32. Deimaphi Shisha Sun Deptt. of Anthropology	19/4/10	24/5/05	upto 22/5/12
33. Tamsutola Deptt. of Anthropology	-do-	24/5/05	upto 22/11/10
34. Phalguni Kayenpaibam Deptt. of Environmental Studies	-do-	24/5/05	upto 22/5/11
35. Banida S. Kharkongor Deptt. of Geography	-do-	31/10/05	upto 29/10/12
36. Gajen Bhuyan Deptt. of Geography	-do-	24/5/05	upto 22/5/12
37. J.C. Deka Deptt. of Geography	-do-	31/10/05	upto 29/10/12



38 L. Basanta Singh Deptt. of Geography	-do-	31/10/05	upto 29/10/11
39. Markynti Swer Deptt. of Geography	27/9/10	16/6/06	upto 14/6/13
40. Wanrihun D. Diengdoh Deptt. of Geography	-do-	31/10/05	upto 29/10/12
School of Physical Sciences.			
41. Mr. Sujit Das Department of Chemistry	20/4/10	24/5/05	Upto 23/5/11
42. Mr. Oinam Gobin Singh Department of Chemistry	-do-	24/5/05	Upto 23/5/11
43. Mr. Pradip Das Department of Chemistry	-do-	24/5/05	Upto 23/5/11
44. Mr. Aziz Ahmed Department of Chemistry	-do-	24/5/05	Upto 23/5/11
45. Mr. Sandy A. War Department of Physics	-do-	28/10/05	Upto 27/10/12
46. Mr. Angon Tiken Singh Department of Mathematics	-do-	24/5/05	Upto 23/5/12
47. Mr. Shailanstar Khongsit Department of Mathematics	-do-	24/5/05	Upto 23/5/12
48. Mr. Ningthoujam Jiban Singh Department of Mathematics	-do-	24/5/05	Upto 23/5/12
49. Mr. Bijoy Krishna Handique Department of Statistics	-do-	24/5/05	Upto 23/5/12
50. Ms. J. Rivulet Gidon Department of Mathematics	7/9/10	2/4/09	Upto 31/1/11
51. Ms. Jutirekha Dutta Department of Mathematics	-do-	15/9/09	Upto 24/11/10
52. Mr. Bharat Borah Department of Mathematics	-do-	15/9/09	Upto 24/2/11
53. Mr. A. Munaf Kharbuli Department of Chemistry	-do-	1/11/04	Upto 31/10/11
54. Mr. Gunajyoti Das Department of Chemistry	-do-	1/11/04	Upto 31/10/11
School Board of Economics Management & Information Sciences			
55. Mr. Premchand Department of Lib & Inf. Scs.	20/4/10	28/4/04	Upto 28/4/11
56. Ms. Ibandalin Wanswett Department of Economics	-do-	28/10/05	Upto 28/10/11
57. Mr. Biswanath Khilar Department of Economics	-do-	16/5/05	Upto 16/5/12



58. Ms. Moon moon Husain Department of Economics	17/9/10	28/10/05	One year w.e.f 29/10/10
59. Mrs. Ampareen Lyngdoh Department of Lib & Inf. Scs.	-do-	28/10/05	One year w.e.f 29/10/10
60. Ms. Audrey M.Kharsyntiew Department of Commerce	-do-	28/10/05	Two years w.e.f 29/10/10

School Board of Social Sciences			
61. Anjalee Shangliang Department of History	21 & 22/4/10	18/5/05	Two years w. e.f 18/5/10
62. Rahul S. Mazumdar Department of History	-do-	11/11/05	Two years w.e.f 11/11/10
63. Gautam Chakma Department of Pol.Scs	-do-	18/05/05	Two years w.e.f 18/5/10
64. Pabok Diengdoh Department of Sociology	21/9/10	11/11/05	Two years Upto 10/11/12
65. B.Danibha Pyrbot Department of History	-do-	11/11/05	Two years Upto 10/11/12
66. Paolenthang Khongsai Department of Pol. Scs.	-do-	11/11/05	One year Upto 10/11/11
67. Lalmalsawma Khiangte Department of Pol. Scs.	-do-	11/11/05	Two years Upto 10/11/12
School Board of Education			
68. Mrs. Rituparna Rajendra Department of DACE	13/5/10	25/10/05	One years Upto 24/10/11

(xi) Extension of time of M.Phil. Registration.

NO:AC:85:2011:5:5:(xi): The Council considered the recommendation of the respective School Boards for extension of time of the following M.Phil. candidates as per the Ordinance OC-5 Clause 6(1) and **RESOLVED** to approve the same .

Name of the candidates and Departments	Date of approval by the School Board	Date of Registra- tion	Extension Recommended
School Board of Humanities			
1. Uma Devi Department of Hindi	20/4/10	6/5/09	One semester upto 6/11/10

Key

2. Kakoli Gogai Department of Hindi	-do-	-do-	One semester upto 6/11/10
3. Akhil C.Kalita Department of Hindi	-do-	-do-	One semester upto 6/11/10
4. Shainy K.Sangma Department of Hindi	-do-	-do-	One semester upto 6/11/10
5. Tashi Tsomu Department of Hindi	-do-	-do-	One semester upto 6/11/10

(xii) **Change of topic of Ph.D Research.**

NO:AC:85:2011:5:5:(xii): The Council considered the recommendation of the respective School Boards for change of title of Research for Ph.D. of the following candidates and **RESOLVED** to approve the same .

Name of candidate and Department	Name of the Supervisor/ Joint Supervisor	Date of registration	Date of approval by the School Board	Original title	Modified title
School Board of Life Sciences					
1. Ms. Evanylla Kharlyngdoh Department of Botany	Prof. S.K. Barik	20/5/05	26/4/10	Biomass and nutrient accumulation pattern, habitat specificity and growth behavior of Phyllostachys mannii Gamble and Schizostachyum manii majumdar, two endemic bamboo species of Meghalaya	Biomass and nutrient accumulation pattern, habitat specificity and growth behavior of Phyllostachys mannii Gamble and Sinarundinaria griffithiana (Munro) Chao and Renvoize

Key

School Board of Physical Science

2. Ms. Badaker M.Laloo Department of Chemistry	Prof. B. Myrboh	2/4/09	20/4/10	Synthesis of Novel Heterocycles and Carbocycles using KF- Alumina or Transition Metal Compounds as Catalysts	Synthesis of Novel Heterocycles using KF- Alumina as Catalysts and -Substituted- Disubstituted Aromatic Ketones Promoted by Selenium Dioxide
3. Ms. Icydora Kharkongor Deptt. of Chemistry	Prof. B. Myrboh	2/4/09	20/4/10	Synthesis studies of Copper and other Transition Metal Catalysts for the Synthesis of Heterocyclic Molecules	Synthesis of Heterocycles using Copperbased Catalysts and Development of new Methodologies using group 16 Elements and their Compounds in Organic Synthesis
4. Md. Rumum Rohman Deptt. of Chemistry	Prof. B. Myrboh	2/4/09	20/4/10	Study on the total Synthesis of (+) Rocaglamide: Development of New Synthetic Methodologies	Study on the Synthesis of Substituted Benzils by employing Selenium Dioxide: Development of New Synthetic Methodologies In Organic Synthesis



5. Ms. Takhellamb Inakhunbi Chanu Deptt. of Chemistry	Dr. D.P.S. Negi	1/5/08	20/4/10	Studies on the Emission Behavior and Photocatalytic Activity of Colloidal Cadmium Sulfide Nanoparticles in the presence of Aminon Acids	Studies on the Emission Behavior and Photocatalytic Activity of Colloidal Cadmium Sulfide Nanoparticles in the presence of certain Biomolecules
6. Mr. Regenelson Kharwanlang Deptt. of Physics	Prof. P. Shukla	29/4/04	20/4/10	Hysteresis in Ferromagnetic Random Field Ising Model under	Hysteresis in Ferromagnetic Random Field Ising, XY and Heisenberg Models
7. Mr. Ashok Kumar Jha Deptt. of Physics	Prof. Y.S. Jain	1/5/08	20/4/10	A study of Quantum dynamics of a molecule embedded in superfluid helium-4 and related phenomena	A study of Quantum dynamics of a molecule embedded in superfluid helium-4 and related aspects
8. Mr. Lalmuanawma Chhangte Deptt. of Physics	Prof. Y.S. Jain	1/5/08	20/4/10	Spectroscopic and Electrical Properties of certain condensed systems	Spectroscopic, Electrical and Thermal Properties of certain condensed systems



9. Mr. Samrat Dey Deptt. of Physics	Prof. Y.S. Jain	1/5/08	20/4/10	Ro-vibronic dynamics of certain molecules in liquid He and its nanodroplets	A study of Microscopic superfluidity by quantum dynamics of dopants in He nanodroplets and related aspect
10. Mr. Mantu Rajbangshi Deptt. of Chemistry	Prof. B. Myrboh	10/9/07	7/9/10	Synthesis of Fused Pyrazolo-Pyrimidines and related Heterocycles.	Synthesis of Pyrazolo-Pyrimidines/Pyridines other Heterocycles and Development of New Synthetic Methodologies
11. Mr. M.Hormi Department of Chemistry	Prof. B. Myrboh	23/4/07	7/9/10	Synthesis of some substituted pyrimidines Pyridazines and related Heterocycles.	Synthesis of some substituted pyrimidines Pyridazines and other Heterocycles.
12. Ms.H.Atoholi Sema Department of Chemistry	Dr. G.Bez	10/9/07	7/9/10	Synthesis of novel chiral catalysts derived from amino acids and sugars and their applications in organic oxidation reactions	Synthesis of novel chiral catalysts derived from amino acids and their applications in organic reactions
13. Mr. Prajnal P. Bora Department of Chemistry	Dr. G.Bez	8/09/08	7/9/10	Studies on development of new strategies for stereo selective synthesis of bioactive natural products.	Studies on development of new strategies for stereo selective synthesis and

					derivatization of bioactive natural products.
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(xiii) Enhancement of programme fees in Special Education(Distance Education) as prescribed by the Rehabilitation Council of India(RCI), New Delhi.

NO:AC:85:2011:5:5: (xiii): The Council considered the enhancement of programme fees in Special Education(Distance Education) forwarded by Dr. S.N.Sarma, Head, Centre for Distance Education as prescribed by the Rehabilitation Council of India(RCI), New Delhi from time to time and the Council **RESOLVED** to ratify the same since Ordinance already allows for it.

(xiv) Matters relating to issuance of Bilingual Certificates to the students by the University

NO:AC:85:2011:5:5:(xiv): The Council considered the Government of India through the Ministry of Human Resource Development has mandated for issuance of Bilingual Certificates to the students after their graduation and **RESOLVED** to approve the same with due vetting by Dr. M.P. Pandey, (Hindi Department) for correctness of the language.

(xv) Proposed Roadmap for Question setting, Moderation and Printing for Post Graduate Semester Examinations at the Department level.

NO:AC:85:2011:5:5:(xv): The Council considered the 147th meeting of the Deans' Committee which met on 15th April 2011 had deliberated on the modus-operandi of the roadmap for paper setting, moderation of papers and printing of question papers for Post Graduate Semester Examinations and the Council **RESOLVED** to approve it. University will allocate lumpsum funds to meet the expenses for printing of question papers. The Council also **RESOLVED** that collection of papers from Examiners be dealt with by the University.

(xvi) Matter relating to paper setters/Examiners under Regulation RC-5:

NO:AC:85:2011:5:5:(xvi): The Council considered the matter relating to paper setters/Examiners under Regulation RC-5and **RESOLVED** that the



question paper shall be ordinarily be set by teacher(s) servicing the course(s) and the answer scripts shall be ordinarily evaluated by the respective paper setters notwithstanding the number of years of experience. However, the BPGS may draw up the panel of paper setters/Examiners in respect of practical examinations only.

(xvii) Declaration of Ph.D/M.Phil Result.

NO:AC:85:2011:5:5:(xvii): The Council considered the declaration of results by the respective School Board(s) and the Council RESOLVED to approve the same for the following candidates:

<u>Name of the candidate</u>	<u>Department</u>	<u>Degree</u>
1. Mhathung Yanthan	Botany	Ph.D
2. Sierra Rebecca Hynniewta	Botany	Ph.D
3. Mr. Arun Chettri	Botany	Ph.D
4. Jamesteward L.Khongsngi	Zoology	Ph.D
5. Saipari Sailo	Zoology	Ph.D
6. Shyamashree Das Gupta	Zoology	Ph.D
7. Goutam Thanjam	Zoology	Ph.D.
8. Amrita Bhattacharjee	Bio-Chemistry	Ph.D.
9. Isabelle Marbaniang	Political Science	Ph.D.
10. Lucas P.Rymbai	Political Science	Ph.D.
11. Rajiv Kumar Roy	Political Science	M.Phil
12. Baniateilang Majaw	Political Science	M.Phil
13. Iengskhem Rynki Synniang	Political Science	M.Phil
14. Iaribhalang Rymbai	Political Science	M.Phil
15. Armstrong Swer	Political Science	M.Phil



16. Anita Das	Political Science	M.Phil
17. Shivani Phukan	Political Science	M.Phil
18. Sarah Hussain	History	Ph.D
19. Jayati Bhattarjee	History	Ph.D.
20. Hayder Hussain	History	Ph.D.
21. Mr. Niranjan Das	Geography	Ph.D.
22. Mr. R.I.almuankima	Geography	Ph.D.
23. Mr. Soilalsiam	Geography	Ph.D.
24. Mr. Debraj Sarma	Geography	Ph.D.
25. Ms. Subha Lakshmi Raj Kumari	Geography	Ph.D.
26. Ms. Valerie Dkhar	Anthropology	Ph.D.

(xviii) Panel of Examiners for Ph.D/M.Phil.

NO:AC:85:2011:5:5:(xviii): The Council considered the recommendation of the respective School Board (s) for the panel of Examiners of Ph.D/M.Phil in respect of the following candidates and **RESOLVED** to approve the same.

<u>Name of the candidate</u>	<u>Department</u>	<u>Degree</u>
1. Biplab Kumar Saha	Zoology	Ph.D
2. Mr. Jeremy Dkhar	Botany	Ph.D.
3. Ms. Subarna Hajong	Botany	Ph.D.
4. Mr. Shrawan Kumar	Botany	Ph.D.
5. Ms.Preeti Ahujah	Botany	Ph.D.
6. Ms.Markiyoo Challam	Zoology	Ph.D.
7. Mr. Holdingstone Kharbani	Zoology	Ph.D.
8. Ms. L.S.Songachan	Botany	Ph.D.
9. Ms. Sharmila Thokchom	Biotechnology & Bioinformatics	Ph.D.



10. Ms. Purabi Saikia	-do-	Ph.D.
11. Mr. Th. Nilachandra Singh	Zoology	Ph.D.
12. Ms. Evanylla Kharlyngdoh	Botany	Ph.D.
13. Mr. Mark Kordor Lyngdoh	Botany	Ph.D.
14. Mr. Johny Lalbiaklian	Sociology	Ph.D.
15. Mr. Thongkholal Haokip	Political Science	Ph.D.
16. Mr. Lalrinnunga Hmar	History	Ph.D.
17. Ms. Roplynedal Lyngdoh	CCS	Ph.D.
18. Ms. Chitrani Sanowal	CCS	Ph.D.
19. Ms. R.K. Pamri	CCS	Ph.D.
20. Ms. Cherry Kordor Kharshiing	CCS	Ph.D.
21. Purabi Baruah	CCS	Ph.D.
22. Poolenthang Khongsai	Pol.Sc.	Ph.D.
23. Ms. Hannah Tia	Sociology	Ph.D.
24. Ms. Moupali Deb	Sociology	M.Phil
25. Ms. Victoria Kurbah	Sociology	M.Phil
26. Bijaya Konwar	Pol.Sc.	M.Phil
27. Mary Magdalynne Kurbah	Pol.Sc.	M.Phil
28. E. P. I. eladdalin Nongsiej	Pol.Sc.	M.Phil
29. Baiadalynti Christine Lanong	Pol.Sc.	M.Phil
30. Chalsung Sungte	Pol.Sc.	M.Phil
31. Letminthang Khongsai	Anthropology	Ph.D.
32. Anjali Haloi	Anthropology	Ph.D.
33. Pyngad Kamar	Anthropology	Ph.D.
34. Happystone Syngkon	Anthropology	Ph.D.
35. Kabita Deka	Anthropology	Ph.D.
36. Shanpam Kashung	Anthropology	Ph.D.
37. Jennier Khyriem	Anthropology	Ph.D.
38. P. Nylla Rymbai	Environmental Studies	Ph.D.



39.K.Sarma	Environmental Studies	Ph.D
40.Athoibi Nongmaithem	Environmental Studies	Ph.D
41.Arvind Kumar	Environmental Studies	Ph.D
42.Andrew Lyngdoh	Environmental Studies	Ph.D
43.Nandu Giri	Environmental Studies	Ph.D
44.Nabanita Kanungo	Geography	Ph.D
45.Prasenjit Das	Geography	Ph.D
46.Margaret Lalbiakthangi	RDAP	Ph.D

(xix) Revision of Examiners and paper setter list.

NO:AC:85:2011:5:5:(xix): The Council approved the list of Examiners and paper setters for the new Programme and B.Tech. in Civil Engg, Mechanical Engg, and Electrical & Electronics Engg and the Council.

(xx) Request of the Principal, St. Edmunds College, Shillong to the Head, Department of ECE, NEHU for allowing the candidates having the degree of B.Sc. (Electronics) for admission into the B.Tech programme in ECE.

and

5:8: (v) Entry level qualification for B.Tech courses.

NO:AC:85:2011:5:5:(xx)& 5:8: (v): The Council considered the recommendation of the School Board of Technology in accepting the request of the Principal, St. Edmunds College, for allowing the candidates having the degree of B.Sc.(Electronics) for admission into the B.Tech programme in ECE and the Council **RESOLVED** to approve the same.

The Council also considered the entry level qualification for the B.Tech Courses and Criteria for Lateral Entry admission into second year



(Third Semester) of B.Tech. Courses which has been offered in NEHU and **RESOLVED** that lateral entry be as per AICTE norms but for admission NEHU criteria be followed.

(xxi) AICTE approval for the proposed M.Tech.Course to be offered by the University.

NO:AC:85:2011:5:5:(xxi): This item is deferred.

**5:6 Establishment of New Departments/
Centres/Courses:**

(i) Permission to start the certificate course on Khasi Traditional Music as Career Oriented Course, w.e.f. 2010.

NO:AC:85:2011:5:6:(i): The Council **RESOLVED** to approve the same.

(ii) Introduction of Ph.D Programme in Basic Sciences and Social Sciences (BSSS).

NO:AC:85:2011:5:6:(ii): The Council considered the recommendation of the committee looking into introduction of Ph.D Programme in the Department of Basic Sciences and Social Sciences and **RESOLVED** to approve the same. The relevant subject BPGS are to be used for this purpose.

(iii) Propose opening of a Centre of the CDAC, Pune at NEHU.

NO:AC:85:2011:5:6:(iii): The Council considered the proposal for opening of a Centre of the CDAC, Pune at NEHU and **RESOLVED** to refer the matter to the Committee on MOU. The Council also **RESOLVED** that Prof. S.Choudhury be a special Invitee of the Committee.



5:7: Affiliation case etc:

(i) Seeking affiliation of the North Eastern Institute of Ayurveda & Homoeopathy, Shillong.

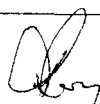
NO:AC:85:2011:5:7:(i):The Council considered the request for affiliation to NEHU by the Director, North Eastern Institute of Ayurveda & Homoeopathy, Shillong as per his letter No.1-6/2010/NEIAH/Shg/Estt/69/650-651 dt. 10th February, 2011 and the Council **RESOLVED** that the Institute has to apply for affiliation and an Inspection Team shall visit the Institute on receipt of the application for affiliation. The Council also **RESOLVED** that the University shall work out the financial charges to be paid to NEHU by the Institute since this discipline is not taught in the University and NEHU shall not bear any financial liabilities with regard to conduct of examinations, evaluations/paper setters/Examiners, answer scripts etc.

(ii) Affiliation Matters.

NO:AC:85:2011:5:7:(ii):The Council considered the **renewal** of rovisional Affiliation to subject(s)/course(s) of study in an affiliated College/Institution, **provisional** affiliation to subject(s)/course(s) of study in an affiliated College/Institution, **permanent** affiliation of Subject(s)/Course(s) of study in permanently affiliated Colleges, and the Council **RESOLVED** to approve the same as follows. However in future, affiliation be given only for one year to those Colleges who do not fulfill the conditions fully and three years for those colleges who fulfill all the conditions. The former will have to re-apply for affiliation on the expiry of the one year period.

1. Renewal of Provisional Affiliation to subject(s)/course(s) of study in an Affiliated College/Institution:

Sl.No	Name of Colleges	Subject(s)/Course(s) applied for	Recommendation
1.	Regional College of Higher Education, Guwahati (Minority Institution)	B. Sc. (Hons) Bio-technology, Biochemistry, Environmental Science & Electronics, BBA, BCA and BSW.	Recommended the approval of the Affiliation Committee for renewal of provisional affiliation for the academic session 2010-11. For 2011-12 the College has to submit an application. The College should fulfill all the conditions as laid down by the Inspection Team.

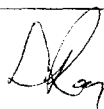


2.	Phukan Memorial College, Dalu, West Garo Hills	B. A. (Pass) in English, Garo, Philosophy, Political Science, Economics, History & Bengali	Recommended the approval of the Affiliation Committee for renewal of provisional affiliation for the academic session 2010-11 to 2012 - 2013 and the College should fulfill all the conditions as laid down by the Inspection Team.
3.	Williamnagar Government College, Williamnagar, East Garo Hills	(i) B. A. (Pass) in English, Political Science, History, Economics, Education, Garo (MIL & SL) and (ii) B. A. (Hons) in English & Garo.	Recommended the approval of the Affiliation Committee for renewal of provisional affiliation for the academic session 2010-11 to 2012-2013. The College should fulfill all the conditions as laid down by the Inspection Team.
4.	Don Bosco College of Teacher Education, Tura, West Garo Hills	B. Ed.	Recommended the approval of the Affiliation Committee for renewal of provisional affiliation for the academic session 2010-11 to 2012-2013. The College should fulfill all the conditions as laid down by the Inspection Team.
5.	Acheng Rangmanpa College, Mahendraganj, West Garo Hills	(i) B. A. (Pass) in English, M.I.L. (Assamese, Bengali & Garo), Economics, History, Philosophy & Political Science & (ii) B. A. (Hons) in English & Philosophy	Recommended the approval of the Affiliation Committee for renewal of provisional affiliation for the academic session 2011-12 to 2013-14. The College should fulfill all the conditions as laid down by the Inspection Team.
6.	Lady Keane College, Shillong	B. Sc. (Pass & Hons) in Computer Science	Recommended the approval of the Affiliation Committee for renewal of provisional affiliation for the academic session 2011-2012. The

			College should fulfill all the conditions as laid down by the Inspection Team.
7.	Mendipathar College, Mendipathar, East Garo Hills	B. A. (Hons) in English, Economics, History & Garo	Recommended the approval of the Affiliation Committee for renewal of provisional affiliation for the academic session 2010-11 to 2012-13. The College should fulfill all the conditions as laid down by the Inspection Team.
8	St. Mary's College, Shillong	B. Com. Hons	Recommended the approval of the Affiliation Committee for renewal of provisional affiliation for a period of 3 (three) years w.e.f. academic session 2011-12 to 2013-14.
9.	Regional Institute of Science & Technology, 9 th Mile, Baridua, Ri-Bhoi, Meghalaya	B. Tech in 1) Information Technology, 2) Computer Science & Engineering, 3) Electronics & Communication Engineering, 4) Electrical & Electronics Engineering, 5) Civil Engineering and 6) Mechanical Engineering.	Recommended the approval of the Affiliation Committee for renewal of provisional affiliation for a period of 1 (one) year w.e.f. academic session 2011-12. The Institute has to fulfill the conditions as laid down by the Inspection Team, particularly, increase in the number of text and general reference books as per minimum standards of the University and development of one central computational facility.

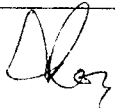


10.	Mawlai Presbyterian College, Shillong	B. A. (Pass) in English, Khasi (MIL & SL), Political Science, History, Economics, Education and Sociology	Recommend the approval of the Affiliation Committee for renewal of provisional affiliation for a period of 3 (three) years w.e.f. academic session 2011-12 to 2013-14. The College must take necessary steps to have a properly functioned library with the required number of books.
11.	Tirot Singh Memorial College	B. Com. Pass	Recommended the approval of the Affiliation Committee for renewal of provisional affiliation for a period 1 (one) year w.e.f. academic session 2011-12. The College has to procure around 150 books in the subject (relevant to B.Com. Pass course) before admitting the students for the academic session 2011-12.
12.	Jaintia Eastern College, Khliehriat, Jaintia Hills	B. Com. (Pass & Hons)	Recommended the approval of the Affiliation Committee for renewal of provisional affiliation for a period of 1 (one) year w.e.f. academic session 2011-12. The College has to regularize all the appointments (three lecturers in commerce and the librarian of the college) and recruit two more lecturers in the subject by constituting a proper selection committee before admitting students for the current academic session 2011-12.
13.	Mawsynram Border Area College, Mawsynram	B. A. (Hons) in Khasi	Recommend the approval of the Affiliation Committee for renewal of rovisional affiliation for a period of 3 (three) years w.e.f. academic



			session 2011-12 to 2013-14. The College needs to procure more text books, reference books and journals.
14.	Synod College, Shillong	B. A. (Hons) in Sociology	Recommend the approval of the Affiliation Committee for renewal of provisional affiliation for a period of 3 (three) years w.e.f. academic session 2010-11 to 2012-13.
15.	Morning Star College, Shillong	B. A. (Pass) in Khasi & Mizo (MIL & SL), English, Alternative English, Environmental Studies, Political Science, Economics, Education, Sociology, History, Philosophy and Anthropology.	Recommend the approval of the Affiliation Committee for renewal of provisional affiliation for a period of 3 (three) years w.e.f. academic session 2011-12 to 2013-14. The College should appoint one more teacher each in the subjects Sociology and Philosophy.
16.	St. Anthony's, Shillong	M. C. A. (P. G. Department)	Recommended the approval of the Affiliation Committee for renewal of provisional affiliation for a period of 2 (two) years w.e.f. academic session 2011-12 to 2012-13, provided the College submits a fresh application and pays the prescribed fee.
17	Durama College, Tura, West Garo Hills	B. A. (Pass) in English, History, Political Science, Philosophy, Garo, Education & Economics and B. A. (Hons) in English, History, Political Science, Philosophy, Garo & Education	Recommended the approval of the Affiliation Committee for renewal of provisional affiliation for a period of 1 (one) year w.e.f. academic session 2011-12. The College requires one more teacher each in English, Political Science, Garo and Economics and two more teachers each in History, Philosophy and Education.

18.	Bormanik College, Upper Shillong	<p>B. A. (Pass) in English, Alternative English, Khasi (SL & MIL), Political Science, Education, Economics and History</p> <p>B. A. (Hons) in Khasi & Education.</p>	<p>Recommended the approval of the Affiliation Committee for renewal of provisional affiliation for a period of 1 (one) year w.e.f. academic session 2011-12. The College has to fulfill all the conditions as laid down by the Inspection Team.</p> <p>Recommended the approval of the Affiliation Committee for provisional affiliation for a period of 3 (three) years w.e.f. academic session 2011-12 to 2013-14. The College should procure more books for the subjects Khasi and Education since the College is intending to open up honours in the subjects mentioned and classification of all books is compulsory.</p>
19.	Synod College, Shillong.	B. Com. (Pass)	<p>Recommended the approval of the Affiliation Committee for renewal of provisional affiliation for a period of 3 (three) years w.e.f. academic session 2011-12 to 2013-14. The College should appoint one more teacher in commerce before admitting students for the academic session 2011-12.</p>
20.	Khadar Doloi Law College, Jowai, Jaintia Hills	LL.B.	<p>Recommended the approval of the Affiliation Committee in regretting renewal of provisional affiliation for the academic session 2011-12, but existing students may be allowed to continue till completion. The College is required to show cause as per provision of University's Statute 33 Clause [5].</p>



21.	Mairang Presbyterian Science College, Mairang.	B.Sc.(Pass) in Physics, Chemistry, Mathematics, Botany, Zoology and English.	Recommended the approval of the Visiting Team for extension of provisional affiliation for a period of two years only w.e.f the academic session 2011-12 to 2012-13. Another Visiting Team shall visit the College to verify (i)shifting of the college from temporary building to its permanent location, (ii) that all appointed lecturers have acquired qualifications to fulfill UGC norms and (iii) fulfilling of commitments regarding appointment of prescribed number of Lecturers and Library Assistant, and bigger space for Library before the admission process of the college starts in 2013.
22.	Sankardev College, Shillong.	(i) B.Sc.(Pass) in English, Physics, Chemistry, Botany, Zoology and Mathematics, (ii)B.Sc.(Hons) in Physics, Chemistry, Botany, Zoology and Mathematics,	Recommended the approval of the Visiting Team for extension of renewal of provisional affiliation for a period of three years w.e.f. 1.7.2010. (since the earlier provisional affiliation had already expired on 30.6.2010). The College should fulfill the conditions laid down by the Visiting Team on the following points (1) the laboratory space and infrastructure in the Department of Zoology should be improved with provision for proper work benches. The department should also have proper facility for housing museum specimens.(2) The Department of Botany must have a Botanical garden, a glass house facility and a



			proper net house and (3) the number of teachers on regular appointment for each subject should be raised to a minimum of 5.
23.	Union Christian College, Umiam Khwan, Ri Bhoi District.	(i) B.A.(Pass) in Education (ii) B.A.(Hons) in Philosophy & Economics (iii) B.Sc. (Hons) in Mathematics and Physics. (iv) B. Com(Pass) & (v) B.C.A. (Professional)	Recommended the approval of the Visiting Team for extension of renewal of (i) provisional affiliation post facto for 2009-11.(since the provisional affiliation ended in 2009). (ii) 2011-13 be given provisional affiliation in continuation. (iii) the appointment of the teachers as recommended must be reported by the College to the University immediately. (iv) the College should procure some more books in every subject, and subscribe to some relevant journals.

2.Provisional Affiliation to subject(s)/course(s) of study in an Affiliated College/Institution:

Sl.No.	Name of Colleges	Subject(s)/Course(s) applied for	Subject(s)/Course(s) applied for
1.	Khrawsing Christian College, Mawngap, Mawphlang	B. A. (Pass) in English, Pol. Science, Economics, History, Education, MIL & SL(Khasi), Sociology and Man & Environment.	Recommended the approval of the Affiliation Committee in regretting grant of provisional affiliation. The College should submit a fresh application after fulfilling the conditions laid down by the Inspection Team.
2.	Nabon Synod College, Shillong	B. A. (Hons) in English, Economics & Education	Recommended the approval of the Affiliation Committee




			in regretting grant of provisional affiliation
3.	K. L. Bajoria College, Shillong	B. A. (Hons) in English, Economics, Political Science, Sociology and History	Recommended the approval of the Affiliation Committee in approving for provisional affiliation for a period of 3 (three) years w.e.f. academic session 2011-12 to 2013-14. The College should procure adequate numbers of books as per NEHU specifications in all the subjects including general reference.
4.	Umshyrpi College, Shillong	i).B. Sc. (Pass) in Physics, Chemistry, Botany, Zoology, Statistics & Mathematics and B. A. (Hons) in Hindi	Recommended the approval of the Affiliation Committee in regretting grant of provisional affiliation The College is required to provide all the necessary infrastructure and human resources in order to be able to admit students for the proposed courses. On fulfillment of conditions, the College should submit a fresh application for grant of Provisional Affiliation.
5.	Alpine College, Shillong	i).B. A. (Pass) in English, Economics, Education, Sociology, Political Science, History, Alt/MIL (Khasi & Mizo)	Recommended the approval of the Visiting Team in regretting the provisional affiliation to the college.
6.	St. Edmund's College, Shillong.	MSW (PG Course)	Approved the recommendation of the



			Visiting Team in granting permission for opening a PG Department of Social Work for a period of three years provided the College fulfills the following conditions before admitting the students for the MSW course (a) recruitment of two more teachers.
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3. Permanent Affiliation of Subject(s)/Course(s) of study in permanently affiliated Colleges:

Sl.No.	Name of Colleges	Subject(s)/Course(s) applied for	Recommendation
1.	St. Anthony's College, Shillong	B. Music (Hons)	Recommended the approval of the Affiliation Committee in regretting grant of permanent affiliation for B. Music (Hons). The College should first fulfill all the conditions as laid down by the Inspection Team. However, provisional affiliation may be renewed for a period of 3 (three) years w.e.f. academic session 2011-12 to 2013-14. The College should take steps to appoint a teacher with specialization in Indian Classical Music and make attempts to meet the University requirements as far as subject books are concerned.
2.	Sngap Syiem College, Mawkyrwat, West Khasi Hills.	B.A.(Hons) in English and Economics	Recommended the approval of the Visiting Team for permanent affiliation for the next session 2011 onwards. The College must appoint a qualified (M.Lib.Sc.) Librarian. The College should procure more titles in every subject.



5:7:(ii) Miscellaneous Items:-

AC:85:2011:5:7:(ii): The Council /ratified/noted/approved the following:

1. Ratification of the action taken by the Vice Chancellor in nominating Prof. N. Kumar as member of the Affiliation Committee in place of Prof. E. D. Thomas, Pro-Vice Chancellor, Tura Campus, Tura w.e.f. 24th March, 2011 to 31st August, 2013.
2. Withdrawal of cancellation of affiliation for Shillong Engineering and Management College, Jorabat for the courses of BE (ECE, CSE & IT), BBA and BCA.
3. Implementation of Semester System for the Under Graduate Courses:
The Affiliation Committee noted the decision of the University to implement the Semester System at the Under Graduate Level in all affiliated Colleges from the 2012 academic session.
4. Annual Affiliation Fee for Colleges:
It was RESOLVED that the Chairman of the Council will discuss the matter with the Principals' Council.
5. **Bissau College, Shillong:**
The Affiliation Committee resolved that the CDC should prepare a detailed report of the Court case of the College and place the matter in the Academic Council.
The Council was informed that the matter is subjudice .
6. **Matters associated with Affiliation:**

The Affiliation Committee noted that despite all efforts made by the University, colleges are not adhering to the time frame as laid down in the Ordinance and Regulation, in submitting their applications for renewal of affiliation. The Affiliation Committee resolved that a circular may be sent to all Colleges for strict adherence to the Ordinance i.e. submission of application 6 (six) months before the expiry of the earlier affiliation.



With regard to submission of late fee, at the rate 10% of renewal fee for each month's delay, as stipulated by the Regulation RB-8, the Affiliation Committee resolved to recommend to the Academic Council that for renewal of affiliation, submission of applications with a late fee up to 3 (three) months **only** will be processed by the University.

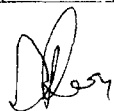
The Academic Council directed CDC to charge the fee per subject as provided for in the Ordinances in Composite Courses such as B.Com., Home Science, etc. **or** equivalent to 3 subjects.

The Affiliation Committee also noted that Colleges/Institutions intending to start Courses/Professional subjects not offered by the University has resulted in a situation imposing a financial burden on the University. Hence forward, in such cases NEHU shall charge full expenses from the affiliated Colleges.

5:7(iii) Reporting Items:-

The Council **noted** that as per 73rd AC resolution NO:AC:73:2005:6:5:7:(ii) the Vice-Chancellor had replaced the NEHU Representatives in the Governing Bodies of the Colleges concerned as follows:

Sl. No.	Name of College	NEHU Representatives	Replaced by	Term
1.	St. Mary's College, Shillong	Prof. E. D. Thomas, Deptt. of Economics	Prof. B. J. Deb, Deptt. of Political Science	w.e.f. 13. 12. 2010 to 14. 06. 2013.
2.	Acheng Rangmanpa College, West Garo Hills	Prof. E. D. Thomas, Deptt. of Economics	Dr. (Ms) J. R. Marak, Deptt. of Garo, NEHU, Tura Campus, Tura	w.e.f. 13. 12. 2010 to 13. 07. 2011.
3.	Lady Keane College, Shillong	Prof. T. Ao, Deptt. of English	Prof. B. Mishra, Deptt. of Economics	w.e.f. 13. 12. 2010 to 13. 07. 2011.
4.	Sohra Government College, Cherrapunjee	Prof. R. S. Wangu, Deptt. of Education	Prof. C. Nongbri, Deptt. of Education	w.e.f. 13. 12. 2010 to 13. 07. 2011.



5.	Shillong College, Shillong	Prof. Y. S. Jain, Deptt. of Physics	Prof. S. N. Ramanujam, Deptt. of Zoology	w.e.f. 13. 12. 2010 to 13. 07. 2011.
6.	Phukan Memorial College, West Garo Hills	Dr. L. R. Saha, Deptt. of RDAP, NEHU, Tura Campus, Tura	Prof. G. Singaiah, Deptt. of Management, NEHU, Tura Campus, Tura	w.e.f. 01. 08. 2010 to 13. 07. 2011.
7.	Morningstar College, Shillong	Prof. D. Roy, Centre for Distance Education	Prof. R. H. D. Lyngdoh, Deptt. of Chemistry	w.e.f. 01. 03. 2009 to 14. 07. 2011.

5:7: Affiliation cases:

- (iii) **Ordinance OB-6 on the provision for the admission of Colleges/Institutions to the privileges of the University through provisional/permanent/Subject/ Course wise affiliation.**

NO:AC:85:2011:5:7:(iii): The Council **RESOLVED** to approve the same as per **Annexure-I**.

5:8: Others:

- (ii) **Creating an Endowment in the name of (Late) Dr.D.S.Babu.**

NO:AC:85:2011:5:8:(ii): The Council considered the creation of an Endowment in the name of (Late) Dr.D.S.Babu. and **RESOLVED** to approve the same and the Regulation on Dr. D.S.Babu Memorial Award placed at **Annexure-J**.



- (iii) **Provision of certain concessions for the wards of Kashmiri Migrants in the matter of their admission to the educational institution during the Academic Session 2011-2012.**

NO:AC:85:2011:5:8:(iii): The Council considered the provision of certain concessions for the wards of Kashmiri Migrants in the matter of their admission to the educational institution during the Academic Session 2011-2012 and **RESOLVED** to approve the same.

- (iv) **Recognition the Technical and Professional Qualification of AMIETE.**

NO:AC:85:2011:5:8:(iv):The Council considered the letter received from S.R.Agarwal, Secretary General, Institution of Electronics and Telecommunications Engineers (IETE), New Delhi requesting recognition of AMIETE as a Technical and Professional Qualification and **RESOLVED** to refer the matter to the Equivalence Committee.

- (v) **Entry level qualification for B.Tech courses.**

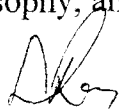
NO:AC:85:2011:5:8:(v): Taken along with Item No: 5:5:(xx)

- (vi) **Appointment of Joint Supervisor.**

NO:AC:85:2011:5:8:(vi): The Council considered the recommendation of the School Board of Economics, Management and Information Sciences in appointing Dr. P.Hangsing as Joint Supervisor in respect of Mrs. M.A. Lyngdoh, Department of Library & Information Sciences and the Council **RESOLVED** to approve the same.

- (vii) **Appointment of Joint Supervisor.**

NO:AC:85:2011:5:8:(vii): The Council considered the recommendation of the School Board of Humanities in appointing Dr. X.P.Mao Department of Philosophy as Joint Supervisor in respect of Karabi Saikia, Department of Philosophy, and the Council **RESOLVED** to approve the same.



(viii) Change of Supervisor.

NO:AC:85:2011:5:8:(viii): The Council considered the recommendation of the School Board of Humanities for change of a Supervisor for the following Ph.D Scholars in place of Prof. Temsula Ao (Retired) and the Council **RESOLVED** to approve the same.

<u>Name of candidates & Department</u>	<u>Previous Supervisor</u>	<u>New Supervisor</u>
1. Indrani B.Bhuyan Department of English	Prof. T.Ao	Prof. E.Syiem Jt. Supervisor Prof. T.Ao
2. Lalsangpuii Department of English	-do-	Dr. S. Bhattacharjee

(ix) Appointment of Supervisor and Joint Supervisor

NO:AC:85:2011:5:8:(ix): The Council considered the recommendation of the School Board of Physical Sciences for appointment of Supervisors and Joint Supervisors for the following candidates and the Council **RESOLVED** to approve the same.

<u>Name of candidates & Department</u>	<u>Supervisor</u>	<u>Joint Supervisor</u>
1. Ms. Badaker M.Laloo Department of Chemistry	Prof. B.Myrboh Dr.	R.L.Nongkhlaw
2. Mr. Sajal Kundu	Prof. R.A.Lal	Dr. T.S.Basu Baul
3. Mr. Samrat Dey Department of Physics	Prof. Satish Kumar	Prof. Y.S.Jain(Retd)
4. Ms. Ningthoujam Thoinganbi Department of Physics	Prof. Satish Kumar	Prof. Y.S.Jain(Retd)
5. Mr. Lalmuanawma Chhange Department of Physics.	Prof. Satish Kumar	Prof. Y.S.Jain(Retd)



(x) Nomination of three members to the Board of Under-Graduate Studies.

NO:AC:85:2011:5:8:(x): The Council considered nomination of 3 Members to the Board of Under Graduate Studies for Sanskrit and for Computer Science which has expired. The Council approved the nomination of the same members of the Boards for next three years shall continue.

(xi) Renaming the BUGS in B.Tech in Computer Science and Engineering (CSE).

NO:AC:85:2011:5:8:(xi): The Council considered the recommendation of the Board of Under-Graduate Studies in B.Tech in Computer Science and Engineering (CSE) in renaming the Board as the 'Board of Studies for Professional Courses in Computer Science and Engineering' and the Council **RESOLVED** to approve the same.

(xii) Academic Calendar

NO:AC:85:2011:5:8:(xii): The Council considered the request of the President and General Secretary, NEHUTA vide letter dt.25/4/2011 that the University Academic Calendar should be maintained as it used to be in the past i.e Semester break from 20th July to 31stJuly and winter vacation from 19th December to 18th February and **RESOLVED** that **status quo** be maintained till Academic Calendar is reviewed along with Semester System in Under-Graduate.

(xiii) Appointment of Joint Supervisor in respect of Ph.D Research Scholar Shri First Born Sumer Department of Library and information Science.

NO:AC:85:2011:5:8:(xiii): The Council considered the appointment of Prof. A.R.D. Prasad, Head, DRTC, ISI Bangalore as Joint Supervisor in respect of Ph.D Research Scholar Shri First Born Sumer Department of Library and Information Science and **RESOLVED** to approve the recommendation of the School Board.



(xiv) Status of University Sophisticated Instrumentation Centre (USIC) & Bioinformatics Centre.

NO:AC:85:2011:5:8:(xiv): The Council considered the status of University Sophisticated Instrumentation Centre (USIC) and **RESOLVED** that the same Committee shall review the matter and submit the report. For Bioinformatics Centre the Council **RESOLVED** that action will be taken after receiving information about the status of the centre from DBT.

(xv) Correct placement of the paper of Professional Ethics & Intellectual propriety Right (HU-701) in the Curriculum of the Course of B.Tech. IT.

NO:AC:85:2011:5:8:(xv): The Council considered the recommendation of the School Board of Technology that the paper of Professional Ethics & Intellectual propriety Right” be interchanged with the paper of “ Marketing Strategies & Planning” and the Council **RESOLVED** to approve the same.

(xvi) New training proposal in the School of Technology.

NO:AC:85:2011:5:8:(xvi): The Council considered the recommendation of the School Board of Technology that the proposal of any Special training programme for the benefit of the Students may be taken up by concerned Department for the feasibility conveniences and the Council **RESOLVED** that the matter be reviewed by the School Board case by case along with feasibility report.

(xvii) Procedure for admission to Under-Graduates, Post-Graduate and Ph.D. in NEHU

NO:AC:85:2011:5:8:(xvii): The matter of NEHU students passing out in a particular year not being able to get admission to Ph.D programme on the same year was considered by the Council and **RESOLVED** that admission to Ph.D. Programme be taken in September after M.A/M.Sc./ M.Com. results have been announced and that the Course Work begin in February of the following year. The Council further **RESOLVED** that ST/SC students will be charged only 50% of the Prospectus fee. With regard to proposal for change in weightage, the Council **RESOLVED** that legal opinion be sought and the issue be brought to next Academic Council.



(xviii) Centralised admission for MA/M.Sc

NO:AC:85:2011:5:8: (xviii): The Council considered the centralised admission for MA/M.Sc and **RESOLVED** to continue with the existing procedures.

(xix) Incentives for NSS Volunteers.

NO:AC:85:2011:5:8:(xix): The Council considered the incentives for NSS volunteers and the Council **noted** the recommendation of the Committee. The Council **RESOLVED** that reservation of seats for NSS Volunteers be according to the University reservation criteria, i.e. they may be considered under University quota subject to conditions as follows:

- 240 hours of service in a span of 2 years under NSS and attended atleast one special camp.
- donated blood in NSS organized blood donation
- participated at inter-University/State/National/international NSS events.

ITEM No.6**ADMINISTRATIVE MATTERS:**

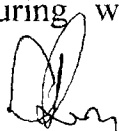
6:2: Appointment/Creation/Up-gradation of post/Confirmation/Extension/Option/Transfer/Release/Termination etc.:

(i) Appointment of Guest Teachers, remuneration thereof:

NO:AC:85:2011:6:2:(i): The Council **RESOLVED** that NEHU Teachers who are taking classes in department other than their own and above the prescribed workload shall be paid remuneration @500/- per lecture (upto 90 minutes).

6:3 Leave/Deputation:**(i) Leave for Deans and Heads of Department/Centres during winter vacation.**

NO:AC:85:2011:6:3:(i): The Council considered that it is in the interest of the University that the Deans and Heads of Department/Centres remain in station during winter vacation for which appropriate leave may be provided and the



Council **RESOLVED** that the prevailing practice shall continue in which the Deans and Heads of Departments/Centres may avail winter vacation.

(ii) Credit of Earned leave in lieu of Performing duties during vacation.

NO:AC:85:2011:6:3:(ii): The Council considered credit of earned leave in lieu of performing duties during vacation and **RESOLVED** that Clause 5(a) under Section OE-6 of the Ordinance remains in force without any changes.

(iii) Officiating Headship.

NO:AC:85:2011:6:3:(iii): This agenda item was withdrawn.

6:6: - Service condition/Financial & Other benefits:

(i) Discontinuance of HASA.

NO:AC:85:2011:6:6:(i): The Chairman informed the Council of the latest position on HASA and his meeting with the UGC and MHRD. The Registrar had sent two letters to Renu Batra, Jt. Secretary and Dr. Shakeel Ahmed, Dy. Secretary, UGC, but the UGC is still withholding an amount of Rs.2 crores for payment of HASA to the employees of NEHU. The Council noted the same.

(ii) Remuneration to the teachers of the School of Technology for their Examination related work.

NO:AC:85:2011:6:6:(ii): The Council considered the request of the School Board of Technology and **RESOLVED** to regret the same.



6:7: Others:**(i) NEHU's Environment and Ecology**

NO:AC:85:2011:6:7:(i): The Council considered the letter of Dr. A.K. Nongkynrih, Department of Sociology vide his letter No.Nil dt. 03/05/2011 forwarded the NEHU's Environment and Ecology and **RESOLVED** to refer it to the Environment Committee.

ITEM NO.7 FINANCIAL MATTERS:**7:4: Delegation of Administrative and Financial Power:****(i) Delegation of Power to the Pro-Vice-Chancellor, NEHU, Tura.**

NO:AC:85:2011:7:4:(i): The Council considered the delegation of power to the Pro-Vice-Chancellor, NEHU, Tura. Letter No.F.2-5/PVC/SH/NEHU/2011-174, dated 11.3.2011 from Pro-Vice-Chancellor, NEHU, Shillong towards Delegation of Power to the Pro-Vice-Chancellor, NEHU, and **RESOLVED** to approve the same as per **Annexure-K**.

7:6: Others:**(i) Merged Scheme of the XIth Plan.**

NO:AC:85:2011:7:6:(i): The Council considered the Merged Scheme of the XIth Plan under Merged Scheme of the XIth Plan where an amount of Rs. 35.00 lakhs was allocated for Publication Grant and **RESOLVED** to approve the same as per **Annexure-L**. The Deans' Committee-sub Committee to formulate working principles for the utilization of an amount of Rs.35 lakhs allocated for publication grant under the Merged Scheme of the XIth Plan was considered by the Council and approve the same.

The meeting ended with a vote of thanks from the Chair at 9.00 P.M. on 12th May, 2011.



L. Roy
Secretary



Prof. A.N. Rai
Chairman

APPENDIX -I

**LIST OF MEMBERS WHO ATTENDED THE 85th MEETING OF THE
ACADEMIC COUNCIL HELD ON 11TH AND 12TH MAY, 2011.**

1.	Prof. A.N.Rai Vice-Chancellor NEHU	Chairman
2.	Prof. D.R. Syiemlich Pro-Vice-Chancellor NEHU, Shillong	Member
3.	Prof. E.D. Thomas Pro-Vice-Chancellor NEHU, Shillong	Member
4.	Prof. K. Ismail	Permanent Invitee
5.	Prof. S.S. Khare	Member
6.	Prof. V. Tandon	Member
7.	Prof. B.B.P. Gupta	Member
8.	Prof. R. Sharma	Member
9.	Prof. A. K. Misra	Member
10.	Prof. N.M. Panda	Member
11.	Prof. T.B. Subba	Member
12.	Dr. K. Mishra	Member
13.	Dr. B.C. Das	Member
14.	Prof. S.C. Srivastava	Member
15.	Prof. N.K. Chrungoo	Member
16.	Prof. N. Saha	Member
17.	G.J. Nongkhlaw	Member
18.	Prof. D.K. Nayak	Member
19.	Prof. Vallalnghak	Member
20.	Dr. L.J. Singh	Member
21.	Prof. B. Jyrwa	Member
22.	Prof. Satish Kumar	Member
23.	Prof. B.K. Agarwala	Member
24.	Prof. Jagat Pal	Member
25.	Prof. Nikhlesh Kumar	Member
26.	Dr. M.S. Bisht	Member
27.	Prof. P.N. Pandita	Member
28.	Prof. S.K. Barik	Member
29.	Prof. N. Ganguly	Member
30.	Prof. Esther Syiem	Member

31.	Dr. Moon Moon Mazumdar	Member
32.	Dr. S. Choudhury	Member
33.	Dr. A. Sinha	Member
34.	Shri B. Bhuyan	Member
35.	Prof. B.S. Mipun	Member
36.	Prof. R.N. Sharan	Member
37.	Prof. O.P. Singh	Member
38.	Prof. S. Rama Rao	Member
39.	Prof. Desmond Kharmawphlang	Member
40.	Shri Abhijit Choudhury	Member
41.	Prof. B. War	Member
42.	Dr. K.D. Ramsiej	Member
43.	Prof. R.A. Lal	Member
44.	Prof. Prabodh Jhingan	Member
45.	Prof. L.S. Gassah	Member
46.	Prof. A. Chatterjee	Member
47.	Prof. M. Masoom Raza	Member
48.	Dr. D. Bhattacharjee	Member
49.	Prof. R. Borgohain	Member
50.	Shri Sanjay Rana	Member
51.	Prof. N. Srivastav	Member
52.	Prof. P.K. Gupta	Member
53.	Prof. B. Kharbuli	Member
54.	Prof. M. Momin	Member
55.	Dr. S.N. Sarma	Member
56.	Smti D. Rumnong	Member
57.	Prof. L.K. Jha	Member
58.	Prof. Manorama Sharma	Member
59.	Prof. J. War	Member
60.	Prof. Uma Pappaswamy	Member
61.	Prof. A. Henia	Member
62.	Prof. S.M. Sungoh	Member
63.	Prof. R.P. Bajpai	Member
64.	Prof. A. Kharmalki	Member
65.	Prof. S. Dkhar	Member
66.	Dr. C.R. Diengdoh	Permanent Invitee
67.	Prof. S.N. Ramanujam	Member
68.	Prof. N. Venugopal	Member
69.	Prof. M.S. Dkhar	Member
70.	Prof. P. Nongkynrih	Member
71.	Dr. I.L. Aier	Member
72.	Prof. C.L. Imchen	Member
73.	Prof. R. Lalthantluanga	Member
74.	Prof. K.K. Singh	Member
75.	Prof. Z.H. Qureshi	Member

76.	Prof. E. Jyrwa	Member
77.	Prof. P.V. Koparkar	Member
78.	Prof. B. Myrboh	Member
79.	Prof. B.K. Sharma	Member
80.	Prof. S.B. Prasad	Member
81.	Dr. T.K. Chakrabarty	Member
82.	Dr. S.K. Nanda	Member
83.	Dr. V.K. Shrotryia	Member
84.	Dr. M.P. Pandey	Member
85.	Dr. Chintamani Rout	Member
86.	Prof. B. Mishra	Member
87.	Prof. A. Alam	Member
88.	Prof. K. Mohan Rao	Member
89.	Prof. P. Shukla	Member
90.	Prof. F.A. Qadri	Member
91.	Prof. Rakesh Mohan	Member
92.	Prof. H. Lamin	Member
93.	Prof. A.K. Baruah	Member
94.	Prof. P. Nayak	Member
95.	Prof. S.K. Mishra	Member
96.	Prof. J.R. Marak	Member
97.	Prof. G. Das	Member
98.	Shri P. Nongtdu	Member
99.	Prof. R. Khongsdier	Member
100.	Shri K. Aguan	Member
101.	Dr. I. Majaw	Member
102.	Prof. A.C. Mohapatra	Member
103.	Prof. C.R. Agera	Member
104.	Shri H. Syiem	Member
105.	Prof. H.K. Mukerjee	Member
106.	Shri L. Roy	Member-Secretary
	Registrar	

Proposed amendment of the Statute 20 of North-Eastern Hill University ON SELECTION COMMITTEE

Existing	Proposed
<p>1 There shall be a Selection Committee for making recommendations to the Executive Council for appointment to the posts of Professor, Reader, Lecturer, Registrar, Deputy Registrar, Assistant Registrar, Finance Officer, Controller of Examinations, Librarian, Deputy Librarian, Assistant Librarian, Director, Deputy Director, Assistant Director and such equivalent posts of the University Science Instrumentation Centre/ Computer Centre/ Physical Education, Principal/ Director and Teachers of Colleges/ Institutes maintained by the University.</p>	<p>(1) There shall be a Selection Committee for making recommendations to the Executive Council for appointment to the posts of Professor, Associate Professor, Assistant Professor, Registrar, Deputy Registrar, Assistant Registrar, Finance Officer, Controller of Examinations, Librarian, Deputy Librarian, Assistant Librarian, Director, Deputy Director, Assistant Director and equivalent posts including such posts of the University Science Instrumentation Centre/ Computer Centre/ Physical Education, Principal/ Director and Teachers of Colleges/ Institutes maintained by the University. The Selection Committee shall have the power to recommend higher initial pay or advance increments to be offered to a selected candidate in exceptional cases.</p>
<p>1(A) Notwithstanding anything contained in 20. 1 above, there shall be a Selection Committee for making recommendations to the Executive Council for placement/promotion of teachers as Lecturer (Senior Scale), Lecturer (Selection Grade), Reader and Professor under the Career Advancement Scheme or any such other scheme introduced by the University Grants Commission and accepted by the University from time to time.</p>	<p>(1)(A) Notwithstanding anything contained in (1) above, there shall be a Selection Committee for making recommendations to the Executive Council for placement/ promotion of teachers as Associate Professor and Professor and their equivalent cadres in Library and Physical Education and Sports under the Career Advancement Scheme or any such other scheme introduced by the University Grants Commission/ Government of India and accepted by the University from time to time. Further there shall be a Selection Committee/ Departmental Promotion Committee for making recommendation to the Executive Council for promotion of non-teaching employees to the cadre equivalent to the Assistant Registrar and above (other than statutory) under any scheme introduced by the University Grants Commission/ Government of India and adopted by the University.</p>
<p>1(B) Further, teachers promoted under Merit Promotion Scheme/ Career Advancement Scheme or any other scheme adopted/ introduced by the University shall be deemed to have been covered by this Statute.</p>	<p>(1)(B) Further, teachers and non-teaching group A employees promoted under Merit Promotion Scheme/ Career Advancement Scheme or any other scheme adopted/ introduced by the University shall be deemed to have been covered by this Statute.</p>
<p>Professor/ Reader 2.(A)</p> <p>The Selection Committee for the appointment to the posts of Professor/Reader in the University shall consist of the following :</p> <ul style="list-style-type: none"> (i) Vice-Chancellor—Chairperson (ii) An academician nominated by the Visitor (iii) Three experts in the concerned subject / field not below the rank of Professor nor in the service of the University and nominated by the Executive Council, out of panel of names recommended by the Academic Council (iv) Dean of the School (v) Head of the Department / Centre. 	<p>(2) The Selection Committee for various categories of posts in the University shall consist of as follows :</p> <p>(A) Teachers (Professor/ Associate Professor/ Assistant Professor)</p> <ul style="list-style-type: none"> (i) Vice-Chancellor—Chairperson (ii) An academician nominated by the Visitor (iii) Three experts in the concerned subject/ field not below the rank of Professor, not in the service of the University and nominated by the Executive Council, out of the panel of names recommended by the Academic Council (iv) Dean of the School (v) Head of the Department/ Centre

<p>At least four members, including two experts, shall constitute the quorum.</p> <p>Provided that for the post of Professor, the Head of the Department/ Centre shall not be a member of the Selection Committee if he/ she is not a Professor.</p> <p>Provided further that for the post of Reader, the Lecturer-in-charge of the Department/Centre shall not be a member of the Selection Committee.</p>	<p>At least four members, including two outside experts, shall constitute the quorum.</p> <p>Provided that for the post of Professor, the Head of the Department/ Centre shall not be a member of the Selection Committee if he/ she is not a Professor.</p> <p>Provided further that, Assistant Professor in-charge of any Department/ Centre shall not be a member of the Selection Committee.</p>
<p>Lecturer (B)</p> <p>The Selection Committee for the appointment to the post of Lecturer in the University shall consist of the following:</p> <ul style="list-style-type: none"> (i) Vice-Chancellor—Chairperson (ii) An academician nominated by the Visitor (iii) Three experts in the concerned subject / field not below the rank of Reader nor in the service of the University and nominated by the Executive Council, out of a panel of names recommended by the Academic Council (iv) Head of the Department / Centre <p>Provided that, if the Department/Centre is headed by a Lecturer in-charge, the Dean of the School shall be a member of the Committee instead of the Lecturer-in-charge.</p> <p>At least four members, including two experts, shall constitute the quorum.</p>	<p>(B) Other Academic Staff (Librarian/ Deputy Librarian/ Assistant Librarian/ Director/ Deputy Director/ Assistant Director and other equivalent posts)</p> <ul style="list-style-type: none"> (i) Vice-Chancellor—Chairperson (ii) Nominee of the Visitor (iii) Three Experts in the concerned field, not in the service of the University, to be nominated by the Executive Council. (iv) Librarian/ Director/ Head of the Department/ Centre as the case may be. (v) Senior-most Professor/ Pro-Vice-Chancellor. Provided, if the post pertains to a School, Dean of the concerned School shall be a member in place of Senior most Professor/ Pro-Vice Chancellor. <p>At least four members, including two experts shall constitute the Quorum.</p>
<p>Career Advancement (C)</p> <p>The Selection Committee for Career Advancement shall be the same as those for direct recruitment for each category, i.e., Professor, Reader, Lecturer respectively.</p>	<p>(C) Non-Academic Staff (Registrar/ Finance Officer/ Controller of Examinations/ Deputy Registrar/ Assistant Registrar, etc.)</p> <ul style="list-style-type: none"> (i) Vice-Chancellor—Chairperson (ii) A nominee of the Visitor (iii) Three experts in the concerned field, not in the service of the University, to be nominated by the Executive Council (iv) A nominee of the Executive Council (v) Senior most Professor/ Pro-Vice Chancellor <p>At least four members, including two outside experts, shall constitute the quorum.</p>
<p>Other Academic Staff (D)</p> <ul style="list-style-type: none"> (i) Vice-Chancellor—Chairperson (ii) Nominee of the Visitor (iii) Three Experts in the concerned field not in the service of the University to be nominated by the Executive Council. (iv) Registrar/ Librarian/ COE/ FO/ Director/ Head of the Department/ Centres. In case a Selection is for Registrar/ FO/ COE/ Librarian and Director a nominee to be nominated by the Executive Council. (v) Senior-most Pro-Vice-Chancellor/ Professor. (vi) At least four members, including two experts shall constitute the Quorum. 	<p>(D) Career Advancement</p> <p>The Selection Committee for Career Advancement shall be the same as that for direct recruitment for each category, i.e., Professor, Associate Professor, and their equivalent cadres in Library and Physical Education and Sports respectively.</p>
<p>Principal/ Director (E)</p>	<p>(E) Principal of a College maintained by the</p>

<p>The Selection Committee for the post of Principal/ Director of a College/ Institute maintained by the University shall be as follows :</p> <p>(i) Vice-Chancellor—Chairperson (ii) Two members of the Executive Council nominated by the Vice-Chancellor (iii) A nominee of the Vice-Chancellor. (iv) Three experts consisting of the Principal of a College, a Professor and an eminent educationist not below the rank of Professor, to be nominated by the Executive Council out of a panel of experts approved by the Academic Council.</p> <p>At least four members including two experts shall constitute the quorum.</p>	<p>University</p> <p>The Selection Committee for the post of Principal of a College/ Institute maintained by the University shall be as follows :</p> <p>(i) Vice-Chancellor—Chairperson (ii) Two members of the Executive Council nominated by the Vice-Chancellor of whom one shall be an expert in academic administration (iii) A nominee of the Vice-Chancellor who shall be a higher education expert (iv) Three experts consisting of the Principal of a College, a Professor and an eminent educationist not below the rank of Professor, to be nominated by the Executive Council out of a panel of experts approved by the Academic Council.</p> <p>At least four members including two experts as per clause (iv) above shall constitute the quorum.</p>
<p>Teachers of Colleges Maintained by the University (F)</p> <p>The Selection Committee for the post(s) of Professor, Reader, Lecturer in a College/Institute maintained by the University shall be the same as the one for the Post(s) of Professor, Reader, Lecturer in the University except that the Principal / Director of the College / Institute concerned shall also be a member of such a Committee.</p> <p>Provided that Head of the Department in this sub-clause shall mean the Head of the University Department concerned</p> <p>(G)</p> <p>Notwithstanding anything contained in sub-clauses (A), (B), (C), (D), (E) & (F) mentioned above, a representative of the Scheduled Caste / Scheduled Tribe, women or physically handicapped shall be a member of the Selection Committee concerned, if there is a candidate / are candidates from any of these categories appearing for the interview, provided that a panel of academicians in respect of each of these categories shall be prepared by the Executive Council on the recommendation of the Academic Council.</p> <p>Provided further that if there is a candidate/ are candidates appearing for interview who belong(s) to more than one of these categories, there shall be a representative from one of the category concerned only.</p>	<p>(F) Teachers of Colleges Maintained by the University</p> <p>The Selection Committee for the post of Professor, Associate Professor, Assistant Professor in a College/ Institute maintained by the University shall be the same as the one for the Post of Professor, Associate Professor, Assistant Professor in the University except that the Principal of the College/ Director of the Institute concerned shall also be a member of such a Committee.</p> <p>Provided that Head of the Department in this sub-clause shall mean the Head of the University Department concerned.</p> <p>(G)</p> <p>Notwithstanding anything contained in sub-clauses (A), (B), (C), (D), (E), & (F) mentioned above, a representative of the Scheduled Caste/ Scheduled Tribe/ minority/ OBC/ women or differently abled shall be a member of the Selection Committee concerned, if there is a candidate/ are candidates from any of these categories appearing for the interview, provided that a panel of academicians in respect of each of these categories shall be prepared by the Executive Council on the recommendation of the Academic Council.</p> <p>Provided further that if there is a candidate/ are candidates appearing for interview who belong(s) to more than one of these categories, there shall be a representative from one of the category concerned only.</p>
<p>(3) The Vice-Chancellor, or in his absence, the senior-most Pro-Vice-Chancellor, shall preside at meetings of the Selection Committee.</p>	<p>(3) The Vice-Chancellor, or in his absence, the senior-most Pro-Vice-Chancellor, shall preside at meetings of the Selection Committee.</p>
<p>(4) The meetings of a Selection Committee shall be convened by the Vice- Chancellor or in his absence, by the senior-most Pro-Vice-Chancellor.</p>	<p>(4) The meetings of a Selection Committee shall be convened by the Vice-Chancellor.</p>
<p>(5) The procedure to be followed by a Selection</p>	<p>(5) The procedure to be followed by a Selection</p>

<p>Committee in making recommendations shall be laid down in the Ordinances.</p>	<p>Committee in making recommendations shall be laid down in the Ordinances.</p>
<p>(6) If the Executive Council is unable to accept the recommendations made by a Selection Committee, it shall record its reason and submit the case to the Visitor for final orders.</p>	<p>(6) If the Executive Council is unable to accept the recommendations made by a Selection Committee, it shall record its reason and forward the same to the Visitor whose decision shall be final.</p>
<p>(7) Appointment to temporary posts shall be made in the manner indicated below:</p> <p>(i) If the temporary vacancy is for a duration longer than one academic session, it shall be filled on the advice of the Selection Committee in accordance with the procedure indicated in the foregoing clauses. Provided that if the Vice-Chancellor is satisfied that in the interests of work it is necessary to fill the vacancy, the appointment may be made on a purely temporary basis by a local Selection Committee referred to in sub-clause (ii) for a period not exceeding six months.</p> <p>(ii) If the temporary vacancy is for a period less than a year, an appointment to such vacancy shall be made on the recommendation of a local Selection Committee consisting of the Dean of the School concerned, the Head of the Department and a nominee of the Vice-Chancellor. Provided that if the same person holds the offices of the Dean and the Head of the Department, the Selection Committee may contain two nominees of the Vice-Chancellor.</p> <p>Provided further that in case of sudden casual vacancies of teaching posts caused by death or any other reason, the Dean may, in consultation with the Head of the Department concerned, make a temporary appointment for a month and report to the Vice-Chancellor and the Registrar about such appointment.</p> <p>(iii) No teacher appointed temporarily shall if he is not recommended by a regular Selection Committee for appointment under these Statutes, be continued in service on such temporary employment, unless he is subsequently selected by a local Selection Committee or a regular Selection Committee, for a temporary or permanent appointment, as the case may be.</p>	<p>(7) Appointment to temporary posts shall be made in the manner indicated below:</p> <p>(i) If the temporary vacancy is for a duration longer than one academic session, it shall be filled on the advice of the Selection Committee in accordance with the procedure indicated in the foregoing clauses. Provided that if the Vice-Chancellor is satisfied that in the interest of work it is necessary to fill the vacancy, the appointment may be made on a purely temporary basis by a local Selection Committee referred to in sub-clause (ii) below for a period not exceeding six months.</p> <p>(ii) If the temporary vacancy is for a period less than a year, an appointment to such vacancy shall be made on the recommendation of a local Selection Committee consisting of the Dean of the School concerned, the Head of the Department and a nominee of the Vice-Chancellor.</p> <p>Provided further that in case of sudden casual vacancies of teaching posts caused by death or any other reason, the Dean may, in consultation with the Head of the Department concerned, make a temporary appointment for a month and report to the Vice-Chancellor and the Registrar about such appointment.</p> <p>(iii) No teacher appointed temporarily shall, if he/ she is not recommended by a regular Selection Committee for appointment under these Statutes, be continued in service on such temporary employment, unless he/ she is subsequently selected by a local Selection Committee or a regular Selection Committee, for a temporary or permanent appointment, as the case may be.</p>

Proposed Amendment of OE-2 ON THE TERMS AND CONDITIONS OF SERVICE OF THE REGISTRAR

Existing	Proposed
<p style="text-align: right;">OE-2</p> <p>ON THE TERMS AND CONDITIONS OF SERVICE OF THE REGISTRAR Under Clause (2) of Statute 4</p>	<p style="text-align: right;">OE-2</p> <p>ON THE TERMS AND CONDITIONS OF SERVICE OF THE REGISTRAR Under Clause (2) of Statute 4</p>
<p>1. The Ordinance may be called the Ordinance on the Terms and Conditions of Service of the Registrar, North-Eastern Hill University.</p> <p>2. This Ordinance shall take effect from the twentieth day of October, 1978.</p> <p>3. i. The Registrar shall be paid a monthly salary and allowances and perks as prescribed by the UGC/MHRD, Government of India/University and accepted by the University from time to time. ii. All appointments to the post of Registrar shall be through advertisement and selection for a tenure of 5 years, which may be renewed for similar terms.</p> <p>The minimum qualification shall be as follows:- a. A Master's degree with at least 55% marks or its equivalent grade of B in the UGC seven-point scale. b. At least 15 years of experience as Lecturer in a University or PG College of which eight years shall be in Reader's grade along with experience in educational administration Or Comparable experience in establishments and other institutions of higher education. Or 15 years of administrative experience of which 8 years as Deputy Registrar or an equivalent post.</p> <p>Note: The minimum requirement of 55% marks at (a) above shall be 50% for SC/ST candidates or candidates already in the University system.</p>	<p>1. The Ordinance may be called the Ordinance on the Terms and Conditions of Service of the Registrar, North-Eastern Hill University.</p> <p>2. deleted</p> <p>3. i. The Registrar shall be paid a monthly salary and allowances and perks as prescribed by the UGC/MHRD, Government of India/University and accepted by the University from time to time. ii. All appointments to the post of Registrar shall be through advertisement and selection for a tenure of 5 years, which may be renewed for a similar term. iii. The age of superannuation of the Registrar shall be 62 years. iv. The minimum qualification shall be as follows:- a. A Master's degree with at least 55% marks or its equivalent grade of B in the UGC seven-point scale. b. At least 15 years experience as Lecturer/Assistant Professor or eight years of service as Reader/ in the AGP of eight thousand and above including as Associate Professor along with experience in educational administration Or Comparable experience in research establishments and/or other institutions of higher education, Or 15 years of administrative experience, of which 8 years shall be as Deputy Registrar or an equivalent post.</p> <p>Note: The minimum requirement of 55% marks at (a) above shall be 50% for SC/ST candidates or candidates already in the University system.</p>
<p>4. The Registrar shall be entitled to leave, leave-salary, allowances, provident fund and other benefits as prescribed in this behalf by the University from time to time for employees of the University.</p>	<p>4. The terms and conditions of service of the Registrar shall be such as prescribed for other non-vacational employees of the University.</p>
<p>5. The University shall provide him/her with unfurnished residential accommodation for which he/she will pay rent at the usual rate.</p>	<p>5. The University shall provide him/her with unfurnished residential accommodation for which he/she will pay prescribed licence fee.</p>
	<p>6. The Registrar shall be entitled to mobile phone and free telephone (with STD & ISD) service at his/ her residence.</p>
	<p>7. The Registrar shall be entitled to the facility of staff car between the office and his/ her residence.</p>
<p>6. Notwithstanding anything contained in these Ordinances, the Registrar appointed under the provisions of Section 41 of the North-Eastern Hill University Act, 1973, shall be governed by such terms and conditions of service as the Visitor in</p>	<p>8. Notwithstanding anything contained in these Ordinances, the Registrar appointed under the provisions of Section 41 of the North-Eastern Hill University Act, 1973, shall be governed by such terms and conditions of service as the Visitor in his</p>

his order may specify.

order may specify.

Proposed amendment of OE-3 ON SELECTION COMMITTEE PROCEDURE

Existing ON SELECTION COMMITTEE PROCEDURES <i>Under Clause (5) of Statute 20</i>	Proposed ON SELECTION COMMITTEE PROCEDURES FOR TEACHERS AND OTHER ACADEMIC STAFF <i>Under Clause (5) of Statute 20</i>
<p>1. The Chairman shall fix the date and venue of the meeting of the Selection Committee.</p> <p>2. Ordinarily, a week's notice of a meeting shall be given to the members. Provided that the meetings of the Selection Committee shall be fixed only after ascertaining the convenience of the Visitor's nominee and the persons nominated by the Executive Council. Provided further that the proceedings of the Selection Committee shall not be valid unless :-</p> <p>i. Where the Visitor's nominee and the persons nominated by the Executive Council number four in all, at least three of them attend the meeting; and</p> <p>ii. Where the Visitor's nominee and the persons nominated by the Executive Council number three in all, at least two of them attend the meeting.</p> <p>3. The Selection Committee shall make recommendations as to the suitability of the candidates referred to it, for consideration of the Executive Council.</p>	<p>1. The Chairman shall fix the date and venue of the meeting of the Selection Committee</p> <p>2. Ordinarily, a week's notice of a meeting shall be given to the members. Provided that the meetings of the Selection Committee shall be fixed only after ascertaining the convenience of the Visitor's nominee and the persons nominated by the Executive Council. Provided further that the proceedings of the Selection Committee shall not be valid unless</p> <p>i. four members including two outside subject experts attend the meeting.</p> <p>ii. Visitor's nominee attends or his/her written consent has been obtained.</p> <p>Provided further that for the college Principal, at least five members including two experts shall constitute the quorum of the Selection Committee.</p> <p>3. The Selection Committee shall make recommendations as to the suitability of the candidates referred to it, for consideration of the Executive Council</p>
<p>4. The decision shall be arrived at by the Selection Committee by a majority vote. In case there is a tie, the Chairman shall exercise a casting vote.</p>	<p>4. The decision shall be arrived at by the Selection Committee by a majority vote. In case there is a tie, the Chairman shall exercise a casting vote.</p>
<p>5. The Chairman shall have the power to lay down procedures in respect of matters not specified in these Ordinances</p>	<p>5. The Chairman shall have the power to lay down procedures in respect of matters not specified in these Ordinances.</p>
<p>6. The Selection Committee shall interview the candidates belonging to the Scheduled Castes and Scheduled Tribes for the post of Lecturers separately and make its recommendations before other candidates are interviewed.</p>	<p>6. When Selection Committee meetings are convened for the posts for different categories together, candidates for the reserved category posts shall be interviewed separately and recommendations made before candidates for unreserved categories are interviewed.</p>
<p>7. The Selection Committee may, for reasons to be recorded, consider the curriculum vitae of a candidate in absentia and make recommendations for consideration of the Executive Council.</p>	<p>7. The Selection Committee may, for reasons to be recorded, consider the curriculum vitae of a candidate in absentia and make recommendations for consideration of the Executive Council.</p>
<p>8. Every Selection Committee shall be competent to adopt its own procedure regarding the mode of assessment of the candidates presented before it.</p>	<p>8. The overall selection procedure shall incorporate transparent, objective and credible methodology of analysis of the merits and credentials of the applicants based on weightages given to the performance of the candidate in different relevant dimensions and his/ her performance on a scoring system proforma, based on the Academic Performance Indicators (API).</p> <p>The teaching and/ or research capability and aptitude of the candidates may be assessed at</p>

	<i>the interview stage. The same procedure shall be followed for both direct recruitment and CAS promotions wherever selection committees are prescribed.</i>
9. If more candidates than the number of vacancies are selected, the Selection Committee shall prepare a panel containing names of candidates in order of preference. The extra candidates found suitable shall constitute the reserve list. The reserve list shall remain confidential till an occasion arises for its use due to some selected candidates declining the offer only, and shall not be used for appointments against posts other than those advertised.	9. If more candidates than the number of vacancies are selected, the Selection Committee shall prepare a panel containing names of candidates in order of preference. The extra candidates found suitable shall constitute the reserve list. The reserve list shall remain confidential till an occasion arises for its use due to some selected candidates declining the offer only, and shall not be used for appointments against posts other than those advertised.
10. The proceedings of the Selection Committee shall be treated as confidential.	10. The proceedings of the Selection Committee shall be treated as confidential.
11. The panel drawn up by the Selection Committee shall remain valid till the vacancies advertised are filled or till the panel is exhausted, whichever is earlier. Provided that the validity as such shall not exceed one year. Explanation: The Executive Council can appoint a person from the approved panel only within a period of one year from the date on which the panel was drawn up by the Selection Committee.	11. The panel drawn up by the Selection Committee shall remain valid till the vacancies advertised are filled or till the panel is exhausted, whichever is earlier. Provided that the validity as such shall not exceed one year. Explanation: The Executive Council can appoint a person from the approved panel only within a period of one year from the date on which the panel was drawn up by the Selection Committee.
	12. <i>Notwithstanding anything contained in clauses 1 to 11 above, any notification in this regard issued by the University Grants Commission/ Ministry of Human Resource Development/ Government of India and adopted by the University shall be applicable.</i>

Proposed amendment of OE-4 ON NOTIFICATION OF VACANCIES AND PRELIMINARY SELECTIONS

Existing	Proposed
OE-4	OE-4
<p>ON NOTIFICATION OF VACANCIES AND PRELIMINARY SELECTIONS <i>Under Section 26 (1) (q) of the NEHU Act, 197)</i></p>	<p>ON NOTIFICATION OF VACANCIES AND PRELIMINARY SELECTIONS <i>Under Section 24 (d) of the NEHU Act, 1973</i></p>
<p>Vacancies 1.</p> <p>i. The Registrar shall maintain the up-to-date position about the faculty positions in the Department in the form which may be prescribed by the Vice-Chancellor, the nature of vacancies and such other details as may be necessary.</p> <p>ii. The Head of the Department shall intimate to the Registrar through the Dean of the School, the occurrence of a vacancy in the prescribed proforma along with such other particulars like the specialization, etc., which may be needed for making selections for these positions with reference to the structure of the Department approved by the University.</p> <p>iii. Suitable advertisement shall be prepared from time to time on the basis of the information by the Registrar and approved with suitable changes, if any, by the Vice-Chancellor.</p> <p>Mode of Advertisement 2.</p> <p>i. All vacancies in academic cadres of the University shall be advertised in at least four India papers, one each from the eastern, northern, western and southern region and at least one regional paper each of the constituent units of the University. Provided that if there are some academic positions for which the candidates are likely to be exclusively available in a particular region or regions, advertisement may be limited to the papers in that region or regions, only after recording the reasons for doing so in writing and with prior approval of the Vice-Chancellor.</p> <p>ii. The fact that certain vacancies are reserved for SC/ST candidates will be clearly mentioned in the advertisement. Applications from other candidates shall be considered only if suitable SC/ST candidates are not available.</p> <p>iii. The conditions, if any, under which the essential qualifications are relaxable shall be clearly stated in the advertisement.</p> <p>iv. The closing date for receipt of applications shall be at least five weeks from the date of appearance of the advertisement in the papers. Provided that in emergent circumstances the notice could be reduced to three weeks for reasons to be recorded in writing.</p> <p>v. No application received after the closing date for the receipt of application will be entertained</p>	<p>1. Vacancies</p> <p>i. The Head of the Department/ Centre shall intimate to the Registrar through the Dean of the School, the occurrence of a vacancy in the prescribed proforma along with such other particulars like the specialization, etc.</p> <p>ii. The Registrar shall maintain up-to-date record of the faculty positions with the nature of vacancies and such other details as may be necessary in various Departments/ Centres.</p> <p>iii. Suitable advertisement shall be prepared from time to time on the basis of the information by the Registrar and approved with suitable changes, if any, by the Vice-Chancellor.</p> <p>2. Mode of Advertisement</p> <p>i. The direct recruitment to the posts of Assistant Professors, Associate Professors and Professors and respective equivalent posts in the University shall be through all India advertisement in at least two National and one regional newspapers and the University website. Provided that if there are some academic positions for which the candidates are likely to be exclusively available in a particular region, advertisement may be limited to the newspapers in that region, only after recording the reasons for doing so in writing and with prior approval of the Vice-Chancellor.</p> <p>ii. The advertisement must clearly state the essential qualifications, etc. for each post as laid down in the relevant Ordinance/ Regulation.</p> <p>iii. The vacancies reserved for SC/ST/OBC/Differently abled candidates shall be clearly indicated in the advertisement. If suitable candidates are not available for the respective reserved category the relevant Government of India Rules shall apply.</p> <p>iv. The conditions, if any, under which the desirable qualifications are relaxable shall be clearly stated in the advertisement.</p> <p>v. The closing date for receipt of applications shall be at least five weeks from the date of appearance of the advertisement in the newspapers. Provided that in emergent circumstances the period could be reduced to three weeks for reasons to be recorded in writing.</p> <p>vi. No application received after the closing date will be entertained unless the delay is accounted for by</p>

<p>unless the delay is accounted for by dislocation in the postal system or in its being forwarded by the appropriate authorities or such other valid reasons as may be accepted by the Vice-Chancellor.</p>	<p>dislocation in the postal system or in its being forwarded by the appropriate authorities or such other valid reasons as may be accepted by the Vice-Chancellor.</p>
<p>Personal Contact Candidates 3.</p> <p>A process of personal contact may be initiated by the Vice-Chancellor for obtaining particulars of candidates from appropriate authorities in the concerned fields. The particulars so forwarded by the concerned authorities, in response to such request may also be considered along with other applications in response to the advertisement. No application fee shall be chargeable in respect of such applications.</p> <p>Career Advancement 4.</p> <p>i. Teachers eligible for placement/promotion under the Career Advancement Scheme shall apply in a prescribed form to the Registrar through the Head of the Department/Centre. Provided that if a candidate is the Head of the Department/Centre application is to be forwarded by the concerned Dean.</p> <p>ii. An application for promotion under the Career Advancement Scheme shall be entitled to the benefit of regular and continuous previous service in the equivalent grade and Scale of pay outside this University/Institutions like a University, College, or other Research organizations, e.g., CSIR, ICAR, DRDO, ICSSR, ICHR, and other such institutions, up to a maximum of half the number of years required to be eligible for such promotion, subject to the guidelines issued by the UGC from time to time.</p>	<p>3. Personal Contact Candidates</p> <p>A process of personal contact may be initiated by the Vice-Chancellor for obtaining particulars of candidates from appropriate authorities in the concerned fields. The particulars so forwarded by the concerned authorities, in response to such request may also be considered along with other applications in response to the advertisement. No application fee shall be chargeable in respect of such applications.</p> <p>Deleted</p>
<p>Counting of Past Service 5.</p> <p>If the number of years required in a feeder cadre are less than those stipulated under the Career Advancement Scheme, thus entailing hardship to those who have completed more than the total number of years in their entire service for eligibility in the cadre, may be placed in the next higher cadre after adjusting the total number of years.</p>	<p>Deleted</p>
<p>Fees 6.</p> <p>Details of procedure shall be laid down in Regulations. All applications, including those for placement/promotion under the Career Advancement Scheme, shall be accompanied by such application fee for the posts as may be prescribed by the University from time to time. In case a candidate is not eligible for consideration on account of any disability, other than academic qualification, the application shall not be considered and the application fee will be refunded in full.</p>	<p>4. Fees</p> <p>All applications shall be accompanied by such non-refundable application fee for the posts as may be prescribed by the University from time to time.</p>
<p>Procedure of Scrutiny 7.</p> <p>i. The applications of all candidates for the post of Lecturers, Readers, Professors, or equivalent posts or application for placement/promotion under the Career Advancement Scheme shall be forwarded by the University Office to the Heads of</p>	<p>5. Procedure of Scrutiny</p> <p>A. Administrative Scrutiny</p> <p>i. In the first instance, the non-academic particulars of the candidates like age, nationality, date of submission of application, etc. shall be</p>

the Department concerned. However, if the Head of the Department happens to be a Reader, the applications for the posts of Professors or equivalent will be forwarded to a Professor in the Department or failing which to the Dean of the School.

ii. The Head of the Department shall constitute a Committee of not less than three members of the staff in the Department not below the rank of Reader including a Professor(s) (excluding Professors reappointed after superannuation) in the Department to scrutinize the applications for the posts of Lecturers, Readers and equivalent and for preparing a list of candidates for interview. Similarly, a Committee shall be constituted by the Head of the Department or the Dean of the School, as the case may be, for scrutinizing the applications for the posts of Professors or equivalent. This Committee shall comprise not less than three persons and shall include all Professors in the Department (excluding Professors reappointed after superannuation) and at least one Professor from another Department in the School or another School.

iii. The procedure for scrutiny of applications shall be as follows :

a. In the first instance, the non-academic particulars of the candidates like age, nationality, date of submission of application, etc, shall be scrutinized and those candidates who suffer from any disability will be separately listed.

b. The applications of all the remaining candidates shall be scrutinized with reference to the essential and desirable qualifications.

c. Ordinarily, the number of candidates recommended for interview for one post may not exceed six and for two posts ten, and five per post if the vacancies are more. Provided that the above number may be exceeded by the Committee for reasons to be given in writing.

d. A short list of candidates who appear to be better qualified on the basis of qualifications given in the application, shall be prepared by the Committee on the basis of criteria which may be adopted by the Committee in each case. Provided, such candidates who may have been interviewed for the same or similar post by the University and may not have been found suitable within a year preceding the advertisement of the post in question shall not be called for interview unless the committee makes a special recommendation for reasons to be recorded in writing.

e. Ordinarily for the posts of Lecturers, Research Associates, Research Fellows or equivalent, a higher weightage will be given for consistently good academic record, the objective being to pick up those who have the best potential for development. Their research

scrutinised by the University Office together with the Chairman of the Screening Committee defined below and those candidates who suffer from any disability shall be listed separately.

ii. *The applications of all the remaining candidates will be screened with reference to the essential and desirable qualifications by the Screening Committee as defined in clause B below.*

B. Screening of Applications

i. *The applications of all candidates for the posts of Assistant Professor, Associate Professor, Professor or equivalent posts shall be forwarded by the University Office to the Head of the Department concerned who shall ordinarily be the Chairman of the Screening Committee. However, if the Head of the Department happens to be an Associate Professor, the applications for the post of Professor or equivalent shall be forwarded to the senior most Professor in the Department, failing which to the Dean of School or the Vice-Chancellor. The Head of the Department shall constitute a Committee of not less than three teachers in the Department, not below the rank of Associate Professor, including the Professors in the Department or from other Department in case there are not enough faculty members in the Department, to screen the applications for posts of Assistant Professor, Associate Professor, and equivalent and for preparing a list of candidates for interview. Similarly, a Committee shall be constituted by the Head of the Department or the Senior most Professor or the Dean of the School or the Vice-Chancellor as the case may be, for scrutinising the applications for the post of Professor or equivalent. This Committee shall comprise of not less than three teachers and shall include all Professors in the Department and at least one Professor from another Department in the School or other Schools. Professors who are re-employed after superannuation shall not however be members of the Screening Committee.*

ii. Ordinarily, the number of candidates recommended for interview for one post may not exceed six and for two posts ten, and five per post, if the vacancies are more.

iii. *A short list of candidates, in the order of merit, for the post of Assistant Professor and its equivalent cadres in Library and Physical Education and Sports shall be prepared by the Committee on the basis of screening criteria as stipulated in the relevant Ordinance Merit list of candidates for the posts of Associate Professor and Professor and their equivalent cadres in Library and Physical Education and Sports shall be drawn on the basis of the API scores prescribed in the relevant Regulation. Provided, such candidates who may have been interviewed for the same or similar post by the University and may not have been found suitable within a year preceding the advertisement of the post in question shall not be called for interview*

<p>work and other experience will be considered but with a lesser weightage. In the case of the posts of Readers or equivalent, the academic record and their achievements in research, teaching and in other fields will be given equal weightage. In the case of higher posts of Professors, the achievements in their fields of study and work will be given a high priority.</p> <p>f. The qualifications advertised in the notice shall not be relaxed unless the fact that qualifications are relaxable under special circumstances has been mentioned in the advertisement, and</p> <p>g. The basic academic qualification shall not be relaxable. In case of a candidate who does not satisfy anyone of the other essential qualifications like experience and yet recommended for being called for interview, the fact shall be specifically stated and reasons for relaxing the qualification will be given in writing.</p> <p>iv. The Head of the Department or the Dean of the School, as the case may be, shall forward the applications with his recommendations to the Vice-Chancellor for final selection of candidates for interview for the posts. The Vice-Chancellor may vary the list suitably at his discretion for reasons to be recorded in writing.</p> <p>v. A copy each of three best publications/ written academic contribution of the candidate for Professorship/Readership (selected to be called for interviews as defined by her/him) shall be sent well in advance to three external experts of the Selection Committee for critical review before the interview for placement/promotion is held. The review reports of these three experts shall be placed before the Selection Committee.</p>	<p>unless the committee makes a special recommendation for reasons to be recorded in writing.</p> <p>iv. Ordinarily for the post of Assistant Professor or its equivalent cadre in Library and Physical Education and Sports, a higher weightage will be given for consistently good academic record, the objective being to pick up those who have the best potential for development. Their research work and other experience shall be considered but with a weightage as provided for in the UGC Regulations. For the posts of Associate Professor and Professor and their equivalent cadres in Library and Physical Education and Sports, the weightage for the teaching and research records shall be given as stipulated in the Performance Based Appraisal System (PBAS) based on the Academic Performance Indicator (API) as per Regulation RE-1.</p> <p>v. Under no circumstances will the essential qualifications, experience and API as prescribed by the UGC and advertised accordingly be relaxed.</p> <p>vi. In case of a candidate who does not satisfy one or more desirable qualifications and is yet recommended for being called for interview, the fact shall be specifically stated and reasons for relaxing the desirable qualification shall be given in writing.</p> <p>vii. The applications along with recommendation of the Screening Committee shall be forward by the Chairman to the Vice-Chancellor for approval. The Vice-Chancellor may refer the matter to the Committee to review its decision for reasons to be recorded.</p> <p>deleted</p>
<p>Readvertisement 8.</p> <p>If the number of candidates being called for interview is less than three in all, the post shall be readvertised with the stipulation that candidates who may have applied earlier need not apply again. In such cases, the Vice-Chancellor shall also initiate personal contact as provided in clause 3 above. In case the number of eligible candidates is still less than three the process of second advertisement and personal contact, the interviews shall be held in accordance with the provisions of the Ordinance.</p>	<p>6. Re-advertisement</p> <p>If the number of candidates being called for interview is less than three in all, the post shall be re-advertised with the stipulation that candidates who may have applied earlier need not apply again. In such cases, the Vice-Chancellor shall also initiate personal contact. In case the number of eligible candidates is still less than three the process of second advertisement and personal contact, the interviews shall be held in accordance with the provisions of the Ordinance.</p>
<p>Resubmission of application 9.</p> <p>If a candidate for placement/promotion under the Career Advancement Scheme is not found suitable for placement/promotion for which he/she has applied, he/she shall be eligible to apply afresh for such placement/promotion.</p>	<p>Deleted</p>
<p>Information to Candidates 10.</p>	<p>7. Information to Candidates</p>

<p>The outstation candidates will be informed telegraphically as well as through registered post and the local candidates through registered posts, of the venue and date of interview at least two weeks ahead of the due date of interview.</p>	<p>The outstation candidates shall be informed by suitable modes (essentially by registered post as well as e-mail, if the same is available in the application) about the venue and date of interview at least two weeks ahead of the due date of interview.</p>
<p>Reserved Posts 11.</p> <p>In the case of reserved posts, the same procedure may be followed. If no suitable candidate is found, the post may be de-reserved and the reservation may be carried forward to another vacancy according to the provisions of the Ordinance</p>	<p>8. Reserved Posts</p> <p>In the case of reserved posts, the same procedure may be followed. If no suitable candidate is found, the post may be de-reserved and the reservation may be carried forward to another vacancy according to Government of India Rules and the provisions of the Ordinance</p>
	<p>9. Notwithstanding anything above, any notification in this regard issued by the University Grants Commission/ Ministry of Human Resource Development/ Government of India and adopted by the University shall be applicable.</p>
<ol style="list-style-type: none"> 1. Approved vide Ministry of Education, Govt of India No.F.8-32/82-Desk(u) dated February 2, 1984. 2. Amendment to Sub-clause (5) of clause 5 and clause 6(a) OE-4 approved vide MHRD, Deptt. Of Education, Govt of India letter No.F.8-30/99/Desk(U), dated June 2, 2000. 3. Further amended vide EC.105:99:8(vi), dated December 8, 1998. 	

Proposed amendment of OE-5 ON SERVICE CONDITIONS, SALARY SCALES, CLASSIFICATION AND QUALIFICATIONS OF TEACHERS

Existing	Proposed
<p align="center">ON SERVICE CONDITIONS, SALARY SCALES, CLASSIFICATION AND QUALIFICATIONS OF TEACHERS</p> <p align="center"><i>Under Section 26 (1) (n) of the NEHU Act, 1973 read with Statute 25</i></p> <p>Members of the Teaching Staff 1. The members of the Teaching Staff shall be designated as follows:</p> <ol style="list-style-type: none"> i. Professor ii. Reader iii. Lecturer <p>Scale of Pay 2.</p> <p>The Scales of pay of the teaching staff shall be as prescribed by the UGC/MHRD, Government of India from time to time and as accepted by the University. In addition to the pay in the scales such other allowances, facilities and perks as may be sanctioned by the UGC/MHRD, Government of India/University from time to time will be admissible to the teachers.</p>	<p align="center">ON DESIGNATION, EMOLUMENTS, QUALIFICATIONS, SERVICE CONDITIONS AND PROFESSIONAL ETHICS OF TEACHERS</p> <p align="center"><i>Under Section 26 (1) (n) of the NEHU Act, 1973 read with Statute 25</i></p> <p>1. Members of the Teaching Staff The members of the Teaching Staff shall be designated as follows:</p> <ol style="list-style-type: none"> i. Professor ii. Associate Professor iii. Assistant Professor <p>2. Scale of Pay</p> <p>The Scales of pay of the teaching staff shall be as prescribed by the University Grants Commission/ Ministry of Human Resource Development, Government of India, from time to time and accepted by the University. In addition to the pay in the scales such other allowances, facilities and perks as may be sanctioned by the UGC/ MHRD, Government of India/ University from time to time will be admissible to the teachers.</p>
<p>Qualification 3.</p> <p>The qualifications for the post of Professors, Readers or Lecturers shall be such as may be prescribed in the Regulations of the University in consultation with the University Grants Commission.</p>	<p>3. Qualifications</p> <p>The minimum qualification for the post of Professor, Associate Professor and Assistant Professor shall be such as prescribed by the University Grants Commission/ Ministry of Human Resource Development from time to time and laid down in relevant Regulation of the University. Additional qualification, if any, required for the post to be filled up shall be prescribed by the Vice-Chancellor in consultation with the Dean of concerned School and Head of the Department/ Centre and approved by the Academic Council.</p>
<p>Teacher to be whole time employees 4.</p> <ol style="list-style-type: none"> i. For the purpose of this Ordinance "teacher" means whole-time salaried teacher of the University and does not include honorary, visiting or parttime teachers. ii. A teacher shall be a whole time salaried employee of the University and shall devote his whole time to the University. iii. No whole-time salaried teacher of the University shall, without the permission of the Executive Council, engage directly or indirectly in any trade or business whatsoever or any private tuition or other work to which any emolument or honorarium is attached. Provided that nothing in this Ordinance shall apply to work undertaken in connection with the examination of Universities or learned bodies or Public Service Commission or to any literary work or publication or radio talk or extension lectures or with the permission of the 	<p>4. Teacher to be whole time employee</p> <ol style="list-style-type: none"> i. For the purpose of this Ordinance "teacher" means whole-time salaried teacher of the University and does not include honorary, visiting or part-time teachers. ii. A teacher shall be a whole-time salaried employee of the University and shall devote his whole time to the University. iii. No whole-time salaried teacher of the University shall, without the permission of the Executive Council, engage directly or indirectly in any trade or business whatsoever or any private tuition or other work to which any emolument or honorarium is attached. Provided that nothing in this Ordinance shall apply to work undertaken in connection with the examination of Universities or learned bodies or Public Service Commission or to any literary work or publication or radio talk or extension lectures or with the permission of the

<p>of the Vice-Chancellor, to any other academic work.</p> <p>Nature of Duties 5.</p> <p>i. Every teacher shall undertake to take such part in the activities of the University and perform such duties in the University as may be required by and in accordance with the Act, Statutes and Ordinances framed thereunder, organization of instruction, or teaching or research or the examination of students or their discipline or their welfare and generally to act under the direction of the authorities of the University.</p> <p>ii. A teacher who is assigned work relating to teaching or research in any Department, other than his, within the School or outside School, shall not be entitled to extra remuneration</p>	<p>Vice-Chancellor, to any other academic work</p> <p>5. Nature of Duties</p> <p>i. Every teacher shall undertake to take such part in the activities of the University and perform such duties in the University as may be required by and in accordance with the Act, Statutes and Ordinances framed thereunder, organization of instruction, or teaching or research or the examination of students or their discipline or their welfare and generally to act under the direction of the authorities of the University.</p> <p>ii. A teacher who is assigned work relating to teaching or research in any Department/ Centre of the University, other than his/ her/own, shall not be entitled to extra remuneration provided overall workload does not exceed the UGC norms.</p>
<p>Probation 6.</p> <p>Professors and Readers shall be appointed on probation ordinarily for a period of twelve months and Lecturers for a period of twenty four months but in no case shall the total period of probation exceed twenty four months. Provided that the Executive Council may, for reasons to be recorded waive the condition of probation. The Executive Council shall have the right to assess the suitability of a teacher for confirmation even before the expiry of the period of 24 months from the date of his/her appointment but not earlier than nine months from that date.</p>	<p>6. Probation</p> <p>i. Professors, Associate Professors and Assistant Professors shall be appointed on probation ordinarily for a period of twelve months but in no case shall the total period of probation exceed twenty four months.</p> <p>ii. The confirmation at the end of one year shall be automatic, unless Probation is extended for another year by a specific order, before expiry of first year. University must issue an order of confirmation within forty five days of completion of probationary period after due process of verification of satisfactory performance.</p> <p>iii. Probation Rules are applicable only at the initial stage of recruitment, issued from time to time, by Central Government.</p> <p>iv. All other Central Government rules on probation shall be applicable mutatis mutandis.</p> <p>v. Provided that the Executive Council may, for reasons to be recorded waive the condition of probation. The Executive Council shall have the right to assess the suitability of a teacher for confirmation even before the expiry of the period of 12 months from the date of his/ her appointment but not earlier than nine months from that date.</p>
<p>Confirmation 7.</p> <p>i It shall be the duty of the Registrar or any Officer-in-charge of the case, to place before the Executive Council the case of confirmation of a teacher on probation to assess the suitability in the 10th month and the 19th month.</p> <p>ii. The Executive Council may then either confirm the teacher or decide not to confirm him/her. Where the Executive Council decides not to confirm the teacher, he/she shall be informed in writing to that effect, not later than thirty days before the expiry of the probation. Provided that the decision not to confirm a teacher shall require a two-thirds majority of the members of the Executive Council present and voting.</p>	<p>7. Confirmation</p> <p>i It shall be the duty of the Registrar or any Officer-in-charge of the case, to place before the Executive Council the case of confirmation of a teacher on probation to assess the suitability in the 10th month.</p> <p>ii. The Executive Council may then either confirm the teacher or decide not to confirm him/ her or extend the period of probation so as not to exceed 24 months in all. Where the Executive Council decides not to confirm the teacher, he/ she shall be informed in writing to that effect, not later than thirty days before the expiry of the probation. Provided that the decision not to confirm a teacher shall require a two-thirds majority of the members</p>

iii. A teacher appointed by the Executive Council under Statute 21 shall be deemed to be confirmed with effect from the date he/she joins duty

Increment 8.

Every teacher shall draw increment in his/her scale of pay, unless it is withheld or postponed by a resolution of the Executive Council on a reference by the Vice-Chancellor, and after the teacher has been given sufficient opportunity to make his written representation. Provided that two advance increments shall be admissible to those who enter the University system with an M.Phil./M.Litt. while four advanced increments to those with Ph.D./D.Litt./D.Sc./D.Phil. Degree. Provided further that one increment shall be admissible to a teacher who acquires an M.Phil./M.Litt. Degree, while two increments shall be admissible to a teacher who acquires a Ph.D./D.Litt./D.Sc. in his/her service career. But the number of increments shall not exceed two if a teacher acquires both the degrees in his/her service career.

of the Executive Council present and voting

iii. A teacher appointed by the Executive Council under Statute 21 shall be deemed to be confirmed with effect from the date he/she joins duty

8. Increment

A. Annual Increment

i. Every teacher shall draw increment in his/ her **pay band**, unless it is withheld or postponed by a resolution of the Executive Council on a reference by the Vice-Chancellor, and after the teacher has been given sufficient opportunity to make his written representation.

ii. **Each annual increment shall be equivalent to 3% of the sum total of pay in the relevant Pay Band and the Academic Grade Pay (AGP) as applicable for the respective stage in the Pay Band.**

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

iv. **In view of the considerable rise in effective pay between the two Pay Bands (3 & 4), there shall be no additional increment on movement from the Pay Band 3 to the Pay Band 4.**

B. Increments as incentives for M.Phil./Ph.D., etc.

i. **M.Phil. Degree holders at the time of recruitment to the post of Assistant Professor shall be entitled to 2 non-compounded advance increments.**

ii. **Those possessing Post-graduate degree in the professional course such as LL.M./ M.Tech./ M.Arch./ M.E./ M.V.Sc./ M.D., etc. recognized by the relevant statutory body/ council, shall also be entitled to 2 non-compounded advance increments at the entry level of recruitment as Assistant Professor. Further, all issues relating to grant of advance increments to teachers engaged in engineering/ technical courses in the university system shall be subject to recommendations of the Committee separately constituted by the Central Government for pay review of teachers in technical education.**

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

Provided that one increment shall be admissible to a teacher who acquires an M.Phil./ M.Litt. degree, while **three non-compounded** increments shall be admissible to a teacher who acquires a Ph.D./ D.Litt./ D.Sc. in his/ her service career. **Provided further** the number of increments shall not exceed three if a teacher acquires both the degrees in his/ her service career.

iv. **Teachers in service who have already been awarded Ph.D. degree by the time of coming into force of this Ordinance or having been enrolled for Ph.D. have already undergone**

<p>Age of retirement 9.</p> <p>Subject to the provision of Statute 27, every teacher confirmed in the service of the University, shall retire from such service on the afternoon of the last date of the month in which he/she attains the age of 65 years or if the date attaining 65 years falls on the first day of the month, the teacher shall retire on the afternoon of the last day of the preceding month. Continuation in service thereafter may be considered only under rules of reemployment.</p>	<p><i>course-work as well as evaluation, if any, and only Notification in regard to the award of Ph.D. degree is awaited, shall also be entitled to the award of 3 non-compounded increments even if the University awarding such Ph.D. degree has not yet been notified by the UGC as having complied with the process prescribed by the UGC. Provided that in respect of every other case, a teacher who is already enrolled for Ph.D. degree shall avail the benefit of 3 non-compounded increments only if the University awarding the Ph.D. degree has been notified by the UGC to have complied with the process prescribed by the UGC for the award of Ph.D. degree in respect of either coursework or evaluation or both, as the case may be.</i></p> <p>v. Notwithstanding anything above, all other terms and conditions laid down by UGC shall apply.</p> <p>9. Age of retirement</p> <p>Subject to the provision of Statute 27, every teacher confirmed in the service of the University, shall retire from such service on the afternoon of the last date of the month in which he/ she attains the age of 65 years or if the date attaining 65 years falls on the first day of the month, the teacher shall retire on the afternoon of the last day of the preceding month. Continuation in service thereafter may be considered only under rules of reemployment.</p>
<p>Variation in terms & conditions of Service 10.</p> <p>Every teacher of the University shall be bound by the Act, Statutes Ordinances of and Regulations for the same being in force in the University.</p> <p>Provided that no change in the terms and conditions of service of a teacher shall be made after his appointment, in regard to designation, scale of pay, increments, probation, confirmation, leave, leave salary, age of retirement, provident fund benefits and removal from service so as to adversely affect him.</p>	<p>10. Variation in terms & conditions of Service</p> <p>Every teacher of the University shall be bound by the Act, Statutes, Ordinances of and Regulations for the same being in force in the University.</p> <p>Provided that no change in the terms and conditions of service of a teacher shall be made after his appointment, in regard to designation, scale of pay, increments, probation, confirmation, leave, leave salary, age of retirement, provident fund benefits and removal from service so as to adversely affect him/ her.</p>
<p>Resignation 11.</p> <p>A teacher may, at anytime, terminate his engagements by giving the Executive Council three months' notice in writing. Provided further that if the notice period ends in the middle of the academic semester, and if the leaving of the teacher may be released only at the end of the semester in the case of the University teachers and at the end of the academic session in the case of teachers of the constituent colleges.</p>	<p>11. Resignation</p> <p>A teacher may, at anytime, terminate his/ her engagements by giving the Executive Council three months' notice in writing. Provided that if the notice period ends in the middle of the academic semester, and if the release of the teacher is likely to adversely affect the academic programme, the teacher may be released only at the end of the semester in the case of the University teachers and at the end of the academic session in the case of teachers of the constituent colleges.</p> <p>Provided a teacher to whom 'leave not due' is granted shall not be permitted to tender his/ her resignation from service so long as the debit balance in his/ her leave account is not wiped off by active service, or he/ she refunds</p>

	<p><i>the amount paid to him/ her as pay and allowances for the period not so earned. In a case where retirement is unavoidable on account of reason of ill health, incapacitating the teacher for further service, refund of leave salary for the period of leave still to be earned may be waived by the Executive Council.</i></p>
<p>Contract 12.</p> <p>i. The written contract between a teacher and the University required to be entertained into under clause (2) of the Statute 25, shall be in the form annexed to this Ordinance or as nearly or substantially to take effect. Provided that if a contract is not executed by a teacher for any reason whatsoever, he shall be governed by the general principles like equity, fair play, the overall academic interests of the students, harmonious functioning of the institution and healthy development of the University</p> <p>ii Special contract: Notwithstanding anything contained in this Ordinance, the Executive Council may, in special cases, appoint teachers on contract on such terms and conditions as it may deem fit. Such teachers shall execute a contract in the form as annexed. Provided that no appointment shall be made under this clause for a period exceeding five years at a time.</p>	<p>12. Contract</p> <p>i. The written contract between a teacher and the University required to be entertained into under clause (2) of the Statute 25, shall be in the form annexed to this Ordinance or as nearly or substantially to take effect. Provided that if a contract is not executed by a teacher for any reason whatsoever, he shall be governed by the general principles like equity, fair play, the overall academic interests of the students, harmonious functioning of the institution and healthy development of the University.</p> <p>ii Special contract: Notwithstanding anything contained in this Ordinance, the Executive Council may, in special cases, appoint teachers on contract on such terms and conditions as it may deem fit. Such teachers shall execute a contract in the form as annexed. Provided that no appointment shall be made under this clause for a period exceeding five years at a time.</p>
<p>Provident Fund 13.</p> <p>A teacher of the University shall subscribe to the Provident Fund scheme and shall be entitled to such gratuity/retirement benefits and leave encashment prescribed by the Government of India from time to time Provided that a teacher who entered the University with a Ph.D Degree, shall be entitled to the benefit in service up to a maximum period of 3 years for the purposes of retirement benefits such as Pension / C.P.F., gratuity and leave encashment/subject to the fulfillment of the condition that the teacher attains the age of superannuation in this University except in case of death before superannuation.</p>	<p>13. Retirement benefits</p> <p>A teacher of the University shall subscribe to the Provident Fund scheme(s) in force and shall be entitled to such gratuity/ retirement benefits and leave encashment prescribed by the Government of India from time to time</p>
	<p>14. Professional Ethics</p> <p>(i) A teacher is expected to</p> <p>(a) Adhere to a responsible pattern of conduct and demeanour expected of him/ her;</p> <p>(b) Manage all his/ her affairs in a manner consistent with the dignity of the profession;</p> <p>(c) Seek to make professional growth continuous through study and research;</p> <p>(d) Express free and frank opinion by participation at professional meetings, seminars, conferences, etc., towards the contribution of knowledge;</p> <p>(e) Maintain active membership of professional organizations and strive to improve education and profession through them;</p> <p>(f) Perform duties in the form of teaching, tutorial, practical, seminar and research work conscientiously and with dedication;</p> <p>(g) Co-operate and assist in carrying out functions relating to the educational</p>

responsibilities of the college and the university such as: assisting in appraising applications for admission, advising and counselling students as well as assisting the conduct of university and college examinations, including supervision, invigilation and evaluation; and

(h) Participate in extension, co-curricular and extra-curricular activities including community service.

(ii) Teachers should respect the right and dignity of the student in expressing his/ her opinion; deal justly and impartially with students regardless of their religion, caste, political, economic, social and physical characteristics; recognize the difference in aptitude and capabilities among students and strive to meet their individual needs; encourage students to improve their attainments, develop their personalities and at the same time contribute to community welfare; inculcate among students scientific outlook and respect for physical labour and ideals of democracy, patriotism and peace; not behave in a vindictive manner towards any of the students for any reason; pay attention to only the attainment of the student in the assessment of merit;

(iii) Teachers should treat other members of the profession in the same manner as they themselves wish to be treated; speak respectfully of other teachers and render assistance for professional betterment; refrain from lodging unsubstantiated allegations against colleagues to higher authorities; and refrain from allowing considerations of caste, creed, religion, race or sex in their professional endeavour.

(iv) Teachers should discharge their professional responsibilities according to the existing rules and adhere to procedures and methods consistent with their profession in initiating steps through their own institutional bodies and/ or professional organizations for change of any such rule detrimental to the professional interest; refrain from undertaking any other employment and commitment including private tuitions and coaching classes which are likely to interfere with their professional responsibilities; co-operate in the formulation of policies of the institution by accepting various offices and discharge responsibilities which such offices may demand; co-operate through the University in the formulation of policies of the other institutions; co-operate with the authorities for the betterment of the University keeping in view the interest and in conformity with dignity of the profession; adhere to the conditions of contract; give and expect due notice before a change of position is made; and refrain from availing themselves of leave except on unavoidable grounds and as far as practicable with prior intimation.

(v) Teachers should treat the non-teaching staff as

	<p><i>colleagues and equal partners in a cooperative undertaking, within the university; and help in the function of joint staff-councils covering both teachers and the non-teaching staff.</i></p> <p><i>(vi) Teachers should recognize that education is a public service and strive to keep the public informed of the educational programmes which are being provided; work to improve education in the community and strengthen the community's moral and intellectual life; be aware of social problems and take part in such activities as would be conducive to the progress of society and hence the Nation as a whole; perform the duties of citizenship, participate in community activities and shoulder responsibilities of public offices; refrain from taking part in or subscribing to or assisting in any way activities which tend to promote feeling of hatred or enmity among different communities, religions or linguistic groups but actively work for National Integration.</i></p>
	<p><i>15. Notwithstanding anything contained in clauses 1 to 14 above, any notification in this regard issued by the University Grants Commission/ Ministry of Human Resource Development/ Government of India and adopted by the University shall be applicable.</i></p>

Proposed Amendment to OE-6 ON GOVERNING LEAVE TO TEACHERS OF THE UNIVERSITY
Under Section 26 (1) (n) of the NEHU Act, 1973 Read with Statute 25

Existing	Proposed
<p>OE-6 ON GOVERNING LEAVE TO TEACHERS OF THE UNIVERSITY Under Section 26 (1) (n) of the NEHU Act, 1973 Read with Statute 25</p>	<p>OE-6 ON GOVERNING LEAVE TO TEACHERS OF THE UNIVERSITY Under Section 26 (1) (n) of the NEHU Act, 1973 Read with Statute 25</p>
A. PERMANENT TEACHERS	A. PERMANENT TEACHERS
Kind of Leave 1.	1. Kind of Leave
<p>i. The following kinds of leave shall be admissible to permanent teachers:</p> <p>a. Leave treated as duty</p> <p style="padding-left: 20px;">(i) Casual Leave, and</p> <p style="padding-left: 20px;">(ii) Special Casual Leave</p> <p style="padding-left: 20px;">(iii) Duty Leave</p> <p>b. Leave earned by duty</p> <p style="padding-left: 20px;">(i) Earned Leave</p> <p style="padding-left: 20px;">(ii) Half-pay Leave, and</p> <p style="padding-left: 20px;">(iii) Commuted Leave</p> <p>c. Leave not earned by duty</p> <p style="padding-left: 20px;">(i) Extra-ordinary Leave, and</p> <p style="padding-left: 20px;">(ii) Leave not due</p> <p>d. Leave not debited to leave account</p> <p style="padding-left: 20px;">(i) Leave for academic pursuits –</p> <p style="padding-left: 40px;">(a) Study Leave, and</p> <p style="padding-left: 40px;">(b) Sabbatical Leave</p> <p style="padding-left: 20px;">(ii) Leave on grounds of health</p> <p style="padding-left: 40px;">Maternity leave</p>	<p>i. The following kinds of leave shall be admissible to permanent teachers:</p> <p>a. Leave treated as duty</p> <p style="padding-left: 20px;">(i) Casual Leave,</p> <p style="padding-left: 20px;">(ii) Special Casual Leave</p> <p style="padding-left: 20px;">(iii) Duty Leave</p> <p>b. Leave earned by duty</p> <p style="padding-left: 20px;">(i) Earned Leave</p> <p style="padding-left: 20px;">(ii) Half-pay Leave,</p> <p style="padding-left: 20px;">(iii) Commuted Leave</p> <p>c. Leave not earned by duty</p> <p style="padding-left: 20px;">(i) Extra-ordinary Leave,</p> <p style="padding-left: 20px;">(ii) Leave not due</p> <p>d. Leave not debited to leave account</p> <p style="padding-left: 20px;">(i) Leave for academic pursuits –</p> <p style="padding-left: 40px;">(a) Study Leave,</p> <p style="padding-left: 40px;">(b) Sabbatical Leave</p> <p style="padding-left: 20px;">(ii) Parenting Leave</p> <p style="padding-left: 40px;">(a) Maternity Leave,</p> <p style="padding-left: 40px;">(b) Paternity Leave,</p> <p style="padding-left: 40px;">(c) Child Care Leave,</p> <p style="padding-left: 40px;">(d) Adoption Leave</p>
<p>ii. The Executive Council may, in exceptional cases grant for the reasons to be recorded, any other kind of leave subject to such terms and conditions as it may deem fit to impose.</p>	<p>ii. The Executive Council may, in exceptional cases grant for the reasons to be recorded, any other kind of leave subject to such terms and conditions as it may deem fit to impose.</p>
Casual Leave 2.	2. Casual Leave
<p>i. Total leave granted to a teacher shall not exceed eight days in an academic year.</p> <p>ii. Deleted</p> <p>iii. Casual leave cannot be combined with any other kind of leave, except special casual leave. It may be combined with holidays, including Sundays. Holidays or Sundays falling within the period of casual leave shall not be counted as casual leave.</p>	<p>i. Total leave granted to a teacher shall not exceed eight days in an academic year.</p> <p>ii. Casual leave cannot be combined with any other kind of leave, except special casual leave. It may be combined with holidays, including Sundays. Holidays or Sundays falling within the period of casual leave shall not be counted as casual leave.</p>
Special Casual Leave 3.	3. Special Casual Leave
<p>i. Special casual leave, not exceeding ten days in an academic year, may be granted to a teacher:</p> <p>a. To conduct examination of a University, Public Service Commission/ Board of Examination or other similar bodies/institutions;</p> <p>b. To inspect academic institutions attached to a statutory board etc.,</p>	<p>i. Special casual leave, not exceeding ten days in an academic year, may be granted to a teacher</p> <p>a. To conduct examination of a University, Public Service Commission/ Board of Examination or other similar bodies/ institutions;</p> <p>b. To inspect academic institutions attached to a statutory board etc.,</p> <p>c. to participate in a literary, scientific, or educational conference, symposium or seminar or cultural or athletic activities conducted by bodies recognised by the University.</p> <p>d. to do such other work as may be approved</p>

<p>NOTE: (i) In computing the ten days' leave admissible, the days of actual journey, if any, to and from the places where activities specified above, take place, will be excluded.</p> <p>(ii) In addition, special casual leave to the extent mentioned below may also be granted'</p> <p>(a) to undergo sterilization operation (vasectomy or salpingectomy) under family welfare programme. Leave in this case will be restricted to six working days; and</p> <p>(b) to a female teacher who undergoes non-puerperal sterilization. Leave in this case will be restricted to fourteen days.</p> <p>(iii) Special casual leave cannot be accumulated, nor can it be combined with any other kind of leave except casual leave. It may be granted in combination with holidays or vacation.</p> <p>c. to do such other work as may be approved by the Vice-Chancellor as academic work.</p> <p>ii. Absence from duty and Headquarters during a semester:</p> <p>a. The entitlement to casual and special casual leave in each semester shall be limited to the extent of 50% of annual entitlement;</p> <p>b. The total absence from headquarters intermittently during a semester on casual leave including journey days or other duty (like attending conferences, seminars, symposia on behalf of the University shall not be more than fifteen days in all (exclusive of holidays in between, if any). Provided that the Vice-Chancellor may allow in exceptional cases a teacher to go on duty on specific request being made and supported by the Head of the Department that suitable arrangements have been made for teaching etc., during his absence.</p>	<p>by the Vice-Chancellor as academic work.</p> <p>NOTE: (i) In computing the ten days' leave admissible, the days of actual journey, if any, to and from the places where activities specified above, take place, will be excluded.</p> <p>(ii) In addition, special casual leave to the extent mentioned below may also be granted'</p> <p>(a) to undergo sterilization operation (vasectomy or salpingectomy) under family welfare programme. Leave in this case will be restricted to six working days; and</p> <p>(b) to a female teacher who undergoes non-puerperal sterilization. Leave in this case will be restricted to fourteen days.</p> <p>(iii) Special casual leave cannot be accumulated, nor can it be combined with any other kind of leave except casual leave. It may be granted in combination with holidays or vacation.</p> <p>ii. Absence from duty and Headquarters during a semester on casual leave/ special casual leave including journey days or other duty (like attending conferences, seminars, symposia on behalf of the University) shall not be more than fifteen days in all (exclusive of holidays in between, if any) Provided that the Vice-Chancellor may allow in exceptional cases a teacher to go on duty on specific request being made and supported by the Head of the Department that suitable arrangements have been made for teaching etc., during his absence.</p>
<p>Duty Leave 4.</p> <p>i. The duration of leave should be such as may be considered necessary by the sanctioning authority on each occasion.</p> <p>ii. Duty leave may be granted for</p> <p>a. Attending Conferences, congresses, symposia and seminars on behalf of the University or with the permission of the University.</p> <p>b. Delivering lectures in institutions and University at the invitation of such institutions or Universities received by the University, and accepted by the Vice-Chancellor.</p> <p>c. Working in another Indian or foreign University, any other agency, institution or organization, when so deputed by the University.</p> <p>d. Participating in a delegation or working on a committee appointed by the Government of India, State Government, the University Grants Commission, a sister University or any other academic body, and also for attending meetings in the UGC, DST etc. where a teacher is invited to share expertise with academic bodies, government or NGO.</p> <p>e. For performing any other duty for the University.</p> <p>iii. Duty Leave shall be sanctioned by the Vice-</p>	<p>4. Duty Leave</p> <p>i. The duration of leave should be such as may be considered necessary by the sanctioning authority on each occasion.</p> <p>ii. Duty leave may be granted for</p> <p>a. Attending Conferences, congresses, symposia and seminars on behalf of the University or with the permission of the University.</p> <p>b. Delivering lectures in institutions and University at the invitation of such institutions or Universities received by the University, and accepted by the Vice-Chancellor.</p> <p>c. Working in another Indian or foreign University, any other agency, institution or organization, when so deputed by the University.</p> <p>d. Participating in a delegation or working on a committee appointed by the Government of India, State Government, the University Grants Commission, a sister University or any other academic body, and also for attending meetings in the UGC, DST etc. where a teacher is invited to share expertise with academic bodies, government or NGO.</p> <p>e. For performing any other duty for the University.</p> <p>iii. Duty Leave shall be sanctioned by the Vice-Chancellor.</p>

<p>Chancellor</p> <p>iv. The application for duty leave shall be recommended by the Head of the Department and forwarded by the Dean of the School to the Vice-Chancellor after taking into account, the academic needs of the Department/Centre. While recommending the application, the Head of the Department shall specify that alternative arrangements for the academic duties of the faculty member concerned shall be made, without asking for a substitute/extra academic position.</p> <p>v. Duty leave may be combined with earned leave, half pay leave or extraordinary leave</p>	<p>iv. The application for duty leave shall be recommended by the Head of the Department and forwarded by the Dean of the School to the Vice-Chancellor after taking into account, the academic needs of the Department/ Centre. While recommending the application, the Head of the Department shall specify that alternative arrangements for the academic duties of the faculty member concerned shall be made, without asking for a substitute/extra academic position.</p> <p>v. Duty leave may be combined with earned leave, half pay leave or extraordinary leave</p>
<p>Earned Leave 5.</p> <p>i. Earned leave admissible to a teacher shall be –</p> <p>a. 1/30th of actual service including vacation plus 1/3rd of the period, if any, during which he is required to perform duty during vacation.</p> <p>b. Plus 1/3rd of the actual teaching days in excess of minimum stipulation of 180 days may be credited to the Earned Leave account of the teachers.</p> <p>Note: For purposes of computation of period of actual services, all periods of leave except casual and special casual leave shall be excluded.</p> <p>ii. Earned leave at the credit of a teacher shall not accumulate beyond 300 days with effect from 01.07.1997. The maximum earned leave that may be sanctioned at a time shall not exceed 120 days. Earned leave exceeding 120 days may, however, be sanctioned in the case of higher study or training or leave on medical certificate or when the entire leave or a portion thereof is spent outside India.</p> <p>Note: a. When a teacher combines vacation with earned leave the period of vacation shall be reckoned as leave in calculating the maximum amount of leave on average pay which may be included in the particular period of leave</p> <p>b. In case where only a portion of the leave is spent outside India, the grant of leave in excess of 120 days shall be subject to the condition that the portion of leave spent in India shall not, in the aggregate exceed 120 days.</p>	<p>5. Earned Leave</p> <p>i. Earned leave admissible to a teacher shall be –</p> <p>a. 1/30th of actual service including vacation plus 1/3rd of the period, if any, during which he/ <i>she</i> is required to perform duty during vacation.</p> <p>b. Plus 1/3rd of the actual teaching days in excess of minimum stipulation of 180 days may be credited to the Earned Leave account of the teachers.</p> <p>Note: For purposes of computation of period of actual services, all periods of leave except casual, special casual and duty leave shall be excluded</p> <p>ii. Earned leave at the credit of a teacher shall not accumulate beyond 300 days. The maximum earned leave that may be sanctioned at a time shall not exceed 120 days. Earned leave exceeding 120 days may, however, be sanctioned in the case of higher study or training or leave on medical certificate or when the entire leave or a portion thereof is spent outside India.</p> <p>Note: a. When a teacher combines vacation with earned leave the period of vacation shall be reckoned as leave in calculating the maximum duration of leave on average pay which may be included in the particular period of leave</p> <p>b. In case where only a portion of the leave is spent outside India, the grant of leave in excess of 120 days shall be subject to the condition that the portion of leave spent in India shall not, in the aggregate exceed 120 days.</p> <p>c. Encashment of earned leave shall be allowed to non-vacation academic staff as applicable to the employees of the Government of India.</p>
<p>Half-Pay Leave 6.</p> <p>Half-pay leave admissible to a permanent teacher shall be 20 days for each completed year of service. Such leave may be granted on medical certificate, private affairs or for academic purposes.</p> <p>Note: A "completed year of service" means continuous service of specified duration under the University and includes periods spent on duty as well as leave including extra-ordinary leave.</p>	<p>6. Half-Pay Leave</p> <p>Half-pay leave admissible to a permanent teacher shall be 20 days for each completed year of service. Such leave may be granted on medical certificate, private affairs or for academic purposes.</p> <p>Note: A "completed year of service" means continuous service of specified duration under the University and includes periods spent on duty as well as leave including extra-ordinary leave</p>
<p>Commutated Leave 7.</p> <p>Commutated leave not exceeding half the amount</p>	<p>7. Commuted Leave</p> <p>Commutated leave not exceeding half the amount of</p>

of half-pay leave due shall be granted on medical certificate to a permanent teacher subject to the following conditions:

- i. Commuted leave during the entire service shall be limited to a maximum of 240 days.
- ii. When commuted leave is granted, twice the amount of such leave shall be debited against the half-pay leave due; and
- iii. The total duration of earned leave and commuted leave taken in conjunction shall not exceed 240 days at a time. Provided that no commuted leave shall be granted under this Ordinance unless the authority competent to sanction leave has reason to believe that the teacher will return to duty on its expiry.

Extra-Ordinary Leave 8.

- i. A permanent teacher may be granted extra ordinary leave -
 - a. when no other leave is admissible; or
 - b. when other leave is admissible, the teacher applies in writing for the grant of extra-ordinary leave.Provided, however, that save under the provision of sub-clauses (ii) to (iv) below, no extra-ordinary leave shall be granted to a teacher for holding an appointment or a fellowship outside the University.
- ii. The Executive Council may grant, on the request from the institution concerned and on application of the teacher, extra-ordinary leave to hold an appointment of a fellowship under a Government, a University, Research Institute or other similar important institutions, if in the opinion of the Executive Council such leave does not prejudice the interest of the University. This leave can be allowed only to a teacher who has been confirmed in the post held by him and has served the University for a period of at least three years. Provided further that such leave shall not be granted until after the expiry of five years after return from a previous spell of extra-ordinary leave or three years after study or sabbatical leave. The application for such leave shall be sent through the Dean of the School concerned and the latter shall give his recommendations taking into account the strength of the teaching staff for the particular subject. Except in very special cases, at no time more than 20% of the strength of the teachers on rolls of a centre shall be allowed to be absent from the centre on extra-ordinary leave, study leave and/or sabbatical leave. For this purpose, the teachers shall be classified separately in two groups for consideration as follows :
 - a. Professors and Associate Professors
 - b. Assistant Professors. in case of his failure to return to duty at the end of the period of leave sanctioned to him, the services of a teacher shall be liable to be terminated from the date of commencement of the period of leave granted to him. He shall also refund to the University, pay and allowances, if any, received by him during the leave (including other kinds of leave taken in continuation) sanctioned to him for the purpose.

half-pay leave due shall be granted on medical certificate to a permanent teacher subject to the following conditions:

- i. Commuted leave during the entire service shall be limited to a maximum of 240 days.
- ii. When commuted leave is granted, twice the amount of such leave shall be debited against the half-pay leave due; and
- iii. The total duration of earned leave and commuted leave taken in conjunction shall not exceed 240 days at a time. Provided that no commuted leave shall be granted under this Ordinance unless the authority competent to sanction leave has reason to believe that the teacher will return to duty on its expiry.

8. Extra-Ordinary Leave

- i. A permanent teacher may be granted extra ordinary leave:-
 - a. when no other leave is admissible; or
 - b. when other leave is admissible, the teacher applies in writing for the grant of extra-ordinary leaveProvided, however, that save under the provision of sub-clauses (ii) to (iv) below, no extra-ordinary leave shall be granted to a teacher for holding an appointment or a fellowship outside the University.
- ii. The Executive Council may grant, on the request from the institution concerned and on application of the teacher, extra-ordinary leave to hold an appointment **or** a fellowship under a Government, a University, Research Institute or other similar important institutions, if in the opinion of the Executive Council such leave does not prejudice the interest of the University. This leave can be allowed only to a teacher who has been confirmed in the post held by him and has served the University for a period of at least three years. Provided further that such leave shall not be granted until after the expiry of five years after return from a previous spell of extra-ordinary leave or three years after study or sabbatical leave. The application for such leave shall be sent through the Dean of the School concerned and the latter shall give his recommendations taking into account the strength of the teaching staff for the particular subject. Except in very special cases, at no time more than 20% of the strength of the teachers on rolls of a centre shall be allowed to be absent from the centre on extra-ordinary leave, study leave and/or sabbatical leave. For this purpose, the teachers shall be classified separately in two groups for consideration as follows :
 - a. Professors and Associate Professors
 - b. Assistant Professors.In case of **her/** his failure to return to duty at the end of the period of leave sanctioned to **her/** him, the services of a teacher shall be liable to be terminated from the date of commencement of the period of leave granted to **her/** him. **She/** he shall also refund to the University, pay and allowances, if any, received by **her/** him during the leave (including other kinds of leave taken in continuation) sanctioned to **her/** him for the

- iii a The Executive Council may also grant, at its discretion, extra-ordinary leave to a permanent teacher who has been selected for a teaching or research assignment in a University, a Research Institute or other similar important Institution provide he has served the University for a period of at least three years and the application had been sent through and forwarded by the University;
- b. The leave in such cases shall not exceed a maximum period of two years;
- c. Notwithstanding any other leave which may be due to a teacher of the entire period for which the teacher holds the appointment outside the University shall be without pay; and
- d. The period so spent shall not be counted for increment but shall count for seniority. The period shall not also count for pensionary/ contributory provident fund benefits unless the pension/ contributory provident fund contributions are paid by the teacher or the foreign employer. Provided that no such leave shall be granted until after the expiry of five years after return from a previous spell of extra-ordinary leave or three years after study or sabbatical leave. If the teacher does not resume his duties in the University at the end of the period of extraordinary leave granted to him, he shall be treated as having resigned the post held by him in the University.
- iv. Subject to the provisions of sub clause (vii) below, the total amount of extra-ordinary leave granted to a teacher under sub-clause (ii) and (iii) above shall not exceed five years during his entire service.
- v. Extra-ordinary leave shall always be without pay. Payment of allowances during the period of extra-ordinary leave shall be governed by the relevant rules.
- vi. Extra-ordinary leave shall not count for increment except in the following cases;
- Leave taken on medical certificate
 - Cases where the Vice-Chancellor is satisfied that the leave was taken due to causes beyond the control of the teacher, such as inability to join or rejoin duty due to civil commotion or a natural calamity, provided the teacher has no other kind of leave to his credit.
 - Leave taken for prosecution of studies
 - Leave granted to accept an invitation to a teaching post or fellowship or research-cum-teaching post or an assignment for technical or academic work of importance.
- vii. Extra-ordinary leave may be combined with any other leave except casual leave and special casual leave provided that the total period of continuous absence from duty or leave (including periods of vacation) shall not exceed three years except in cases where leave is taken on medical certificate. The total period of continuous absence from duty shall in no case exceed five years in all.
- viii The authority empowered to grant leave may commute retrospectively period of absence

- purpose
- ii a The Executive Council may also grant, at its discretion, extra-ordinary leave to a permanent teacher who has been selected for a teaching or research assignment in a University, a Research Institute or other similar important Institution provide **she/** he has served the University for a period of at least three years and the application had been sent through and forwarded by the University;
- b. The leave in such cases shall not exceed a maximum period of two years;
- c. Notwithstanding any other leave which may be due to a teacher **for** the entire period for which the teacher holds the appointment outside the University shall be without pay; and
- d. The period so spent shall not be counted for increment but shall count for seniority. The period shall not also count for pensionary/ contributory provident fund benefits unless the pension/ contributory provident fund contributions are paid by the teacher or the foreign employer. Provided that no such leave shall be granted until after the expiry of five years after return from a previous spell of extra-ordinary leave or three years after study or sabbatical leave. If the teacher does not resume **her/** his duties in the University at the end of the period of extraordinary leave granted to **her/** him, **she/** he shall be treated as having resigned the post held by **her/** him in the University
- iv. Subject to the provisions of sub-clause (vii) below, the total amount of extra-ordinary leave granted to a teacher under sub-clause (ii) and (iii) above shall not exceed five years during **her/** his entire service
- v. Extra-ordinary leave shall always be without pay. Payment of allowances during the period of extra-ordinary leave shall be governed by the relevant rules.
- vi. Extra-ordinary leave shall not count for increment except in the following cases;
- Leave taken on medical certificate
 - Cases where the Vice-Chancellor is satisfied that the leave was taken due to causes beyond the control of the teacher, such as inability to join or rejoin duty due to civil commotion or a natural calamity, provided the teacher has no other kind of leave to **her/** his credit.
 - Leave taken for prosecution of studies
 - Leave granted to accept an invitation to a teaching post or fellowship or research-cum-teaching post or an assignment for technical or academic work of importance.
- vii. Extra-ordinary leave may be combined with any other leave except casual leave and special casual leave provided that the total period of continuous absence from duty or leave (including periods of vacation) shall not exceed three years except in cases where leave is taken on medical certificate. The total period of continuous absence from duty shall in no case exceed five years in **the entire service of a teacher.**
- viii The authority empowered to grant leave may commute retrospectively period of absence without leave into extra-ordinary leave

<p>without leave into extra-ordinary leave</p> <p>Leave-not-due 9.</p> <p>i. Leave not due may, at the discretion of the Vice-Chancellor, be granted to a permanent teacher for a period not exceeding 360 days during the entire service out of which not more than 90 days at a time and 180 days in all may be otherwise on medical certificate. Such leave may be debited against the half-pay leave earned by him subsequently. Provided that the teachers who are appointed on probation against substantively permanent posts be treated as 'Probationers' for the purpose of granting leave not due.</p> <p>ii. Leave not due shall not be granted unless the Vice-Chancellor is satisfied that as far as it can reasonable be foreseen, the teacher will return to duty on the expiry of the leave and earn the leave granted.</p> <p>iii. A teacher to whom leave-not-due is granted shall not be permitted to tender resignation from service so long as the debit balance in his leave account is not wiped off by active service, or he refunds the amount paid to him as pay or allowances for the period not so earned. In a case where retirement is unavoidable on account of reason of ill-health incapacitating the teacher for further service, refund of leave salary for the period of leave to be earned may be waived by the Executive Council. Provided that the Executive Council may, in any other exceptional case, waive, for reasons to be recorded, the refund of leave salary for the period of leave still to be earned.</p>	<p>9. Leave-not-due</p> <p>i. Leave not due may, at the discretion of the Vice-Chancellor, be granted to a permanent teacher for a period not exceeding 360 days during the entire service out of which not more than 90 days at a time and 180 days in all may be otherwise on medical certificate. Such leave may be debited against the half-pay leave earned by him subsequently. Provided that the teachers who are appointed on probation against substantively permanent posts be treated as 'Probationers' for the purpose of granting leave not due.</p> <p>ii. Leave not due shall not be granted unless the Vice-Chancellor is satisfied that as far as it can reasonable be foreseen, the teacher will return to duty on the expiry of the leave and earn the leave granted.</p> <p>iii. A teacher to whom leave-not-due is granted shall not be permitted to tender resignation from service so long as the debit balance in his leave account is not wiped off by active service, or he refunds the amount paid to him as pay or allowances for the period not so earned. In a case where retirement is unavoidable on account of reason of ill-health incapacitating the teacher for further service, refund of leave salary for the period of leave to be earned may be waived by the Executive Council. Provided that the Executive Council may, in any other exceptional case, waive, for reasons to be recorded, the refund of leave salary for the period of leave still to be earned.</p>
<p>Study Leave 10.</p> <p>i. Study leave may be granted after a minimum of 3 years of continuous service to pursue a special line of study or research directly related to her/his work in the University or research in interdisciplinary areas of study or to make a special study of the various aspects of University organization and methods of education. The paid period of study leave shall be for 3 years, but 2 years may be given in the first instance, extendable by one more year, if there is adequate progress as reported by the research Guide. The number of teachers given study leave shall not exceed 20% of the total strength of the Department/Centres. For the purpose of calculation of the above percentage, teachers, both on study leave and sabbatical leave shall be taken into account. Provided that the Executive Council may, in the special circumstances of a case, waive the condition of three years service being continuous. Explanation: In computing the length of service, the time during which a person was on probation may be reckoned provided there is no break in her/his service in the University.</p> <p>ii. Study leave shall be granted by the Executive Council on the recommendation of the concerned Head of the Department/Centres and the School Board. The leave shall not be granted for more than three years in one spell, save in very</p>	<p>10. Study Leave</p> <p>i. Study leave may be granted after a minimum of 3 years of continuous service to pursue a special line of study or research directly related to her/his work in the University or research in interdisciplinary areas of study or to make a special study of the various aspects of University organization and methods of education. The paid period of study leave shall be for 3 years, but 2 years may be given in the first instance, extendable by one more year, if there is adequate progress as reported by the research Guide. The number of teachers given study leave shall not exceed 20% of the total strength of the Department/Centres. For the purpose of calculation of the above percentage, teachers, both on study leave and sabbatical leave shall be taken into account. Provided that the Executive Council may, in the special circumstances of a case, waive the condition of three years service being continuous. Explanation: In computing the length of service, the time during which a person was on probation may be reckoned provided there is no break in her/his service in the University.</p> <p>ii. Study leave shall be granted by the Executive Council on the recommendation of the concerned Head of the Department/Centres and the School Board. The leave shall not be granted for more</p>

exceptional cases in which the Executive Council is satisfied that such extension is unavoidable on academic grounds and necessary in the interest of the University

- iii. Study leave shall not be granted to a teacher who is due to retire within five years of the date on which she/he is expected to return to duty after the expiry of study leave.
- iv. Study leave may be granted not more than twice during one's career. However, the maximum of study leave admissible during the entire service shall not exceed five years.
- v. No teacher who has been granted study leave shall be permitted to alter substantially the course of study or the programme of research without the permission of the Executive Council. When the course of study falls short of study leave sanctioned, the teacher shall resume duty on the conclusion of the course of study unless prior approval of the Executive Council to treat the period of shortfall as ordinary leave has been obtained.
- vi. Subject to the provisions of sub Clauses (vii) & (viii) below, study leave may be granted on full pay up to two years, extendable by the one year, if there is adequate progress as reported by research guide.
- vii. The amount of scholarship, fellowship or other financial assistance that a teacher, granted study leave, has been awarded will not preclude her/his being granted study leave with pay and allowances but the scholarship, etc. so received shall be taken into account in determining the pay and allowance on which the study leave may be granted. The foreign scholarship/ fellowship will be offset against pay only if the fellowship is above a specified amount, which is to be determined on case to case basis from time to time a committee consisting to the Head of the concerned Department and the Finance Officer based on the cost of living for a family in the country in which the study is to be undertaken. In the case of an Indian fellowship, which exceeds the salary of the teacher, the salary would be forfeited.
- viii. Subject to the maximum period of absence from duty on leave not exceeding three years, study leave may be combined with earned leave, half-pay leave, extraordinary leave or vacation, provided that the earned leave at the credit of the teacher shall be availed of at the discretion of the teacher. A teacher, who is selected to a higher post during study leave, will be placed in that position and get the higher scale only after rejoining the post.
- ix. A teacher granted study leave shall, on her/his return and rejoining the service of the University, be eligible to the benefit of the annual increment(s) which she/he would have earned in the course of time if she/he had not proceeded on study leave. No teacher shall, however, be eligible to receive arrears of increments.
- x. Study leave shall count as service for pension/ contributory provident fund, provided the teacher joins the University on the expiry of her/his study

than three years in one spell, save in very exceptional cases in which the Executive Council is satisfied that such extension is unavoidable on academic grounds and necessary in the interest of the University.

- iii. Study leave shall not be granted to a teacher who is due to retire within five years of the date on which she/he is expected to return to duty after the expiry of study leave.
- iv. Study leave may be granted not more than twice during one's career. However, the maximum of study leave admissible during the entire service shall not exceed five years.
- v. No teacher who has been granted study leave shall be permitted to alter substantially the course of study or the programme of research without the permission of the Executive Council. When the course of study falls short of study leave sanctioned, the teacher shall resume duty on the conclusion of the course of study unless prior approval of the Executive Council to treat the period of shortfall as ordinary leave has been obtained.
- vi. Subject to the provisions of sub Clauses (vii) & (viii) below, study leave may be granted on full pay up to two years, extendable by the one year, if there is adequate progress as reported by research guide.
- vii. The amount of scholarship, fellowship or other financial assistance that a teacher, granted study leave, has been awarded will not preclude her/his being granted study leave with pay and allowances but the scholarship, etc. so received shall be taken into account in determining the pay and allowance on which the study leave may be granted. The foreign scholarship/ fellowship will be offset against pay only if the fellowship is above a specified amount, which is to be determined on case to case basis from time to time **by** a committee consisting **of** the Head of the concerned Department and the Finance Officer based on the cost of living for a family in the country in which the study is to be undertaken. In the case of an Indian fellowship, which exceeds the salary of the teacher, the salary would be forfeited.
- viii. Subject to the maximum period of absence from duty on leave not exceeding three years, study leave may be combined with earned leave, half-pay leave, extraordinary leave or vacation, provided that the earned leave at the credit of the teacher shall be availed of at the discretion of the teacher. A teacher, who is selected to a higher post during study leave, will be placed in that position and get the higher scale only after rejoining the post.
- ix. A teacher granted study leave shall, on her/his return and rejoining the service of the University, be eligible to the benefit of the annual increment(s) which she/he would have earned in the course of time if she/he had not proceeded on study leave. No teacher shall, however, be eligible to receive arrears of increments.
- x. Study leave shall count as service for pension/ contributory provident fund, provided the teacher

<p>leave.</p> <p>xi. Study leave granted to a teacher shall deem to be cancelled in case it is not availed of within 12 months of its sanction. Provided that where study leave granted has been so cancelled, the teacher may apply again for such leave.</p> <p>xii. A teacher availing herself/himself of study leave shall undertake that she/he shall serve the University for a continuous period equal to the period of study leave actually availed, from the date of her/his resuming duty after expiry of the study leave.</p> <p>xiii. After the leave has been sanctioned, the teacher shall, before availing herself / himself of the leave, execute a bond in favour of the University, binding herself/ himself for the due fulfillment of the conditions laid down in this ordinance and give security of immovable property to the satisfaction of the Finance Officer or a fidelity bond of an insurance company or a guarantee by a scheduled bank or furnish security of two permanent teachers for the amount which might become refundable to the University.</p> <p>xiv. The teacher shall submit to the concerned Dean of the School six monthly reports of progress in her /his studies through her/his Supervisor or the Head of the Institution. This report shall reach the Dean within one month of the expiry of every six months of the study leave. If the report does not reach the Dean within the specified time, the payment of leave salary may be deferred till the receipt of such report.</p> <p>xv. A teacher:</p> <p>(a) who is unable to complete her/his studies within the period of study leave granted to her/him or</p> <p>(b) who fails to rejoin the service of the University on the expiry of her /his study leave and leave for journey period, or</p> <p>(c) who rejoins the University but leaves the service without fulfilling the conditions laid down in this ordinance after the date of rejoining the service, or</p> <p>(d) who within the said period is dismissed or removed from the service by the University shall be liable to refund to the University the amount of leave salary, allowance and other expenses incurred on the teacher or paid to her /his behalf in connection with the course of study, or such amount as may be decided by the Executive Council from time to time.</p> <p>Explanation: If a teacher asks for extension of study leave and if on such extension not being granted, she/he does not rejoin the University on the expiry of the leave originally sanctioned, she/he will be deemed to have failed to rejoin the service on the expiry of her/his the leave for the purpose of recovery of the dues under this Ordinance.</p>	<p>joins the University on the expiry of her/his study leave.</p> <p>xi. Study leave granted to a teacher shall deem to be cancelled in case it is not availed of within 12 months of its sanction. Provided that where study leave granted has been so cancelled, the teacher may apply again for such leave.</p> <p>xii. A teacher availing herself/himself of study leave shall undertake that she/he shall serve the University for a continuous period equal to the period of study leave actually availed, from the date of her/his resuming duty after expiry of the study leave.</p> <p>xiii. After the leave has been sanctioned, the teacher shall, before availing herself / himself of the leave, execute a bond in favour of the University, binding herself/ himself for the due fulfillment of the conditions laid down in this ordinance and give security of immovable property to the satisfaction of the Finance Officer or a fidelity bond of an insurance company or a guarantee by a scheduled bank or furnish security of two permanent teachers for the amount which might become refundable to the University.</p> <p>xiv. The teacher shall submit to the concerned Dean of the School six monthly reports of progress in her /his studies through her/his Supervisor or the Head of the Institution. This report shall reach the Dean within one month of the expiry of every six months of the study leave. If the report does not reach the Dean within the specified time, the payment of leave salary may be deferred till the receipt of such report.</p> <p>xv. A teacher:</p> <p>(a) who is unable to complete her/his studies within the period of study leave granted to her/him or</p> <p>(b) who fails to rejoin the service of the University on the expiry of her /his study leave and leave for journey period, or</p> <p>(c) who rejoins the University but leaves the service without fulfilling the conditions laid down in this ordinance after the date of rejoining the service, or</p> <p>(d) who within the said period is dismissed or removed from the service by the University shall be liable to refund to the University the amount of leave salary, allowance and other expenses incurred on the teacher or paid to her /his behalf in connection with the course of study, or such amount as may be decided by the Executive Council from time to time.</p> <p>Explanation: If a teacher asks for extension of study leave and if on such extension not being granted, she/he does not rejoin the University on the expiry of the leave originally sanctioned, she/he will be deemed to have failed to rejoin the service on the expiry of her/his the leave for the purpose of recovery of the dues under this Ordinance.</p>
<p>Sabbatical Leave11.</p> <p>i. Permanent whole time teachers of the University who have completed three years of service may</p>	<p>11. Sabbatical Leave</p> <p>i. Permanent, whole-time teachers of the university who have completed seven years of service may be</p>

- be granted sabbatical leave to undertake study or research or other academic pursuits solely for the object of increasing their proficiency and usefulness to the University. This leave shall not be granted to a teacher who has less than three years of service in the University to retire.
- ii. The duration of leave shall not exceed six months or one year according as the teacher has actually worked in the University for not less than three or six years respectively since his return from the earlier spell of sabbatical leave. Provided further that sabbatical leave shall not be granted until the expiry of three years from the date of the teacher's return from previous study leave or any other kind of training programme, or extra-ordinary leave under clause 8(ii) and (iii).
 - iii. The teacher shall execute a bond, with proper sureties as in the case of study leave, that after the expiry of sabbatical leave he will return to the service of the University and serve thereafter at least for three years, failing which he will refund to the University the leave salary and allowances and other expenses, if any, spent on him, or on his behalf plus such amount as may be decided by the Executive Council from time to time if the teacher is allowed to go abroad for sabbatical leave together with interest at the rate of 6% per annum to be calculated from the date of such payment. Provided that the Executive Council may, in any exceptional case, waive or reduce, for reasons to be recorded, the amount refundable by a teacher under this Ordinance.
 - iv. A teacher shall, during the period of sabbatical leave be paid full pay and allowances (subject to the prescribed conditions being fulfilled) at the rates applicable to him immediately prior to his proceeding on sabbatical leave. The University shall not, however, fill up the post or make other alternative arrangements involving additional expenditure.
 - v. A teacher on sabbatical leave shall not take up, during the period of that leave, any regular appointment under another organization in India or abroad. He may, however, be allowed to accept a fellowship or a research scholarship or ad-hoc teaching and research assignment with honorarium or any other form of assistance, other than a regular employment in an institution of advanced studies, provided that in such cases the Executive Council may, if it so desires, sanction sabbatical leave on reduced pay and allowances.
 - vi. During the period of sabbatical leave, the teacher shall be allowed to draw the increment on the due date. The period of leave shall also count as service for purposes of pension/contributory provident fund provided the teacher rejoins the
- granted sabbatical leave to undertake study or research or other academic pursuit solely for the object of increasing their proficiency and usefulness to the university **and higher education system**
- ii. The duration of leave shall not exceed **one year at a time and two years in the entire career of a teacher must serve for an equal period on retirement**
 Provided that sabbatical leave shall not be granted until the expiry of **five** years from the date of the teacher's return from the previous study/**sabbatical** leave, any other kind of training programme or extra-ordinary leave under clause 8(ii) and (iii).
 - iii. The teacher shall execute a bond with proper sureties as in the case of study leave, that after the expiry of sabbatical leave he/ **she** will return to the service of the University and serve thereafter at least for an equivalent period, **failing** which he will refund to the University the leave salary and allowances and other expenses, if any, spent on him/ **her**, or on his/ **her** behalf plus such amount as may be decided by the Executive Council from time to time, if the teacher is allowed to go abroad for sabbatical leave, together with interest at the rate of 6% per annum to be calculated from the date of such payment. Provided that the Executive Council may, in any exceptional case, waive or reduce, for reasons to be recorded, the amount refundable by a teacher under this Ordinance.
 - iv. A teacher shall, during the period of sabbatical leave be paid full pay and allowances (subject to the prescribed conditions being fulfilled) at the rates applicable to him/ **her** immediately prior to his/ **her** proceeding on sabbatical leave. The University shall not, however, fill up the post or make other alternative arrangements involving additional expenditure.
 - v. A teacher on sabbatical leave shall not take up, during the period of that leave, any regular appointment under another organisation in India or abroad. He/ she may, however, be allowed to accept a fellowship or a research scholarship or ad-hoc teaching and research assignment with honorarium or any other form of assistance, other than a regular employment in an institution of advanced studies, provided that in such cases the Executive Council may, if it so desires, sanction sabbatical leave on reduced pay and allowances.
 - vi. During the period of sabbatical leave, the teacher shall be allowed to draw the increment on the due date. The period of leave shall also count as service for purposes of pension/ contributory provident fund/ **or any other such scheme** provided the teacher rejoins the University on the

<p>University on the expiry of his leave.</p> <p>Note</p> <p>a. The programme to be followed during sabbatical leave shall be submitted to the University for approval along with the application for grant of leave.</p> <p>b. On return from leave, the teacher shall report to the University the nature of studies, research or other work undertaken during the period of leave. He shall also present a resume of his work in a School-level seminar specially organized for the purpose by the Head of the Department.</p>	<p>expiry of his/ her leave.</p> <p>Note:</p> <p>a. The programme to be followed during sabbatical leave shall be submitted to the University for approval along with the application for grant of leave.</p> <p>b. On return from leave, the teacher shall report to the University the nature of studies, research or other work undertaken during the period of leave. He shall also present a resume of his work in a School-level seminar specially organised for the purpose by the Head of the Department.</p>
<p>Maternity Leave 12.</p> <p>i. A woman teacher with less than two surviving children may be granted Maternity leave for a period of 135 days from the date of confinement or the date of delivery whichever is earlier. Maternity leave may also be granted in case of miscarriage including abortion subject to the condition that the leave applied for does not exceed six weeks in all or does not extend beyond six weeks of the date of miscarriage and the application for leave is supported by a Medical Certificate.</p> <p>ii. a. Maternity Leave may be combined with leave of any other kind.</p> <p>b. Notwithstanding the provisions contained in clause 7, any leave (including commuted leave) for a period not exceeding 60 days, applied for in continuation of maternity leave, may be granted without production of Medical Certificate.</p> <p>c. Leave in further continuation of leave granted under sub-clause (ii) (b) above may be granted on production of a Medical Certificate for the illness of a female teacher. Such leave may also be granted in case of illness of a newly born baby, subject to production of medical Certificate to the effect that the condition the ailing baby warrant mother's personal attention and that her presence by the baby's side is absolutely necessary.</p>	<p>12. Maternity Leave</p> <p>i. Maternity leave on full pay may be granted to a woman teacher for a period not exceeding 180 days, to be availed of twice in the entire career. Maternity leave may also be granted in case of miscarriage including abortion, subject to the condition that the total leave granted in respect of this to a woman teacher in her career is not more than 45 days, and the application for leave is supported by a medical certificate.</p> <p>(ii) Maternity leave is applicable only to teachers with less than two surviving children.</p> <p>(iii) Maternity leave may be combined with earned leave, half pay leave or extraordinary leave but any leave applied for in continuation of maternity leave may be granted if the request is supported by a medical certificate.</p> <p>Such leave may also be granted in case of illness of a newly born baby, subject to production of medical Certificate to the effect that the condition of the ailing baby warrant mother's personal attention and that her presence by the baby's side is absolutely necessary.</p>
<p>Paternity Leave 13.</p> <p>i. Paternity leave of 15 days may be granted to a male teacher during the confinement of his wife, provided the limit is up to two children.</p> <p>ii. Adoption leave may be provided as per the rules of the Central Government.</p>	<p>13. Paternity Leave</p> <p>i. Paternity leave of 15 days may be granted to a male teacher during the confinement of his wife Provided, that such leave can be granted only up to two surviving children.</p> <p>ii. Adoption leave may be provided as per the rules of the Central Government.</p>
	<p>14. Child Care Leave</p> <p>Women teachers having minor children may be granted leave up to two years for taking care of their minor children. Child care leave for a maximum period of two years (730 days) may be granted to the women teachers during entire</p>

service period in lines with Central Government women employees. In the cases, where the child care leave is granted more than 45 days, the University may appoint a part time/guest substitute teacher with intimation to the UGC.

Child Care Leave can be availed only if there is no Earned Leave at credit. Child Care Leave requires prior sanction. Intervening holidays will count as Child care Leave, as in the case of Earned Leave.

Vacation 14.

- i. Vacation may be taken in combination with any kind of leave except casual and special casual leave provided that vacation shall not be both prefixed and suffixed to leave.
- ii. Except in special circumstances, vacation and earned leave taken together shall not extend beyond six months
- iii. When vacation falls between two periods of leave so as to result in a continuous period of absence from duty during the entire period, such vacation shall be treated as part of the leave
- iv. For the vacation period, a teacher shall be entitled to the same pay as when on duty. A teacher will, however, be entitled only to half of such pay if he has given notice of resignation and the period of such notice expires during the vacation or within one month from the last day thereof.

15. Explanation:

- i. Vacation may be taken in combination with any kind of leave including casual and special casual leave provided that vacation shall not be both prefixed and suffixed to the leave.
- ii. Except in special circumstances, vacation and earned leave taken together shall not extend beyond six months
- iii. When vacation falls between two periods of leave so as to result in a continuous period of absence from duty during the entire period, such vacation shall be treated as part of the leave.
- iv. For the vacation period, a teacher shall be entitled to the same pay as when on duty. A teacher will, however, be entitled only to half of such pay if he/ **she** has given notice of resignation and the period of such notice expires during the vacation or within one month from the last day thereof.

B. TEACHERS APPOINTED ON PROBATION.

15. A teacher appointed as a probationer against a substantive vacancy and with definite terms of probation shall, during the period of probation, be granted leave which would be admissible to him if he hold his post substantively otherwise than on probation. If for any reason it is proposed to terminate the services of a probationer, any leave granted to him should not extend beyond the date on which the probationary period expires or any earlier date on which his services are terminated by the orders of the Executive Council. On the other hand, a teacher appointed 'on probation' to a post, not substantively vacant, to assess his suitability to the post, shall, until he is substantively confirmed, be treated as a temporary teacher for the purpose of grant of leave. If a person in the permanent service of the University is appointed on probation' to a higher post he shall not, during probation, be deprived of the benefit of leave rules applicable to his permanent post.

16. B. TEACHERS APPOINTED ON PROBATION

A teacher appointed as a probationer against a substantive vacancy and with definite terms of probation shall, during the period of probation, be granted leave which would be admissible to him/ **her** if he/ **she** hold his/ **her** post substantively otherwise than on probation. If for any reason it is proposed to terminate the services of a probationer, any leave granted to him/ **her** should not extend beyond the date on which the probationary period expires or any earlier date on which his/ **her** services are terminated by the orders of the Executive Council. On the other hand, a teacher appointed 'on probation' to a post, not substantively vacant, to assess his/ **her** suitability to the post, shall, until he/ **she** is substantively confirmed, be treated as a temporary teacher for the purpose of grant of leave. If a person in the permanent service of the University is appointed on probation' to a higher post he/ **she** shall not, during probation, be deprived of the benefit of leave rules applicable to his/ **her** permanent post.

C. TEMPORARY TEACHERS. 16.

Temporary teachers shall be governed by the provisions of part (A) of these Ordinances subject to the following conditions and exceptions :

17. C. TEMPORARY TEACHERS

Temporary teachers shall be governed by the provisions of part (A) of these Ordinances subject to the following conditions and exceptions :

Earned Leave

i a A temporary teacher shall be entitled to earned leave as a permanent teacher except that in respect of the first year of his service he shall be entitled to earned leave as follows:

(i) $1/60^{\text{th}}$ of the period of actual service, plus

(ii) $1/3^{\text{rd}}$ of the period, if any, during which he is required to perform duty during vacation.

b A temporary teacher appointed without interruption of duty substantively to a permanent post will be credited with the earned leave which would have been admissible if his previous duty had been in permanent employ, diminished by any earned leave already taken. Leave is not interruption of duty for the purpose of this Ordinance.

Half-Pay Leave

ii. No half-pay leave may be granted to a temporary teacher unless the authority competent to sanction leave has reason to believe that the teacher will return to duty on the expiry of such leave.

Commutated Leave

iii. Temporary teachers shall not be entitled to commute any portion of the half-pay leave.

Extra-Ordinary Leave

iv. In the case of a temporary teacher the duration of extra-ordinary leave on any occasion shall not exceed the following limits:

a. Three months at a time;

b. Six months in case where the teacher has completed three years continuous service and the leave application is supported by a medical certificate;

c. Eighteen months where the teacher is undergoing treatment in a recognized hospital for tuberculosis, cancer or leprosy;

d. (i) Twenty-four months in cases where the leave is required for prosecuting studies, certified to be in the University's interest, provided that the teacher has completed three years' continuous service on the date of commencement of extraordinary leave. In cases, where this condition is not satisfied, extra-ordinary leave to this extent may be sanctioned in commutation of any other kind of leave due and applied for (including three months extra-ordinary leave under (a) above) if the teacher completes three years continuous service on the date of expiry of such leave.

(ii) When a temporary teacher fails to resume duty on the expiry of the maximum period of extra-ordinary leave granted to him or where a teacher who is granted a lesser amount of leave remains absent from duty for any period which together with the extra-ordinary leave granted exceeds the limit upto which he could

Earned Leave

i a A temporary teacher shall be entitled to earned leave as a permanent teacher except that in respect of the first year of his/ **her** service he/ **she** shall be entitled to earned leave as follows:

(i) $1/60^{\text{th}}$ of the period of actual service, plus

(ii) $1/3^{\text{rd}}$ of the period, if any, during which he/ **she** is required to perform duty during vacation

b. A temporary teacher appointed without interruption of duty substantively to a permanent post will be credited with the earned leave which would have been admissible if his/ **her** previous duty had been in permanent employ, diminished by any earned leave already taken. Leave is not interruption of duty for the purpose of this Ordinance.

Half-Pay Leave

ii. No half-pay leave may be granted to a temporary teacher unless the authority competent to sanction leave has reason to believe that the teacher will return to duty on the expiry of such leave.

Commutated Leave

iii. Temporary teachers shall not be entitled to commute any portion of the half-pay leave

Extra-Ordinary Leave

iv. In the case of a temporary teacher the duration of extra-ordinary leave on any occasion shall not exceed the following limits:

a. Three months at a time;

b. Six months in case where the teacher has completed three years continuous service and the leave application is supported by a medical certificate;

c. Eighteen months where the teacher is undergoing treatment in a recognized hospital for tuberculosis, cancer or leprosy;

d. (i) Twenty-four months in cases where the leave is required for prosecuting studies, certified to be in the University's interest, provided that the teacher has completed three years' continuous service on the date of commencement of extraordinary leave. In cases, where this condition is not satisfied, extra-ordinary leave to this extent may be sanctioned in commutation of any other kind of leave due and applied for (including three months extra-ordinary leave under (a) above) if the teacher completes three years continuous service on the date of expiry of such leave.

(ii) When a temporary teacher fails to resume duty on the expiry of the maximum period of extra-ordinary leave granted to him/ **her** or where a teacher who is granted a lesser amount of leave remains absent from duty for any period which together with the extra-ordinary leave granted exceeds the limit upto which he/ **she**

<p>have been granted such leave under (a) above, he shall, unless the Executive Council in view of the exceptional circumstances of the case otherwise determine, be deemed to have resigned his appointment and shall accordingly cease to be in the University employ</p> <p>Leave Not-due, Study Leave & Sabbatical Leave</p> <p>v. Temporary teachers shall not be entitled for the grant of leave-not-due, study leave and Sabbatical leave</p> <p>Vacation</p> <p>vi. a. A teacher who is appointed as a temporary measure shall be entitled to pay for the following winter vacation only if he joined duty within two months of the beginning of the academic year and has worked continuously and satisfactorily from the date of joining upto the last working day of the session.</p> <p>b. In other cases, the vacation salary may be paid to the teacher, if the temporary appointment continues for a part of whole of the next academic year and the teacher joins on the opening day and has also served on the least working day before the vacation.</p>	<p>could have been granted such leave under (a) above, he/ she shall, unless the Executive Council in view of the exceptional circumstances of the case otherwise determine, be deemed to have resigned his/ her appointment and shall accordingly cease to be in the University employ</p> <p>Leave Not-due, Study Leave & Sabbatical Leave</p> <p>v. Temporary teachers shall not be entitled for the grant of leave-not-due, study leave and Sabbatical leave</p> <p>Vacation</p> <p>vi. a. A teacher who is appointed as a temporary measure shall be entitled to pay for the following winter vacation only if he/ she joined duty within two months of the beginning of the academic year and has worked continuously and satisfactorily from the date of joining upto the last working day of the session</p> <p>b. In other cases, the vacation salary may be paid to the teacher, if the temporary appointment continues for a part of whole of the next academic year and the teacher joins on the opening day and has also served on the least working day before the vacation.</p>
<p>D. TEACHERS APPOINTED ON CONTRACT 17.</p> <p>Teachers appointed on contract shall be granted leave in accordance with the terms of the contract</p>	<p>18. D. TEACHERS APPOINTED ON CONTRACT</p> <p>Teachers appointed on contract shall be granted leave in accordance with the terms of the contract</p>
<p>E. HONORARY AND PART-TIME TEACHERS 18.</p> <p>Honorary and part-time teachers of the University shall be entitled to leave on the same terms as are applicable to whole-time temporary teachers of the University.</p>	<p>19. E. HONORARY AND PART-TIME TEACHERS</p> <p>Honorary and part-time teachers of the University shall be entitled to leave on the same terms as are applicable to whole-time temporary teachers of the University.</p>
<p>F. GENERAL</p> <p>Leave how Earned 19.</p> <p>i. Leave is earned by duty only. The period spent in foreign service counts as duty if contribution towards leave salary is paid for such period.</p> <p>ii. a. Leave cannot be claimed as a matter of right. Leave of any kind may be refused or revoked by the competent authority empowered to grant it without assigning any reason, if that authority considers such action to be in the interest of the University.</p> <p>b. No leave shall be granted to a teacher when a competent authority has decided to dismiss, remove or compulsorily retire from service nor shall any leave be granted to a teacher when he is under suspension.</p> <p>Maximum Period of Absence from Duty on leave</p> <p>iii. a. No teacher shall be granted leave of any kind for a continuous period exceeding three years</p>	<p>20. F. GENERAL</p> <p>Leave how Earned</p> <p>i. Leave is earned by duty only. The period spent in foreign service counts as duty if contribution towards leave salary is paid for such period</p> <p>ii. a. Leave cannot be claimed as a matter of right. Leave of any kind may be refused or revoked by the competent authority empowered to grant it without assigning any reason, if that authority considers such action to be in the interest of the University.</p> <p>b. No leave shall be granted to a teacher when a competent authority has decided to dismiss, remove or compulsorily retire from service nor shall any leave be granted to a teacher when he is under suspension.</p> <p>Maximum Period of Absence from Duty on leave</p> <p>iii. a. No teacher shall be granted leave of any kind for a continuous period exceeding three years</p>

Provided that a teacher selected as member of the Parliament/State Assembly may be granted extra ordinary leave for five years.

b. Where a teacher does not resume duty after remaining on leave for continuous period of three years or where a teacher after the expiry of his leave remains absent from duty, otherwise than on foreign service or on account of suspension, for any period which together with the period of leave granted to him exceeds three years, he shall, unless the Executive Council, in view of the exceptional circumstances of the case otherwise determines, be deemed to have vacated his position from the date of his unauthorized absence

Application for Leave.

iv. Leave should always be applied for in advance and the sanction of the competent authority obtained before it is availed of except in cases of emergency and for satisfactory reasons.

Commencement And termination Of leave

v. a. Leave ordinarily begins from the date on which leave as such actually availed of and ends on the day the teacher resumes his duty.

b. Sundays and other recognized holidays may be prefixed and / or suffixed to leave with the permission of the authority competent to sanction the leave. Vacation may be combined with leave subject to the clauses 5,8 and 14 of this Ordinance.

Rejoining of Duty before the Expiry of leave

vi. a. A teacher on leave may not return to duty before the expiry of the period of leave granted to him unless he is permitted to do so b the authority which sanctioned him the leave.

b. Notwithstanding anything contained in a above, a teacher on leave preparatory to retirement shall be precluded from withdrawing his request for permission to retire and from returning to duty save with the consent of the Executive Council.

Leave on medical Grounds.

vii. A teacher who applies for leave on medical grounds shall support his application with a medical certificate from an Authorised Medical Officer of the University or where no such Medical Officer has been appointed, from a Registered Medical Practitioner. The authority competent to sanction leave may, however, require the applicant to appear before a Medical Board.

Leave or extension of leave on medical certificate shall not be granted beyond the date a teacher is Pronounced by a Medical Officer or Board to be permanently incapacitated for further service.

Rejoining duty on return from leave on medical ground.

viii. No teacher who has been granted leave (other than casual leave) on medical certificate shall be allowed to return to duty without producing a medical certificate of fitness.

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viii. No teacher who has been granted leave (other than casual leave) on medical certificate shall be allowed to return to duty without producing a medical certificate of fitness.

Employment during leave

- ix. A teacher on leave shall not, without the written permission of the University taken in advance, engage directly or indirectly in any trade or business whatsoever or in any private tuition or their work to which any emolument or honorarium is attached but this prohibition shall not apply to work undertaken in connection with the examination of a University, Public Service Commission, Board of Education or similar Bodies/Institutions or to any literary work or publication or radio or extension lectures or with the permission the Vice-Chancellor, to any other academic work.

The leave salary of a teacher who is permitted to take up any employment during leave shall be subject to such restrictions as the Executive Council may prescribe

Absence without leave or over stayal of leave

- x. Subject to provisions of clause 19 ii above, a teacher who absents himself without leave or remains absent without leave after the expiry of the leave granted to him, shall be entitled to no leave allowance or salary for the period of such absence. Such period shall be debited against his leave account as leave without pay unless his leave is extended by the authority empowered to grant the leave. Willful absence from duty may be treated as misconduct.

Leave beyond the date of retirement

- xi. No leave shall be granted beyond the date on which a teacher must compulsorily retire -
- a. Provided that if, in sufficient time before the date of retirement on superannuation, a teacher has been, in the interest of the University, denied in whole or in part any leave which was due to him and applied for as preparatory to retirement, then he may be granted after the date of retirement the amount of earned leave due to him on the date of superannuation subject to a maximum of 120 days. This limit may be extended upto 180 days if the entire leave or any portion thereof is spent outside India. Provided that when earned leave under this Ordinance, the period of such leave spent in India shall not in the aggregate exceed 120 days. The leave so granted including the leave granted to him between the date from which the leave preparatory to retirement was to commence and the date of retirement, shall not exceed the amount of leave preparatory to retirement, actually denied, the half-pay leave, if any, applied for as preparatory to retirement and denied in the exigencies of the University service may be exchanged with earned leave to the extent such leave was earned between the date from which the leave preparatory to retirement was to commence and the date of retirement.

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(i) who after having been under suspension is reinstated within 120 or 180 days, as the case may be, preceding the date of his retirement on superannuation and was prevented by reason of having been under suspension from applying for leave preparatory to retirement, shall be allowed to avail of such leave as he was prevented from applying, subject to a maximum of 120 or 180 days as the case may be, reduced by the period between the date of reinstatement and the date of retirement

(ii) who attained age of superannuation while under suspension and was thus prevented from applying for leave preparatory to retirement shall be allowed to avail of the leave to his credit, subject to a maximum of 120 or 180 days, as the case may be after termination of proceedings as if it had been refused aforesaid, if in the opinion of the authority competent to order reinstatement, he has been fully exonerated and the suspension was wholly unjustified.

c. Provided further that a teacher whose service has been extended in the interest of the University beyond the date of his superannuation may be granted leave as under:

(i) During the period of extension any leave due in respect of the period of such extension and to the extent necessary, earned leave which would have been granted to him under sub-clause (a) above, had he retired on the date of superannuation;

Explanations: In determining the quantum of earned leave that could accumulate during the period of extension, the leave, if any, admissible under sub-clause (a) above, shall also be taken into account.

(ii) After the expiry of the period of the extension:

(a) After earned leave which could have been granted to him under sub-clause 9(a) above, had he retired on the date of superannuation diminished by the amount of such leave as was availed of during the period of extension; and

(b) earned leave earned during the period of extension and applied for as leave preparatory to retirement in sufficient time before the date to final cessation of his duties and refused in the interest of the University.

Note: A teacher who avails himself of the refused leave in full or in part immediately after the date of his superannuation or on the expiry of extension of service will be deemed for purposes other than pensionary/ contributory provident fund benefits and lien, to be in service till the expiry of the refused leave, he will retire and become eligible for all pensionary benefits as due to him on the date of superannuation (or on such other

(i) who, after having been under suspension, is reinstated within 120 or 180 days, as the case may be, preceding the date of his/ her retirement on superannuation and was prevented by reason of having been under suspension from applying for leave preparatory to retirement, shall be allowed to avail of such leave as he/ she was prevented from applying, subject to a maximum of 120 or 180 days as the case may be, reduced by the period between the date of reinstatement and the date of retirement.

(ii) who attained age of superannuation while under suspension and was thus prevented from applying for leave preparatory to retirement shall be allowed to avail of the leave to his/ her credit, subject to a maximum of 120 or 180 days, as the case may be after termination of proceedings as if it had been refused aforesaid, if in the opinion of the authority competent to order reinstatement, he/ she has been fully exonerated and the suspension was wholly unjustified.

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(b) earned leave earned during the period of extension and applied for as leave preparatory to retirement in sufficient time before the date to final cessation of his/ her duties and refused in the interest of the University.

Note: A teacher who avails refused leave in full or in part immediately after the date of his/ her superannuation or on the expiry of extension of service will be deemed for purposes other than pensionary/ contributory provident fund benefits and lien, to be in service till the expiry of the refused leave, he/ she will retire and become eligible for all pensionary benefits as due to him/ her on the date of superannuation (or on such other late date if any extension of service is

late date if any extension of service is granted) from the date of expiry of such leave only

Leave to a teacher whose services are no longer needed (Terminal Leave)

xii a The earned leave to the extent due (but not exceeding 120 days) may be granted at the discretion of Vice-Chancellor as terminal benefit to a teacher not employed on a contract basis whose services are terminated by the University on account of retrenchment or abolition of post before his attaining the age of superannuation, even if it has not been applied for and refused in the University interest. In cases where the teacher is relieved before the expiry of the notice period, such notice or the unexpired portion thereof should run concurrently with the leave granted

b If a teacher resigns his post, he may not normally be granted either prior or subsequent to his resignation any leave. In cases, however, where the resignation is for reasons of health or for other reasons beyond his control, earned leave at his credit, but not exceeding 120 days, may be granted to him at the discretion the Vice-Chancellor. In other cases of resignation, half the amount of earned leave at his credit but not exceeding 60 days, may be allowed at the discretion of the Vice-Chancellor.

In cases in which a prescribed period of notice is required to be given, the leave will be so granted as to cover as far as possible the period of notice required to be given.

c. No terminal leave shall, however, be admissible in a case of dismissal or removal from the service

Conversion of One kind of leave To another

xiii a At a request of the teacher concerned, the University may convert retrospectively any kind of leave, including extra-ordinary leave, into a leave of different kind which was a admissible to him at the time the leave was originally taken, but he cannot claim such conversion as a matter of right.

b. If one kind of leave is converted into another, the amount of, leave salary and the allowances admissible shall be recalculated and arrears of leave salary and allowances paid or the amount overdrawn recovered, as the case may be.

Increment during Leave

xiv. If the increment of pay falls during any leave, other than casual leave, special casual leave, duty leave or sabbatical leave, the effect of increase of pay will be given from the date the teacher resumes duty without prejudice to the normal date of his increment, except in those cases where the leave does not count for increment.

Leave Year

xv. For the purpose of this Ordinance, unless otherwise specified, the term 'year' shall mean an

granted) from the date of expiry of such leave only

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b If a teacher resigns his/ **her** post, he/ **she** may not normally be granted either prior or subsequent to his/ **her** resignation any leave. In cases, however, where the resignation is for reasons of health or for other reasons beyond his/ **her** control, earned leave at his/ **her** credit, but not exceeding 120 days, may be granted to him/ **her** at the discretion the Vice-Chancellor. In other cases of resignation, half the amount of earned leave at his/ **her** credit but not exceeding 60 days, may be allowed at the discretion of the Vice-Chancellor.

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Leave Year

xv For the purpose of this Ordinance, unless otherwise specified, the term 'year' shall mean an academic year running from the commencement

academic year running from the commencement of the academic session to the end of the academic session.

Authorities empowered to sanction Leave 20.

The authorities specified in column (2) of the table below are empowered to sanction leave to the extent shown in column (3) thereof. Cases for sanction of leave in excess of these limits or of leave mentioned below shall be submitted to the Executive Council. Before sanctioning the leave, the sanctioning authority shall ensure that the leave asked for is admissible and is at the credit of the teacher concerned.

(Table given as appendix)

Leave Salary 21.

A teacher granted casual leave or special casual leave is not treated as absent from duty and his pay is not intermitted. During duty leave and sabbatical leave, a teacher will draw pay under the provisions of clauses 4 and 11 of this Ordinance, respectively. During other kinds of leave, a teacher shall be paid leave salary as under;

i. Earned leave and Commuted leave :

Leave salary equal to the average monthly pay earned during the ten complete months immediately preceding the month in which the leave commences or the substantive pay to which the teacher is entitled immediately before the commencement of leave whichever is greater. Provided that the leave salary of a teacher who has been continuously officiating in another post for more than three years at the time he proceeds on leave shall be calculated as if he were the substantive holder of the post in for his officiating appointment in an equivalent or higher post.

Note: The three years limit shall include :

a. all period of leave during which a teacher would have officiated in the post but for his proceeding on such leave; and

b. all periods of officiating service rendered in an equivalent or higher post but for appointment to which he would have officiated in that post.

ii. Half-pay leave and leave-not-due:

Leave salary equal to half of the amount specified against i. above.

iii. Extra-ordinary leave:

Not entitled to any leave salary.

iv. Study leave:

As admissible under clause 10 of this Ordinance and calculated as shown above.

v. Maternity Leave and Quarantine Leave:

Pay drawn at the time of proceeding on leave.

of the academic session to the end of the academic session.

21. Authorities empowered to sanction Leave

The authorities specified in column (2) of the table below are empowered to sanction leave to the extent shown in column (3) thereof. Cases for sanction of leave in excess of these limits or of leave mentioned below shall be submitted to the Executive Council. Before sanctioning the leave, the sanctioning authority shall ensure that the leave asked for is admissible and is at the credit of the teacher concerned.

(Table given as appendix)

22. Leave Salary

A teacher granted casual leave or special casual leave is not treated as absent from duty and his pay is not intermitted. During duty leave and sabbatical leave, a teacher will draw pay under the provisions of clauses 4 and 11 of this Ordinance, respectively. During other kinds of leave, a teacher shall be paid leave salary as under.

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Leave salary equal to the average monthly pay earned during the ten complete months immediately preceding the month in which the leave commences or the substantive pay to which the teacher is entitled immediately before the commencement of leave whichever is greater. Provided that the leave salary of a teacher who has been continuously officiating in another post for more than three years at the time he/ *she* proceeds on leave shall be calculated as if he/ *she* were the substantive holder of the post in for his/ *her* officiating appointment in an equivalent or higher post.

Note: The three years limit shall include :

a. all period of leave during which a teacher would have officiated in the post but for his/ *her* proceeding on such leave; and

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Leave salary equal to half of the amount specified against i. above.

iii. Extra-ordinary leave:

Not entitled to any leave salary.

iv. Study leave:

As admissible under clause 10 of this Ordinance and calculated as shown above.

v. Maternity Leave and Quarantine Leave:

Pay drawn at the time of proceeding on leave. Subject to the provisions of clauses 10 of this Ordinance, payment of dearness, house rent and

Subject to the provisions of clauses 10 of this Ordinance, payment of dearness, house rent and city compensatory allowance during leave shall be governed by the provisions of the rules regarding the payment of those allowances.

Making of rules under this Ordinance 22.

The Vice-Chancellor may make rules under this Ordinance prescribing the procedure to be followed in:

- i. making application for leave and for permission to return to duty before the expiry of leave ;
- ii. granting leave and submission of medical certificates while proceeding or returning from leave .
- iii. the payment of leave salary ;
- iv. the maintenance of records of service; and
- v. the maintenance of leave accounts.

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- ii. granting leave and submission of medical certificates while proceeding or returning from leave ;
- iii. the payment of leave salary ;
- iv. the maintenance of records of service, and
- v. the maintenance of leave accounts

24. Notwithstanding anything contained in clauses 1 to 22 above, any notification in this regard issued by the University Grants Commission/ Ministry of Human Resource Development/ Government of India and adopted by the University shall be applicable.

Kind of leave (1)	Sanctioning authority (2)	Extent of power (3)
(i) Casual Leave and Special Casual Leave (a) Dean of Schools (b) Heads of Centres/ Departments (c) Other teachers	Vice-Chancellor Dean of Schools Heads of Centre/ Department	Full Full Full
(ii) Earned Leave, Half-pay Leave, Commuted Leave and Parenting Leave	Vice-Chancellor	Full
(iii) Extra-ordinary Leave	Vice-Chancellor	Upto 90 days
(iv) Leave-not-due	Vice-Chancellor	Full

Existing	Proposed
<p style="text-align: right;">OE-8</p> <p style="text-align: center;">ON THE TERMS AND CONDITIONS OF SERVICE OF THE FINANCE OFFICER</p> <p style="text-align: center;"><i>Under Clause (2) of the Statute 5</i></p> <p>1. This Ordinance may be called 'Ordinance on the terms and conditions of the service of the Finance Officer, North-Eastern Hill University'</p>	<p style="text-align: right;">OE-8</p> <p style="text-align: center;">ON THE TERMS AND CONDITIONS OF SERVICE OF THE FINANCE OFFICER</p> <p style="text-align: center;"><i>Under Statute 5</i></p> <p>1. This Ordinance may be called 'Ordinance on the terms and conditions of the service of the Finance Officer, North-Eastern Hill University'</p>
<p>2. This Ordinance shall take effect from the date of creation of the post</p> <p>3. i. The Finance Officer shall be paid a monthly salary and allowances as prescribed by the UGC/MHRD, Government of India/University and accepted by the University from time to time.</p> <p style="padding-left: 2em;">ii. The Finance Officer shall be entitled to leave, leave salary, allowances, provident fund and other benefits as prescribed in this behalf by the University from time to time for employees of the University.</p> <p>Provided that, a person appointed as Finance Officer on deputation shall be entitled to the benefits under the usual deputation terms as contained in the Government of India rules from time to time.</p> <p style="padding-left: 2em;">(iii) Appointment to the post of Finance Officer shall be through advertisement and shall require the following minimum qualifications:</p> <p style="padding-left: 4em;">(a) "Members of any of the Organised Central Accounts Services in the same scale of pay or with 5 years service in the next below grade.</p> <p style="text-align: center;">OR</p> <p style="padding-left: 4em;">(b) A Chartered Accountant having minimum experience of 10 years as Chartered Accountant".</p>	<p>deleted</p> <p>2. i. Appointment to the post of Finance Officer shall be through advertisement.</p> <p style="padding-left: 2em;">ii. The Finance Officer shall be paid a monthly salary and allowances as prescribed by the UGC/MHRD, Government of India and adopted by the University from time to time</p> <p style="padding-left: 2em;">iii. The functions and responsibilities of the Finance Officer shall be as laid down in the Statute 5 of NEHU Act 1973.</p>
	<p>3. Minimum qualifications for the post of Finance Officer shall be:</p> <p style="padding-left: 2em;">i. a. Master's degree with at least 55% marks or its equivalent grade B in the UGC seven-</p>

	<p><i>point scale.</i></p> <p><i>b. At least 15 years experience as Lecturer/ Assistant Professor or eight years experience as Reader/ in the AGP of eight thousand and above including as Associate Professor along with experience in financial administration.</i></p> <p style="text-align: center;"><i>Or</i></p> <p><i>Comparable experience in research establishment and/ or other institutions of higher education,</i></p> <p style="text-align: center;"><i>Or</i></p> <p><i>15 years of experience in financial administration, of which at least 8 years shall be as Deputy Registrar or an equivalent post.</i></p> <p style="text-align: center;"><i>Or</i></p> <p><i>ii A member of any of the Organized Central Accounts Services in the same grade pay or with 5 years service in the immediately below grade pay.</i></p> <p style="text-align: center;"><i>Or</i></p> <p><i>A Chartered Accountant having minimum experience of 10 years as Chartered Accountant.</i></p>
	<p>4. The age of superannuation of the Finance Officer shall be 62 years.</p>
	<p>5. Where an employee of this University or any other Institution/ Government and its organizations is appointed as Finance Officer, he/ she shall continue to be governed by the same retirement benefit scheme, (namely General Provident Fund/ Contributory Provident Fund/ Pension/ Gratuity/ Transfer TA, etc.) to which he/ she was entitled prior to his/ her appointment as Finance Officer, and till he or she continues to hold his/ her lien on that post.</p> <p><i>Provided that, a person appointed as Finance Officer on deputation shall be entitled to the benefits under the usual deputation terms as contained in the Government of India rules from time to time.</i></p>
	<p>6. The terms and conditions of service of the Finance Officer shall be such as prescribed for other non-vacational employees of the University.</p>
	<p>7. Finance Officer on deputation may be repatriated earlier than the stipulated period by the Executive Council on the recommendations of the Vice-Chancellor.</p>
	<p>8. The Finance Officer shall be entitled to unfurnished residential accommodation for which he shall pay prescribed licence fee and also mobile phone and free telephone (with STD & ISD) service at his/</p>

	<i>her residence.</i>
	<i>9. The Finance Officer shall be entitled to such leave, allowances, provident fund and other, terminal benefits as prescribed by the University from time to time for its non-vacational staff.</i>
	<i>10. The Finance Officer shall be entitled to the facility of staff car between the office and his/ her residence.</i>
	<i>11. Notwithstanding anything contained in clauses 1 to 10 above, any notification in this regard issued by the University Grants Commission/ Ministry of Human Resource Development/ Government of India and adopted by the University shall be applicable.</i>

Proposed Amendment to OE-9 ON TERMS AND CONDITIONS OF SERVICE OF THE CONTROLLER OF EXAMINATIONS

Existing	OE-9	Proposed	OE-9
ON THE TERMS AND CONDITIONS OF SERVICE OF THE CONTROLLER OF EXAMINATIONS <i>Under Clause (2) of Statute 5A</i>		ON THE TERMS AND CONDITIONS OF SERVICE OF THE CONTROLLER OF EXAMINATIONS <i>Under Clause (2) of Statute 5A</i>	
1	This Ordinance may be called 'Ordinance on the terms and conditions of the Service of the Controller of Examinations, North-Eastern Hill University	1	This Ordinance may be called 'Ordinance on the terms and conditions of the Service of the Controller of Examinations, North-Eastern Hill University.
2	This Ordinance shall take effect from the date of creation of the post	2	deleted
3	<p>i. The Controller of Examinations shall be paid a monthly salary and allowances as prescribed by the UGC/MHRD, Government of India/University and accepted by the University from time to time.</p> <p>ii. The Controller of Examinations shall be entitled to leave, leave salary, allowances, Provident Fund and other benefits as prescribed in this behalf by the University from time to time for employees of the University</p> <p>iii. The University shall provide him with unfurnished residential accommodation for which he will pay rent at the usual rate,</p> <p>iv. Appointment to the post of Controller of Examinations shall be through advertisement and selection for a tenure of 5 years which can be renewed on similar terms. The minimum qualifications should be read as follows -</p> <p style="margin-left: 20px;">a. A Master's degree with at least 55% marks or its equivalent grade B in the UGC seven point scale</p> <p style="margin-left: 20px;">b. At least 15 years experience as Lecturer in a University or Post Graduate College of which eight years shall be in the Reader's grade along with experience in educational administration.</p> <p style="text-align: center;">OR</p> <p style="margin-left: 20px;">Comparable experience in research establishments and other Institutions of higher Education.</p> <p style="text-align: center;">OR</p> <p style="margin-left: 20px;">15 years of administrative experience of which 8 years as Deputy Registrar or an equivalent post.</p> <p>Note : The minimum requirement of 55% marks at (a) above shall be 50% for SC/ST candidates or candidates already in the University system.</p>	3	<p>i. The Controller of Examinations shall be paid a monthly salary and allowances as prescribed by the UGC/ MHRD, Government of India/ University and accepted by the University from time to time.</p> <p>ii. The age of superannuation of the Controller of Examinations shall be 62 years.</p> <p>iii. The Controller of Examinations shall be entitled to leave, leave salary, allowances, Provident Fund and other benefits as prescribed in this behalf by the University from time to time for employees of the University</p> <p>iii. The University shall provide him with unfurnished residential accommodation for which he shall pay rent at the usual rate,</p> <p>iv. Appointment to the post of Controller of Examinations shall be through advertisement and selection for a tenure of 5 years which can be renewed on similar terms. The minimum qualifications should be read as follows -</p> <p style="margin-left: 20px;">a. A Master's degree with at least 55% marks or its equivalent grade B in the UGC seven point scale.</p> <p style="margin-left: 20px;">b. At least 15 years experience as Lecturer/ Assistant Professor or eight years of service as Reader/ in the AGP of eight thousand and above including as Associate Professor along with experience in educational administration.</p> <p style="text-align: center;">OR</p> <p style="margin-left: 20px;">Comparable experience in research establishments and/ or Institutions of higher Education.</p> <p style="text-align: center;">OR</p> <p style="margin-left: 20px;">15 years of administrative experience of which 8 years as Deputy Registrar or an equivalent post.</p> <p>Note : The minimum requirement of 55% marks at (a) above shall be 50% for SC/ ST candidates or candidates already in the University system.</p>
4	Subject to the provisions of the Act, Statute	4	Subject to the provisions of the Act, Statute

<p>and Ordinance, the Controller of Examinations shall perform the duties in regard to the arrangements for the conduct of the examinations and such duties and functions as may be assigned to him from time to time by the Executive Council.</p>	<p>and Ordinance, the Controller of Examinations shall perform the duties in regard to the arrangements for the conduct of the examinations and such duties and functions as may be assigned to him from time to time by the Executive Council.</p>
<p>5. The Controller of Examinations shall exercise his powers and discharge his duties under the immediate direction of the Vice-Chancellor.</p>	<p>5. The Controller of Examinations shall exercise his powers and discharge his duties under the immediate direction of the Vice-Chancellor.</p>
	<p>6. <i>The Controller of Examinations shall be entitled to such leave, allowances, provident fund and other, terminal benefits as prescribed by the University from time to time for its non-vacational staff.</i></p>
	<p>7. <i>The Controller of Examinations shall be entitled to the facility of staff car between the office and his/ her residence.</i></p>
	<p>8. <i>The Controller of Examinations shall be entitled to unfurnished residential accommodation for which he/ she shall pay prescribed licence fee, mobile phone and free telephone (with STD & ISD) service at his/ her residence.</i></p>

Proposed Amendment to OE-14 ON MINIMUM QUALIFICATIONS FOR DIRECT RECRUITMENT TO THE POSTS OF LIBRARIAN, DEPUTY LIBRARIAN AND ASSISTANT LIBRARIAN/ DEPUTY REGISTRAR AND ASSISTANT REGISTRAR/ DIRECTOR OF PHYSICAL EDUCATION/ DEPUTY AND ASSISTANT DIRECTOR OF PHYSICAL EDUCATION

Existing	Proposed
OE-14	OE-14
ON MINIMUM QUALIFICATIONS FOR DIRECT RECRUITMENT TO THE POSTS OF LIBRARIAN, DEPUTY LIBRARIAN AND ASSISTANT LIBRARIAN/ DEPUTY REGISTRAR AND ASSISTANT REGISTRAR/ DIRECTOR OF PHYSICAL EDUCATION/ DEPUTY AND ASSISTANT DIRECTOR OF PHYSICAL EDUCATION	ON MINIMUM QUALIFICATIONS FOR DIRECT RECRUITMENT TO THE POSTS OF LIBRARIAN, DEPUTY LIBRARIAN AND ASSISTANT LIBRARIAN/ DEPUTY REGISTRAR AND ASSISTANT REGISTRAR/ DIRECTOR OF PHYSICAL EDUCATION/ DEPUTY AND ASSISTANT DIRECTOR OF PHYSICAL EDUCATION
<i>Under Section 26 (1) (n) of the NEHU Act, 1973</i>	<i>Under Section 26 (1) (n) of the NEHU Act, 1973</i>
University Librarian 1.	1. University Librarian
<u>Minimum Qualification:</u>	<u>Minimum Qualification:</u>
i. Master's degree in library science/ information science / documentation with at least 55% marks or its equivalent grade of B in the UGC seven point scale and consistently good academic record	i. Master's degree in library science/ information science / documentation with at least 55% marks or its equivalent grade of B in the UGC seven point scale and consistently good academic record and having minimum prescribed API score as laid in relevant UGC Regulation.
ii. At least thirteen years as a Deputy Librarian in the University library or eighteen years experience as a P.G. College Librarian.	ii. At least thirteen years as a Deputy Librarian in a University library or eighteen years experience as a College Librarian.
iii. Evidence of innovative library service and organization and / or published work.	iii. Evidence of innovative library service and organization of published work
<u>Desirable</u>	<u>Desirable</u>
M.Phil/Ph D degree in library science/ information science/documentation/archives and manuscript keeping.	M.Phil/ Ph.D degree in library science/ information science/ documentation/ archives and manuscript keeping
University Deputy Librarian 2.	2. University Deputy Librarian
<u>Minimum Qualification:</u>	<u>Minimum Qualification:</u>
i. Master's degree in library science/ information science/ documentation with at least 55% marks or its equivalent grade of B in the UGC seven point scale and consistently good academic record	i. Master's degree in library science/ information science/ documentation with at least 55% marks or its equivalent grade of B in the UGC seven point scale and consistently good academic record
ii. Five years experience as an University Assistant Librarian / College Librarian.	ii. Five years experience as a University Assistant Librarian/ College Librarian
iii. Evidence of innovative library services, published work, professional commitment and computerization of library.	iii. Evidence of innovative library service and organization of published work and professional commitment, computerization of library.
<u>Desirable</u>	<u>Desirable</u>
M.Phil/Ph D degree in library science/ information science / documentation /archives and manuscript keeping, computerization of library.	M.Phil/Ph D. degree in library science/ information science/ documentation/ archives and manuscript keeping/ computerization of library.
University Assistant Librarian / College Librarian / Documentation Officer 3.	3. University Assistant Librarian/ College Librarian/ Documentation Officer
<u>Minimum Qualification:</u>	<u>Minimum Qualification:</u>
i. Ph.D or qualifying in the national level-test conducted for the purpose by the UGC.	i. A Master's Degree in Library Science/ Information Science/ Documentation Science or an equivalent professional degree with at least 55% marks (or an equivalent grade in a seven point scale wherever grading system is followed) and a consistently good academic record with knowledge of computerization of library.
ii. Master's degree in library science/information science/documentation or an equivalent professional degree with at least 55% marks or its equivalent grade of B in the UGC seven point scale.	ii. Qualifying in the national level test conducted for the purpose by the UGC or any other agency approved by the UGC.

	<p>iii. However, candidates who have been awarded 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 University Assistant Librarian/ College Librarian or Documentation Officer.</p>
<p>Deputy Registrar 4.</p> <p>Minimum Qualification :</p> <p>i. A Master's degree with at least 55% marks or its equivalent grade B in the UGC seven point scale.</p> <p>ii. Five years experience as a Lecturer in a University or College with experience in educational administration.</p> <p style="text-align: center;">OR</p> <p>Comparable experience in research establishment and / or other institutions of higher education.</p> <p style="text-align: center;">OR</p> <p>Five years of administrative experience as Assistant Registrar or in an equivalent post.</p>	<p>4. Deputy Registrar</p> <p>Minimum Qualification :</p> <p>i. A Master's degree with at least 55% marks or its equivalent grade B in the UGC seven point scale</p> <p>ii. Nine years experience as a Lecturer/ Assistant Professor in the AGP of 6000 and above with experience in educational administration.</p> <p style="text-align: center;">OR</p> <p>Comparable experience in research establishment and/ or other institutions of higher education</p> <p style="text-align: center;">OR</p> <p>Five years of administrative experience as Assistant Registrar or in an equivalent post.</p>
<p>Assistant Registrar 5.</p> <p>Minimum Qualification:</p> <p>Good academic record plus Master's degree with at least 55% marks or its equivalent grade B in the UGC seven point scale.</p>	<p>5. Assistant Registrar</p> <p>Minimum Qualification:</p> <p>Master's degree with at least 55% marks or its equivalent grade B in the UGC seven point scale with a consistently good academic record</p>
<p>University Assistant Director of Physical Education and Sports/College DPEs (Lecturer Scale) 6.</p> <p>Minimum Qualification :</p> <p>i. Master's degree in Physical Education (two years course) or Master's degree in Sports or an equivalent degree with at least 55% marks or its equivalent grade B in the UGC Seven Point Scale plus consistently good academic record.</p> <p>ii. Record of having represented the University/College at the inter-University/inter-collegiate competitions or the State in national championship.</p> <p>iii. Passed the physical fitness test</p> <p>iv. Ph.D. or certificate of having cleared in the national test conducted for the purpose by the UGC.</p>	<p>6. University Assistant Director of Physical Education and Sports/ College DPEs</p> <p>Minimum Qualification :</p> <p>i. A Master's Degree in Physical Education or Master's Degree in Sports Science with at least 55% marks (or an equivalent grade in a point scale wherever grading system is followed) with a consistently good academic record.</p> <p>ii. Record of having represented a university/ college at the inter-university/ intercollegiate competitions or the State and/ or National championships.</p> <p>iii. Qualifying in the national level test conducted for the purpose by the UGC or any other agency approved by the UGC.</p> <p>iv. Passed the physical fitness test conducted in accordance with relevant UGC Regulations.</p> <p>v. However, candidates, who are, or have been awarded 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 University Assistant Director of Physical Education/ College Director of Physical Education & Sports.</p>
<p>University Assistant DPEs/College DPEs (Senior Scale) 7.</p> <p>Minimum Qualification :</p> <p>i. Should have completed six years of service as University Assistant DPEs/College DPEs with a</p>	<p>Deleted</p>

benefit of two years for Ph.D and one year for M.Phil Degree holders

- ii Passed the physical fitness test
- iii Possesses satisfactory self-appraisal reports
- iv Should have attended at least one orientation and one refresher course of about three to four week duration each with proper and well-defined evaluation procedure (exemption from one refresher course is granted to Ph.D degree holders)

University Assistant DPEs/College DPEs (Selection Grade) 8.

Minimum Qualification

- i. Completed five years of service as University Assistant DPEs/College DPEs in the senior scale.
- ii Has attended at least two refresher courses of about three-four week duration with proper and well-defined evaluation procedure after placement in the senior scale
- iii. Shown evidence of having produced good teams/athletes and of having organized and conducted coaching camps of at least two week duration
- iv Passes the physical fitness test
- v. Possesses satisfactory self-appraisal reports.

University Deputy DPEs/College DPEs (Reader's scale) 9.

- i. Ph.D in physical education. Candidates from outside the university system, in addition, shall also possess at least 55% marks or an equivalent grade B in the UGC seven point scale at the Master's Degree level.
- ii Five years experience as University Assistant DPEs/College DPEs, with a benefit of two years and one year for Ph.D. and M.Phil Degree holders respectively.
- iii Evidence of organizing competitions and conducting coaching camps of at least two week duration
- iv. Evidence of having produced good performance team/athletes for competitions like state/ national/ inter-university/combined university, etc.
- v. Passed the physical fitness test
- vi. Possesses satisfactory self-appraisal reports.

University DPEs 10.

Minimum Qualification :

- i. Ph.D in Physical Education
- ii. Experience of at least ten years as University deputy of fifteen years as University Assistant DPEs/College/DPEs (selection grade)
- iii. Participation in at least two national/international seminars/conferences
- iv. Possesses satisfactory self-appraisal reports.
- v. Evidence of organizing competitions and conducting coaching camps of at least two week duration.
- vi. Evidence of having produced good performance teams/athletes for competitions like state/national/inter-University/combined University, etc.

Notes:

- 1. Notwithstanding anything contained in Clauses 1 to 10, the 55% marks shall not be insisted upon for those already in University service.
- 2. A relaxation of 5% marks shall be applicable to

Deleted

7. University Deputy DPES/ College DPES

- i. Ph.D. in Physical Education. Candidates from outside the university system, in addition, shall also possess at least 55% marks (or an equivalent grade **in a point scale wherever grading system is followed) at the Master's Degree level.**
- ii. **Eight** years experience as University Assistant DPES/ College DPES, with a benefit of two years and one year for Ph.D and M.Phil Degree holders respectively.
- iii. Evidence of organizing competitions and conducting coaching camps of at least two weeks duration
- iv. Evidence of having produced good performance teams/ athletes for competitions like state/ national/ inter-university/ combined university etc
- v. Passed the physical fitness test **in accordance with the relevant UGC Regulations.**
- vi. Possesses **consistently good appraisal reports**

8. University DPES

Minimum Qualification :

- (i) Ph.D. in Physical Education.
- (ii) Experience of at least ten years as University Deputy **or** fifteen years as University Assistant DPES/ College **DPES** (selection grade).
- (iii) Participation in at least two national/ international seminars/ conferences.
- (iv) **Consistently good appraisal reports.**
- (v) Evidence of organizing competitions and conducting coaching camps of at least two weeks duration.
- (vi) Evidence of having produced good performance teams/ athletes for competitions like state/ national/ inter-university/ combined university, etc

Notes:

- 1. Notwithstanding anything contained in Clauses 1 to 8, the 55% marks shall not be insisted upon for those already in University service
- 2. A relaxation of 5% marks shall be applicable to SC/

SC/ST candidates at entry level. Provided that minimum marks in both cases shall not be less than 50%. Approved vide M.H.R.D., Dept of Education, Govt of India, letter no F 8-30/99/Desk (U), dated June 2, 2000.

ST candidates at entry level. Provided that minimum marks shall not be less than 50%. Approved vide M.H.R.D., Dept of Education, Govt of India, letter no.F 8-30/99/Desk (U), dated June 2, 2000.

9. ***Notwithstanding anything contained in clauses 1 to 8 above, any notification in this regard issued by the University Grants Commission/ Ministry of Human Resource Development/ Government of India and adopted by the University shall be applicable.***

Proposed Amendment of OE-15 ON CAREER ADVANCEMENT SCHEME

Existing	OE-15	Proposed	OE-15
	ON CAREER ADVANCEMENT SCHEME <i>Under Section 26 (1) (n) of the NEHU, 1973</i>		ON CAREER ADVANCEMENT SCHEME <i>Under Section 26 (1) (n) of the NEHU Act 1973</i>
1	There shall be a career advancement scheme (CAS) for placement/ promotion of teachers of the University from lecturer to lecturer (Senior Scale), from lecturer (Senior Scale) to Lecturer (Selection Grade) /reader and from reader to professor.	1.	There shall be a career advancement scheme (CAS) for placement/ promotion of teachers of the University.
2	Selection committees for CAS shall be the same as those for direct recruitment for each category	2.	<i>The promotion through career advancement of Assistant Professors/ Associate Professors/ Professors in the University shall be governed by the Regulations prescribed by the University Grants Commission/ Government of India from time to time and as adopted by the University and laid down in the relevant Regulation.</i>
3	The existing scheme of career advancement for other academic staff shall continue.	3.	<i>The promotion through career advancement for other academic staff shall be governed by the Regulations prescribed by the University Grants Commission/ Government of India from time to time and as adopted by the University and laid down in the relevant Regulation.</i>
4	Qualification and requirements.		Deleted
	i. Lecturer (Senior Scale)		
	A lecturer shall be eligible for placement in the senior scale if he/she has		
	a. Completed 6 years of service after regular appointment with relaxation of one year and two years, respectively, for those with M.Phil and Ph.D.		
	b. Participated in one orientation course and one refresher course of approved duration, or engaged in other appropriate continuing education programmes of comparable quality as may be specified or approved by the UGC. Candidates with Ph.D. degree shall be exempted from one refresher course, and		
	c. Satisfactory self appraisal report.		
	ii. Lecturer (Selection Grade)		
	A lecturer in the senior scale shall be eligible for placement in the selection grade if he/she has		
	a. Completed 5 years of service in the senior scale or 11 years of combined service as Lecturer/Lecturer in the senior scale (9 years in the case of Ph.D. degree holders and 10 years in the case of the M.Phil degree holders)		
	b. Participated after placement in the senior scale, in two refresher courses/summer institutes of approved duration or engaged in other appropriate continuing education programmes of comparable quality as may be specified or approved by the UGC.		
	c. A good record in teaching and has contributed to the corporate life of the University/Institutions examination work or through extension activities		

and

- d. Satisfactory self appraisal report. Whenever the requirement of orientation/refresher course has remained incomplete, the placement would not be held up but these may preferably be completed by the year 2000 and not later than 2002

iii. Reader

A lecturer (senior scale) shall be eligible for promotion as reader if he/she has

- a. completed 5 years of service in the senior scale or 11 years of combined service as lecturer/lecturer in the senior scale/selection grade (9 years in the course of Ph.D. degree holders).
- b. Obtained a Ph.D. degree or has equivalent published work.
- c. Made some mark in the areas of scholarship and research as evidenced by self-assessment, reports of referees, quality of publication, contribution to educational innovation, design of new courses and curricula and extension activities.
- d. Participated in two refresher courses/ summer institutes of approved duration after placement in lecturer (senior scale), or engaged in other programmes of comparable quality as may be specified or approved by the University Grants Commission, and
- e. Consistently satisfactory self-appraisal report(s) Provided that a lecturer in the selection grade may offer himself/herself for fresh assessment to be designated as-Reader after obtaining a Ph.D. degree of fulfilling other requirements for promotion to readership.
- f. The requirement of participation in orientation/ refresher courses/ summer institutes, each of at least 3 weeks duration, and consistently satisfactory performance appraisal reports, shall be mandatory requirements for career advancement from lecturer to lecturer (Senior scale) and from lecturer (Senior Scale) to lecturer (Selection Grade) / reader. Wherever the requirements of orientation/ refresher courses/summer institutes has remained incomplete, the promotion would not be held up but these must be completed by the year 2000 but not later than 31.12.2002. Provided that if an applicant for promotion to the post of lecturer (Senior Scale)/Lecturer (Selection Grade/Reader) does not have required number of summer institutes/orientation of refresher courses, he/she shall be required to bring this fact to the notice of the University giving reasons for his/her not being able to participate in such course.

iv. Professor

- a. that a minimum of 8 years experience as a Reader be an eligibility.
- b. that the Professor already appointed under direct recruitment be not eligible.
- c. that the self-appraisal report for the period including five years before the date of eligibility be

<p>submitted.</p> <p>d. that minimum of five years research publications out of which two could be books be submitted for evaluation/ assessment before the interviews. The research publications to be assessed by the experts for promotion of Readers to professors shall pertain to the period between his/her appointment as Reader and the date he/she becomes eligible for promotion as Professor. If on the date of eligibility the candidate did not have the required number of publications, his/her date of eligibility shall be shifted to the date he/she becomes eligible after fulfilling all requirements.</p> <p>e. that the assessment of the research publications, including books, be done by three eminent experts in the subject which shall be different from those called for interview to be conducted later on;</p> <p>f. that all the recommendations be positive from the three experts. In case the recommendation of one out of the three is negative, the research publications be sent to the fourth expert for evaluation and assessment. In all, there has to be a minimum of three positive recommendations out of the total of four experts, in case the fourth expert has participated in the exercise due to one negative report out of the initially three expert involved in evaluation,</p> <p>g. that the University be permitted to hold the interview for promotion under CAS only for those candidates who have obtained a minimum of three positive recommendations from the experts on their research publications/books,</p> <p>h. that the interview be conducted inviting three experts of the concerned subject making sure that these experts be different from those who had assessed and evaluated the research publications;</p> <p>i. that the cases to promotion/interview for the rejected candidates can be processed only after a minimum period of one year from the date of promotion process/interview in which the candidate was rejected;</p> <p>j. that the promotion from Reader to professor under CAS being personal and not against a sanctioned post, the teaching work load of the Reader be carried forward with him/her and be undertaken by the promotee even in the capacity of the CAS professor.</p> <p>k. that for the purpose of continuing of past services one should have rendered his or her services as Reader/Associate Professor (in the scale of Pay of Rs 3700-5700 revised to Rs.12,000-18-300/-) in any other recognized University/College.</p>	
<p>5. Procedure of Scrutiny:</p> <p>A copy each of five research publications, out of which two could be books, of the candidate for Professorship shall be sent well in advance to three eminent external experts in the subject for evaluation / assessment before the interview for promotion is held. These experts will be different from those called to conduct the interview. Only those candidates who have received minimum of three positive recommendations from the experts</p>	<p>Deleted</p>

<p>on their research publications/ books will be called for interview. In case the recommendations of one out of the three experts is negative, the research publications/books will be sent to the fourth expert for evaluation. In all there shall be a minimum of three positive recommendations out of the four experts in case the fourth expert has participated in the exercise due to one negative report out of the initially three experts involved in evaluation/ assessment.</p>	
<p>6. An applicant for promotion under the CAS shall be entitled to the benefit of regular and continuous previous service in the equivalent grade and scale of pay outside this University/institution like a University, college or other research organizations, such as CSIR, ICAR, DRDO, ICSSR, ICHR, and other such institutions up to a maximum of half of number of years required to be eligible for such promotion subject to the guidelines issued by the UGC from time to time.</p>	Deleted
<p>7. A professor already appointed under the direct recruitment shall not be eligible for promotion under this scheme.</p>	Deleted
<p>8. Re-submission of application.</p> <p>Those candidates, who have not been found suitable by the selection committee, shall become eligible again after an expiry of one year from the date of previous eligibility.</p>	Deleted
	<p>4. The composition of Evaluation/ Screening/ Expert Committee required for the implementation of this scheme shall be as specified by the University Grants Commission/ Ministry of Human Resource Development/ Government of India.</p>
<p>9. Notwithstanding the various clauses above, this ordinance shall remain in force till such time as the Career Advancement Scheme of the University Grants Commission remains in force and any change or changes notified by the Commission from time to time shall automatically be treated as having been incorporated in this ordinance.</p>	<p>5. Notwithstanding the various clauses above, this ordinance shall remain in force till such time as the Career Advancement Scheme of the University Grants Commission/ Government of India remains in force and any change or changes so notified from time to time and adopted by the University shall automatically be treated as having been incorporated in this ordinance.</p>
<p>1. Approved vide MHRD, GOI, Letter No. F.8-22/04-Desk(U) dt. 15.3.2004.</p> <p>Notes: (i) Approved by the 70th Academic Council and 117th Executive Council vide Resolution No:EC:117:2003:6:7:(iv) , dated December 12, 2003. (ii) Approved by the 71st Academic Council vide Resolution No:AC:71:2004:5:1: (7) (i) and 119th Executive Council Resolution No:EC.119:2004:2: (ii), dated August, 20, 2004. (iii) The amendment to the Ordinance (OE-15) has been notified vide Notification No.F.Conf/13-5/Ord/99 (Vol.III)-792, dated 25 November, 2004.</p>	

Proposed Amendment of Regulation RE-1 on QUALIFICATIONS OF TEACHERS AND SCRUTINY AND SCREENING OF APPLICATIONS

Existing	Proposed
<p style="text-align: right;">RE-1</p> <p>ON PROCEDURE OF SCRUTINY OF APPLICATIONS RECEIVED FOR TEACHING POSTS Under Ordinance OE-3</p> <p>(Scrutiny procedure incorporated in Ordinance OE-4)</p>	<p style="text-align: right;">RE-1</p> <p>ON QUALIFICATION OF TEACHERS FOR DIRECT RECRUITMENT AND PROMOTION UNDER CAREER ADVANCEMENT SCHEME Under Ordinances OE-3, OE-5 AND OE-15</p> <p>1. QUALIFICATION</p>
	<p><i>i. A good academic record with 55% marks (or an equivalent grade in a point scale wherever grading system is followed) at the master's level and qualifying in the National Eligibility Test (NET), or UGC accredited test (State Level Eligibility Test - SLET/ SET), shall be the minimum qualification for the appointment of Assistant Professors. Provided however, that candidates, who are or 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 or equivalent posts.</i></p> <p><i>ii. A minimum of 55% marks (or an equivalent grade in a point scale wherever grading system is followed) shall be required at the Master's level for those recruited as teachers at any level from Industries and research institutions and at the entry level of Assistant Professors, Assistant Librarians, Assistant Directors of Physical Education and Sports.</i></p> <p><i>iii. A relaxation of 5% may be provided at the graduate and master's level for the Scheduled Caste/ Scheduled Tribe/ Physically and/ or visually differently-abled categories for the purpose of eligibility and for assessing good academic record during direct recruitment to teaching positions. The eligibility marks of 55% (or an equivalent grade in a point scale wherever grading system is followed) and the relaxation of 5% to the categories mentioned above are permissible, based on only the qualifying marks without including any grace mark procedures.</i></p> <p><i>Provided a relaxation of 5% may be provided, from 55% to 50% of the marks, to the Ph.D. Degree holders, who have obtained their Master's Degree prior to 19 September, 1991.</i></p> <p><i>iv. The Ph.D. Degree shall be a mandatory qualification for the appointment of Professors and for promotion as Professors.</i></p> <p><i>v. The Ph.D. Degree shall be a mandatory qualification for all candidates to be appointed as Associate Professor through direct recruitment.</i></p>

	<p><i>vi. The period of time taken by a candidate 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.</i></p> <p><i>vii. The discipline wise qualifications for various teaching posts shall be as prescribed by the University Grants Commission and as laid down in Annexure-I to this Regulation. Qualifications for teaching posts for disciplines/ subjects not covered in the Annexure to this Regulation shall be as prescribed by University Grants Commission from time to time and adopted by the University.</i></p>
<p>1. Procedure of Scrutiny</p> <p>The applications of all candidates for the posts of Lecturer, Reader, Professor or equivalent will be forwarded by the University Office to the Head of the Department concerned. However, if the Head of the Department happens to be a Reader, the applications for the post of Professor or equivalent will be forwarded to a Professor in the Department failing which to the Dean of School or the Vice-Chancellor. The Head of the Department shall constitute a Committee of not less than three members of the staff in the Department not below the rank of Reader including the Professors in the Department or from other Department in case there are not enough faculty members in the Department to scrutinise the application for posts of Lecturers, Readers, and equivalent and for preparing a list of candidates for interview. Similarly, a Committee will be constituted by the Head of the Department or the Dean of the School or the Vice-Chancellor as the case may be, for scrutinising the applications for the posts of Professor or equivalent. This Committee will comprise of not less than three persons and shall include all Professors in the Department, if any, and at least one Professor from another Department in the School or other Schools. Professors who are re-employed after superannuation cannot however be members of the Screening Committee.</p>	<p><i>deleted</i></p>
<p>2. The procedure for scrutiny of applications will be as follows:-</p> <ol style="list-style-type: none"> i. In the first instance, the non-academic particulars of the candidates like age, nationality, date of submission of application, etc. Will be scrutinised and those candidates who suffer from any disability will be separately listed. ii. The applications of all the remaining candidates will be scrutinised with reference to the essential and desirable qualifications. iii. Ordinarily, the number of candidates recommended for interview for one post may not exceed six and for two posts ten and five per post if the vacancies are more provided that the number may be exceeded by the Committee for reasons to be given in writing. 	<p><i>deleted</i></p>

<p>iv. A short list of candidates who appear to be better qualified on the basis of qualifications given in the application, shall be prepared by the Committee on the basis of criteria which may be adopted by the Committee in each case</p> <p>v. Ordinarily for the posts of Lecturers, Research Associates, Research Fellows or equivalent, a higher weightage will be given for consistently good academic record, the objective being to pick up those who have the best potential for development. Their research work and other experience will be considered but with a lesser weightage. In the case of the posts of Readers or equivalent, the academic record and their achievements in research, teaching and in other fields will be given equal weightage. In the case of higher posts of Professors, the achievements in their fields of study and work will be given a high priority.</p> <p>vi. The qualifications advertised in the notice shall not be relaxed unless the fact that qualifications are relaxable under special circumstances.</p> <p>vii. The basic academic qualification shall not be relaxable. In case of a candidate who does not satisfy anyone of the other essential qualifications like experience and yet recommended for being called for interview, the fact shall be specifically stated and reasons for relaxing the qualification will be given in writing</p>	
<p>3. The Head of the Department or the Dean of the School, as the case may be, shall forward the applications with his recommendations to the Vice-Chancellor for final selection of candidates for interview for the posts. The Vice-Chancellor may vary the list suitably at his discretion for reasons to be recorded in writing</p>	deleted
<p>Readvertisement 4.</p> <p>If the number of candidates being called for interview is less than three in all, the post shall be readvertised with the stipulation that candidates who may have applied earlier need not apply again. In such cases, the Vice-Chancellor shall also initiate personal contact as provided in clause 3 above. In case the number of eligible candidates is still less than three the process of second advertisement and personal contact, the interviews shall be held in accordance with the provisions of the Ordinance</p>	deleted
<p>Information to Candidates 5.</p> <p>The candidates will be informed telegraphically as well as through registered post of the venue and date of interview at least two weeks ahead of the due date of interview.</p>	deleted
<p>Reserved Posts 6.</p> <p>In the case of reserved posts, the same procedure</p>	deleted

may be followed. If no suitable candidate is found, the post may be de-reserved and the reservation may be carried forward to another vacancy according to the provisions of the Ordinance.

2. STAGES OF PROMOTION OF TEACHERS UNDER CAS

- i. Entry level Assistant Professors (Stage 1) would be eligible for promotion under the CAS through two successive stages (stage 2 and Stage 3), provided they are assessed to fulfil the eligibility and performance criteria as laid down in Annexure-III.**
- ii. An entry level Assistant Professor, possessing Ph. D. Degree in the relevant discipline shall be eligible, for moving to the next higher grade (stage 2) after completion of four years service as Assistant Professor.**
- iii. An entry level Assistant Professor possessing M.Phil. Degree or post-graduate Degree in professional courses, approved by the relevant statutory body, such as LL.M./ M. Tech., etc. shall be eligible for the next higher grade (stage 2) after completion of five years service as Assistant Professor.**
- iv. An entry level Assistant Professor who does not have Ph.D. or M.Phil. or a Master's Degree in the relevant professional course, shall be eligible for the next higher grade (stage 2) only after completion of six years service as Assistant Professor.**
- v. The upward movement from the entry level grade (stage 1) to the next higher grade (stage 2) for all Assistant Professors shall be subject to their satisfying the API based PBAS conditions laid down in Annexure-III.**
- vi. Assistant Professor who have completed five years of service in the stage 2 shall be eligible to move up to next higher grade (stage 3), subject to meeting the API based PBAS requirements laid down in Annexure-III.**
- vii. Assistant Professor completing three years of service in stage 3 shall be eligible to move to the next higher grade (stage 4) and to be designated as Associate Professor, subject to fulfilment of the qualifying conditions and the API based PBAS requirements prescribed in Annexure-III.**
- viii. Associate Professor possessing a Ph.D. Degree in the relevant discipline and completing three years of service in stage 4, shall be eligible to be appointed and designated as Professor and be placed in the next higher grade (stage 5), subject to**
 - (a) satisfying the required credit points as per API based PBAS methodology provided in Annexure-III and**
 - (b) an assessment by a duly constituted Selection Committee as prescribed for the direct recruitment of Professor.**

Provided that no teacher, other than those with a Ph.D., shall be promoted or appointed as Professor.
- ix. Ten percent of the Professors in the University, with a minimum of ten years of teaching and research experience as professor shall be**

eligible for promotion to the higher grade of Professorship (stage 6), on satisfying the required API score as per Annexure-III through the PBAS methodology through a duly constituted Expert committee, and such teachers promoted to the higher grade shall continue to be designated as 'Professor'.

DISCIPLINE WISE QUALIFICATIONS FOR VARIOUS TEACHING POSTS

1. ARTS, HUMANITIES, SCIENCES, SOCIAL SCIENCES, COMMERCE, EDUCATION, LANGUAGES, LAW, JOURNALISM AND MASS COMMUNICATION DISCIPLINES

PROFESSOR

- A. (i) An eminent scholar with 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 publications as books and/ or research/ policy papers
(ii) A minimum of ten years of teaching experience in university/ college, and/ or experience in research at the University/ National level institutions/ industries, including experience of guiding candidates for research at doctoral level
(iii) Contribution to educational innovation, design of new curricula and courses, and technology-mediated teaching learning process.
(iv) A minimum score as stipulated in the Academic Performance Indicator (API) based Performance Based Appraisal System (PBAS)(Annexure-III)

OR

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

ASSOCIATE PROFESSOR

- i. 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 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 excluding the period of Ph.D. research with evidence of published work and a minimum of 5 publications as books and/or research/policy papers.
- iv. Contribution to educational innovation, design of new curricula and courses, and technology-mediated teaching learning process with evidence of having guided doctoral candidates and research students
- v. A minimum score as stipulated in the Academic Performance Indicator (API) based Performance Based Appraisal System (PBAS)(Annexure-III).

ASSISTANT PROFESSOR

- i. Good academic record as defined by the concerned university with at least 55% marks (or an equivalent grade in a point scale wherever grading system is followed) at the Master's Degree level in a relevant subject from an Indian University, or an equivalent degree from an accredited foreign university
- ii. Besides fulfilling the above qualification, 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.
- iii. Notwithstanding anything contained in sub-clauses (i) and (ii) above, candidates, who are, or 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 or equivalent positions.
- iv. NET/SLET/SET shall also not be required for such Masters Programmes in disciplines for which NET/ SLET/ SET is not conducted.

2. MUSIC DISCIPLINE

PROFESSOR

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

OR

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

- (a) 'A' grade artist of AIR/ TV.
- (b) Twelve years of outstanding performing achievements in the field of specialization.
- (c) Significant contributions in the field of specializations and ability to guide research.
- (d) Participation in National/International Seminars/Conferences/ Workshops and/ or recipient of National/ International Awards/ Fellowships, and
- (e) Ability to explain the logical reasoning of the subject concerned and adequate knowledge to teach theory with illustrations in that discipline.

ASSOCIATE PROFESSOR

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

OR

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

- (a) 'A' grade artist of AIR/TV,
- (b) Eight years of outstanding performing achievements in the field of specialization

ASSISTANT PROFESSOR

- i. Good academic record with at least 55% marks (or an equivalent grade in a point scale wherever grading system is followed) at the Master's Degree level, in the relevant subject or an equivalent degree from an Indian/ Foreign University.
- ii. Besides fulfilling the above qualifications, candidates must have cleared the National Eligibility Test (NET) for lecturers conducted by the UGC, CSIR, or similar test accredited by the UGC. Notwithstanding anything contained in the sub-clauses (i) and (ii) above, candidates, who are, or have been awarded 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.
- iii. NET/ SLET/ SET shall also not be required for such Masters Programmes in disciplines for which NET/SLET/SET is not conducted.

OR

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

- (a) Studied under noted/reputed traditional masters and has thorough knowledge to explain the subject concerned;
- (b) A high grade artist of AIR/TV, and
- (c) Ability to explain the logical reasoning of the subject concerned and adequate knowledge to teach theory with illustrations in that discipline.

3. DRAMA DISCIPLINE

PROFESSOR

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

OR

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

- a. Twelve years of outstanding performing achievements in the field of specialization;
- b. Has made significant contributions in the field of specializations and has the ability to guide research,
- c. Participation in National/ International Seminars/ Conferences/ Workshops and/ or recipient of National/ International Awards/ Fellowships, and
- d. Ability to explain the logical reasoning of the subject concerned and adequate knowledge to teach theory with illustrations.

ASSOCIATE PROFESSOR

i. Good academic record with doctoral degree with performing ability of high professional standard as recommended by an expert committee constituted by the University for the said purpose

- ii. Eight years of experiences of teaching in a University / College and/ or research in University/national level institutions excluding the period spent for obtaining the research degree
- iii. Has made significant contributions to the knowledge in the subject concerned, as evidenced by quality of publications. Contributions to educational innovation such as designing new courses and/ or curricula and/ or outstanding performing achievements in the field of specializations

OR

- i. A traditional and a professional artist with highly commendable professional achievement in the concerned subject, who should be or have:
 - a. A recognized artist of Stage/ Radio/TV,
 - b. Eight years of outstanding performing achievements in the field of specialization;
 - c. Experience in designing of new courses and /or curricula,
 - d. Participation in Seminars/Conferences in reputed institutions; and
 - e. Ability to explain the logical reasoning of the subject concerned and adequate knowledge to teach theory with illustrations in that discipline.

ASSISTANT PROFESSOR

- i. Good academic record with at least 55% marks (or an equivalent grade in a point scale wherever grading system is followed) at the Master's Degree level, in the relevant subject or an equivalent degree from an Indian/ Foreign University.
- ii. Besides fulfilling the above qualifications, candidates must have cleared the National Eligibility Test (NET) conducted by the UGC, CSIR, or similar test accredited by the UGC. However, candidates, who are, or have been awarded 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 or equivalent positions in Universities/ Colleges / Institutions.
- iii. Without prejudice to the above, NET/SLET/SET shall also not be required for such Masters Programmes in disciplines for which NET/SLET/SET is not conducted.

OR

- i. A traditional and a professional artist with highly commendable professional achievement in the concerned subject, who should be or have:
 - a. A professional artist with first class degree/diploma from National School of Drama or any other such approved Institution in India or abroad,
 - b. Five years of regular acclaimed performance in regional/ national/ international stage with evidence, and
 - c. Ability to explain the logical reasoning of the subject concerned and adequate knowledge to teach theory with illustrations in said discipline.

4. VISUAL (FINE) ARTS DISCIPLINE

PROFESSOR

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

OR

- i. A Professional artist with highly commendable professional achievement in the concerned subject, who should have
 - a. Twelve years of experience of holding regular regional/ national exhibition/ workshops with evidence,
 - b. Significant contributions in the field of specialization and ability to guide research;
 - c. Participation in National/ International Seminars/ Conferences/ Workshops and/ or recipient of National/ International Awards/ Fellowships; and
 - d. Ability to explain the logical reasoning of the subject concerned and adequate knowledge to teach theory with illustrations in that discipline

ASSOCIATE PROFESSOR

- i. Good academic record with doctoral degree, with performing ability of high professional standard
- ii. Eight years of experience of teaching in a University/ College and/ or research in University/ national level institutions excluding the period spent for the research degree of M.Phil./ Ph. D.
- iii. Has made significant contributions to the knowledge in the subject concerned as evidenced by quality of publications.
- iv. Contributions to educational innovation such as: designing new courses and/ or curricula and/ or outstanding performing achievements in the field of specializations.

OR

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

- a. A recognized artist of his/her own discipline;
- b. Eight years of outstanding performing achievements in the field of specialization,
- c. Experience in designing of new courses and/ or curricula;
- d. Participation in Seminars/ Conferences in reputed institutions, and
- e. Ability to explain the logical reasoning of the subject concerned and adequate knowledge to teach theory with illustrations in that discipline.

ASSISTANT PROFESSOR

- i. Good academic record with at least 55% marks (or an equivalent grade in a point scale wherever grading system is followed) at the Master's degree level, in the relevant subject or an equivalent degree from an Indian/ Foreign University
- ii. Besides fulfilling the above qualifications, candidates must have cleared the National Eligibility Test (NET) for lecturers conducted by the UGC, CSIR, or similar test accredited by the UGC. Notwithstanding anything contained in sub-clauses (i) and (ii) above, candidates, who are, or 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 or equivalent positions in Universities/ Colleges/ Institutions.
- iii. Without prejudice to the above, NET/SLET/SET shall also not be required for such Masters Programmes in disciplines for which NET/SLET/SET is not conducted

OR

- i. A Professional artist with highly commendable professional achievement in the concerned subject, who should have:
 - a. First class Diploma in Visual (Fine) arts discipline from the recognized Institution of India/ Abroad.
 - b. Five years of experience of holding regular regional/ National exhibitions/ Workshops with evidence and
 - c. Ability to explain the logical reasoning of the subject concerned and adequate knowledge to teach theory with illustrations in that discipline

5. OCCUPATIONAL THERAPY DISCIPLINE

PRINCIPAL/ DIRECTOR/ DEAN

Masters 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).

- i. Senior-most Professor shall be the Principal/ Director/ Dean.
- ii. Desirable: Higher qualification like Ph. D. in any discipline in occupational therapy recognized by the UGC/ independent published work of high standard

PROFESSOR

- i. Masters in Occupational Therapy (M.O.T./ M.O.Th./ M.Th.O./ M.Sc. O.T.) with eleven years total experience including five years experience as Associate Professor (Occupational Therapy)
- ii. Desirable: Higher Qualification like Ph. D. in any discipline in occupational therapy recognized by the UGC/ independent published work of high standard.

ASSOCIATE PROFESSOR

- i. Master in Occupational Therapy (M.O.T./ M.O.Th./ M.Sc. O.T.) with eight years experience as Assistant Professor.
- ii. Desirable: Higher Qualification like Ph. D. in any discipline in occupational therapy recognized by the UGC/ independent published work of higher standard.

ASSISTANT PROFESSOR

- i. Bachelor Degree in Occupational Therapy (B.O.T./ B.Th.O./ B.O.Th.), Masters in Occupational Therapy (M.O.Th/M.Th.O./ M.Sc. O.T/M.OT.) with at least 55% marks (or an equivalent grade in a point scale wherever grading system is followed) from a recognized University.

6. PHYSIOTHERAPY DISCIPLINE

PRINCIPAL/ DIRECTOR/ DEAN

- i. Masters 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).
- ii. Senior-most Professor shall be the Principal/ Director/ Dean.
- iii. Desirable: Higher qualification like Ph. D. in any discipline in Physiotherapy recognized by the UGC/ independent published work of high standard.

PROFESSOR

- i. Masters in Physiotherapy (M.P.T / M.P.Th / M.Th.P / M.Sc. P.T.) with eleven years total experience including five years experience as Associate Professor (Physiotherapy)
- ii. Desirable Higher Qualification like Ph. D. in any discipline in Physiotherapy recognized by U.G.C / independent published work of high standard

ASSOCIATE PROFESSOR

- i. Master in Physiotherapy (M.P.T / M.P.Th / M.Th.P / M.Sc. P.T.) with eight years total experience as Assistant Professor
- ii. Desirable Higher Qualification like Ph. D. in any discipline in Physiotherapy recognized by U.G.C / independent published work of higher standard

ASSISTANT PROFESSOR

- i. Bachelor Degree in Physiotherapy (B.P.T / B. Th./P / B.P.Th.), Masters in Physiotherapy (M.P.Th / M.Th.P / M.Sc. P.T / M.P.T.) with at least 55% marks (or an equivalent grade in a point scale wherever grading system is followed from recognized University)

7. MANAGEMENT/BUSINESS ADMINISTRATION DISCIPLINE

PRINCIPAL/ DIRECTOR/ HEAD OF INSTITUTION

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

OR

For candidates from Industry/ Profession:

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

Without prejudice to the above, the following conditions may be considered desirable

- a. Administrative experience in senior level responsible position in the Industry/ Professional Institution

PROFESSOR

- i. Consistently good academic record with at least 55% marks (or an equivalent grade in a point scale wherever grading system is followed) in Master's Degree in Business Management / Administration / in a relevant discipline or consistently good academic record with at least 55% marks (or an equivalent grade in a point scale wherever grading system is followed) in two year full time PGDM declared equivalent by AIU/ recognized by the AICTE/ UGC;

OR

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

- ii. Ph. D. or Fellow of Indian Institute of Management or of an Institute recognized by AICTE and declared equivalent by the AIU.
- iii. A minimum of ten years' experience of teaching/ industry/ research/ professional, out of which five years must be at the level of Reader/ Associate Professor or equivalent excluding the period spent for obtaining the research degree.

OR

In the event the candidate is from industry and the profession, the following shall constitute as essential

- i. Consistently good academic record with at least 55% marks (or an equivalent grade in a point scale wherever grading system is followed) in Master's Degree in Business Management/ Administration/ in a relevant management related discipline or consistently good academic record with at least 55% marks (or an equivalent grade in a point scale wherever grading system is followed) in two years full time PGDM declared equivalent by AIU/ recognized by the AICTE/ UGC.

OR

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

- ii. The candidate should have professional work experience which is significant and can be recognized at national/ International level as equivalent to Ph. D. and twelve years' managerial experience in industry/ profession, of which at least eight years should be at least at a level comparable to that of Reader/ Assistant Professor.
- iii. Without prejudice to the above, the following conditions may be considered desirable:
 - a. Teaching, Teaching, research, and/ or professional experience in a reputed organization,
 - b. Published work, such as research papers, patents filed/ obtained, books and/ or technical reports,
 - c. Experience of guiding the project work/ dissertation of PG/ Research Students or supervising R&D projects in industry;

- d Demonstrated leadership in planning and organizing academic, research, industrial and / or professional activities, and
- e Capacity to undertake/ lead sponsored R&D consultancy and related activities

ASSOCIATE PROFESSOR

i. Consistently good academic record with at least 55% marks (or an equivalent grade in a point scale wherever grading system is followed) in Master's Degree in Business Management/ Administration/ in a relevant management related discipline or first class in two years full time PGDM declared equivalent by AIU / recognized by the AICTE/ UGC;

OR

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

ii. Ph.D. or Fellow of Indian Institute of Management or of an Institute recognized by AICTE and declared equivalent by the AIU

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

OR

In the event the candidate is from industry and the profession, the following requirements shall constitute as essential requirements:

i. Consistently good academic record with at least 55% marks (or an equivalent grade in a point scale wherever grading system is followed) in Master's Degree in Business Management/ Administration/ in a relevant management related discipline or first class in two years full time PGDM declared equivalent by AIU / recognized by AICTE/ UGC,

OR

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

ii. A minimum of ten years experience of teaching industry/ research/ profession, out of which five years must be at the level of Assistant Professor or equivalent excluding the period spent for obtaining research degree. The candidate should have Professional work experience, which is significant and can be recognized at national/ international level as equivalent to Ph.D. and ten years managerial experience in industry/ profession of which at least five years should be at the level comparable to that of lecturer/ assistant professor.

iii. Without prejudice to the above, the following conditions may be considered desirable

- a) Teaching, research industrial and/ or professional experience in a reputed organization.
- b) Published work, such as research papers, patents filed/ obtained, books and/ or technical reports and
- c) Experience of guiding the project work/ dissertation of PG/ Research Students or supervising R&D projects in industry.

ASSISTANT PROFESSOR

i. Essential:

First Class Masters Degree in Business Management/ Administration/ in a relevant management related discipline or first class in two year full time PGDM declared equivalent by AIU/ accredited by the AICTE/ UGC;

OR

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

ii. Desirable:

- a. Teaching, research, industrial and/ or professional experience in a reputed organization;
- b. Papers presented at Conferences and/ or published in refereed journals.

8. ENGINEERING AND TECHNOLOGY DISCIPLINE

PROFESSOR

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

OR

In the event the candidate is from industry and the profession, the following shall constitute as essential:

- i. First Class Master's Degree in the appropriate branch of Engg., & Tech.,
- ii. Significant professional work which can be recognized* as equivalent to a Ph.D. Degree in appropriate branch of Engg., & Tech., and industrial/ professional experience of ten years, out of which at least five years at a senior level of Assistant Professor/ Reader, provided that the recognition for significant professional experience shall be valid only if the same is recommended unanimously by a 3-Member Committee of Experts appointed by the Vice-Chancellor of the University.

Without prejudice to the above, the following conditions may be considered desirable

- a. Teaching, research industrial and/ or professional experience in a reputed organization,
- b. Published work, such as research papers, patents filed/ obtained, books, and/ or technical reports.
- c. Experience of guiding the project work/ dissertation of PG/ Research Students or supervising R&D projects in industry;
- d. Demonstrated leadership in planning and organizing academic, research, industrial and/ or professional activities; and
- e. Capacity to undertake/ lead sponsored R&D, consultancy and related activities

ASSOCIATE PROFESSOR

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

OR

In the event the candidate is from industry and the profession, the following shall constitute as essential

- i. First Class Master's Degree in the appropriate branch of Engineering & Technology.
- ii. Significant professional work which can be recognized as equivalent to a Ph.D. Degree in appropriate branch of Engineering, & Technology, and industrial/ professional experience of eight years in a position equivalent to the level of Lecturer, provided that the recognition for significant professional shall be valid only if the same is recommended unanimously by a 3-Member Committee of Experts appointed by the Vice-Chancellor of the University.
- iii. Without prejudice to the above, the following conditions may be considered desirable:
 - a. Teaching, research industrial and/ or professional experience in a reputed organization;
 - b. Published work, such as research papers, patents filed/ obtained, books, and / or technical reports.
 - c. Experience of guiding the project work/ dissertation of PG/ Research Students or supervising R&D projects in industry.

ASSISTANT PROFESSOR

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

Without prejudice to the above, the following conditions may be considered desirable:

- a. Teaching, research industrial and/ or professional experience in a reputed organization,
- b. Papers presented at Conferences and/ or in refereed journals.

9. BIO-TECHNOLOGY (ENGINEERING. & TECHNOLOGY) DISCIPLINE

PROFESSOR

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

OR

In the event the candidate is from industry and the profession, the following shall constitute as essential:

- i. First Class Master's Degree in the appropriate branch of Engg., & Tech./ Applied Biological Sciences.
- ii. Significant professional work which can be recognized as equivalent to a Ph.D. Degree in appropriate branch of Engg., & Tech./ Applied Biological Sciences, and industrial/ professional experience of ten years, out of which at least five years at a senior level of Assistant Professor/ Reader, provided that the recognition for significant professional shall be valid only if the same is recommended unanimously by a 3-Member Committee of Experts appointed by the Vice-Chancellor of the University.

Desirable

- a. Teaching, industrial research and/ or professional experience in a reputed organization;
- b. Published work, such as research papers, patents filed/ obtained, books, and/ or technical reports;
- c. Experience of guiding the project work, dissertation of post graduate or research students or supervising R&D projects in industry;
- d. Demonstrated leadership in planning and organizing academic, research, industrial and/ or professional activities; and
- e. Capacity to undertake/ lead sponsored R&D, consultancy and related activities.

ASSOCIATE PROFESSOR

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

OR

In the event the candidate is from industry and the profession, the following shall constitute as essential:

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

- ii Significant professional work which can be recognized as equivalent to a Ph.D. Degree in appropriate branch of Engg. & Tech., and industrial/ professional experience of eight years in a position equivalent to the level of Lecturer provided that the recognition for significant professional shall be valid only if the same is recommended unanimously by a 3-Member Committee of Experts appointed by the Vice-Chancellor
- iii Desirable.
 - a Teaching, research industrial and/ or professional experience in a reputed organization;
 - b Published work, such as research papers, patents filed/ obtained, books, and/ or technical reports, and
 - c Experience of guiding the project work/ dissertation of PG/ Research Students or supervising R&D projects in industry.

ASSISTANT PROFESSOR

- i First Class Master's Degree in the appropriate branch of Engineering (Engg.) & Technology (Tech)
 - OR
 - Ph.D. Degree in Applied Biological Sciences such as, Micro-Biology, Bio-Chemistry, Genetics, Molecular Biology, Pharmacy and Bio-Physics
 - OR
 - Good academic record with at least 55% marks (or an equivalent grade) at the Master's Degree level, in the relevant subject or an equivalent degree from an Indian/ Foreign University
- ii Besides fulfilling the above qualifications, candidates should have cleared the eligibility test (NET) for lecturers conducted by the UGC, CSIR or similar test accredited by the UGC.
- iii Desirable.
 - a Teaching, research industrial and/ or professional experience in a reputed organization.
 - b Papers presented at Conferences and/ or published in refereed journals

10. PHARMACY DISCIPLINE

PROFESSOR

- i. Essential:
 - a A basic degree in pharmacy (B. Pharm.)
 - b Registration as a pharmacist under the Pharmacy Act, 1948, as amended from time to time, including any succeeding enactments.
 - c A Ph.D. Degree with First Class at Bachelor's or Master's Degree in the appropriate branch of specialization in Pharmacy, and experience of ten years in teaching, research, industry and / or profession at the level of Lecturer or equivalent grade.
- OR
- In the event the candidate is from industry and the profession, the following shall constitute as essential.
 - a First Class Master's Degree in the appropriate branch of specialization in Pharmacy; and
 - b Significant professional work which can be recognized as equivalent to a Ph.D. Degree in appropriate branch of specialization in Pharmacy and industrial/ professional experience of five years at a senior level comparable to Assistant Professor/ Reader, provided that the recognition for significant professional shall be valid only if the same is recommended unanimously by a 3-Member Committee of Experts appointed by the Vice-Chancellor of the University.
- ii. Desirable
 - a Teaching, industrial research and/ or professional experience in a reputed organization.
 - b Published work, such as research papers, patents filed/ obtained, books, and/ or technical reports.
 - c Experience of guiding the project work, dissertation of post graduate or research students or supervising R&D projects in industry.
 - d Demonstrated leadership in planning and organizing academic, research, industrial and/ or professional activities; and
 - e Capacity to undertake/ lead sponsored R&D, consultancy and related activities.

For avoidance of doubt, it is hereby clarified that:

- i. If Class or Division is not declared at the Bachelor's or Master's Degree levels, an aggregate of $\geq 60\%$ or equivalent Cumulative Grade Point Average (CGPA) is to be considered as equivalent to First Class
- ii. In respect of CGPA awarded to the candidates on a 10-Point Scale, the Table of equivalence shall be provided by the awarding university for determining the Class obtained by them as per (i) above.

ASSOCIATE PROFESSOR

- i. Essential:
 - a Basic degree in pharmacy (B. Pharm.).
 - b Registration as a pharmacist under the Pharmacy Act, 1948, as amended from time to time, including any succeeding enactments.

c. Ph.D. Degree with First Class at Bachelor's or Master's Degree in the appropriate branch of specialization in Pharmacy, and experience of eight years in teaching research, industry and/ or profession at the level of Lecturer or equivalent grade excluding period spent on obtaining the research degree

OR

In the event the candidate is from industry and the profession, the following shall constitute as essential a First Class Master's Degree in the appropriate branch of specialization in Pharmacy,

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

Provided that the recognition for significant professional shall be valid only if the same is recommended unanimously by a c-Member Committee of Experts appointed by the Vice-Chancellor of the University

ii. Desirable

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

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

c. Experience of guiding the project work, dissertation of post graduate or research students or supervising R&D projects in industry.

ASSISTANT PROFESSOR

i. Essential

a. Basic degree in pharmacy (B Pharm.)

b. Registration as a pharmacist under the Pharmacy Act, 1948, as amended from time to time, including any succeeding enactments

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

ii. Desirable

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

b. Papers presented at Conferences and/ or published in refereed journals.

11. MASTER OF EDUCATION COURSES

PROFESSOR

i. Master's Degree in Arts/ Humanities/ Sciences/ Commerce and M. Ed. each with a minimum of 55% marks (or an equivalent grade in a point scale wherever grading system is followed),

OR

M. A. (Education) with 55% marks (or an equivalent grade in a point scale wherever grading system is followed) and B. Ed. each with a minimum of 55% marks (or an equivalent grade in a point scale wherever grading system is followed);

ii. Ph. D. in Education

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

ASSOCIATE PROFESSOR

i. A Master's Degree in Arts/ Humanities/ Sciences/ Commerce and M. Ed. each with a minimum of 55% marks (or an equivalent grade in a point scale wherever grading system is followed),

OR

M. A. (Education) and B. Ed. each with a minimum of 55% marks (or an equivalent grade in a point scale wherever grading system is followed),

ii. Ph. D. in Education

iii. At least eight years of teaching experience in University department of education or College of Education, with a minimum of three years at the M. Ed. level and has published work in the relevant area of specialization

ASSISTANT PROFESSOR

i. Master's Degree in Arts/ Humanities/ Sciences / Commerce and M. Ed. each with a minimum of 55% marks (or an equivalent grade in a point scale wherever grading system is followed),

OR

M. A. (Education) and B. Ed. each with a minimum of 55% marks (or an equivalent grade in a point scale wherever grading system is followed)

ii. Any other stipulation prescribed by the UGC/ such other affiliating body/ State Government, from time to time for the positions of Principal and lecturers, shall be mandatory.

12. MASTER OF PHYSICAL EDUCATION COURSES

PROFESSOR

- i. Master's Degree in Physical Education with a minimum of 55% (marks or an equivalent grade in a point scale wherever grading system is followed);
- ii. Ph.D. in Physical Education or equivalent published work, and
- iii. At least ten years teaching/ research experience in a department/ college of Physical Education out of which at least five years in the post graduate institution/ University department.

ASSOCIATE PROFESSOR

- i. A Master's Degree in Physical Education with a minimum of 55% marks (or an equivalent grade in a point scale wherever grading system is followed)
- ii. At least eight years teaching/ research experience in a department/ college of Physical Education out of which at least three years in the post graduate level, and
- iii. Ph.D. in Physical Education or Equivalent published work

ASSISTANT PROFESSOR

- i. A Master's Degree in Physical Education with at least 55% marks (or an equivalent grade in a point scale wherever grading system is followed);
- ii. Any other stipulation prescribed by the UGC/ such other affiliating body/ State Government, from time to time shall be mandatory

13. LIBRARY AND INFORMATION SCIENCE DISCIPLINE

UNIVERSITY LIBRARIAN

- i. A Master's Degree in Library Science /Information Science/documentation with at least 55% marks or its equivalent grade of B in the UGC seven points scale and consistently good academic record set out in these Regulations.
- ii. At least thirteen years as a Deputy Librarian in a university library or eighteen years' experience as a College Librarian.
- iii. Evidence of innovative library service and organization of published work.
- iv. Desirable: A. M.Phil./ Ph.D. Degree in library science/ information science/ documentation/ archives and manuscript-keeping.

DEPUTY LIBRARIAN

- i. A Master's Degree in library science/ information science/ documentation with at least 55% of the marks or its equivalent grade of B in the UGC seven point scale and a consistently good academic record.
- ii. Five years experience as an Assistant University Librarian/ College Librarian.
- iii. Evidence of innovative library service and organization of published work and professional commitment, computerization of library
- iv. Desirable: A M.Phil./ Ph.D. Degree in library science/ Information science/ Documentation/ Archives and manuscript-keeping/ computerization of library.

ASSISTANT LIBRARIAN

- i. A Master's Degree in Library Science/ Information Science/ Documentation Science or an equivalent professional degree with at least 55% marks (or an equivalent grade in a point scale wherever grading system is followed) and a consistently good academic record with knowledge of computerization of library
- ii. Qualifying in the national level test conducted for the purpose by the UGC or any other agency approved by the UGC.
Provided candidates, who are, or have been awarded 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.

14. PHYSICAL EDUCATION AND SPORTS

DIRECTOR OF PHYSICAL EDUCATION AND SPORTS

- i. Ph.D. in Physical Education.
- ii. At least ten years of experience as University Deputy or fifteen years as University Assistant DPEs/ College (selection grade).
- iii. Participation in at least two national/ international seminars/ conferences
- iv. Consistently good appraisal reports.
- v. Evidence of organizing competitions and conducting coaching camps of at least two weeks' duration.
- vi. Evidence of having produced good performance teams/ athletes for competitions like state/ national/ inter-university/ combined university, etc. .

DEPUTY DIRECTOR OF PHYSICAL EDUCATION AND SPORTS

- i. A Ph.D. in Physical Education. Candidates from outside the university system, in addition, shall also possess at least 55% marks (or an equivalent grade in a point scale wherever grading system is followed) at the Master's Degree.
- ii. Eight years experience as University Assistant DPES/ College DPES, with a benefit of two years and one year for Ph.D. and M.Phil. Degree holders.
- iii. Evidence of organizing competitions and conducting coaching camps of at least two weeks duration.
- iv. Evidence of having produced good performance teams/ athletes for competitions like state/ national/ inter-university/ combined university, etc.
- v. Passed the physical fitness test.
- vi. Consistently good appraisal reports.

ASSISTANT DIRECTOR OF PHYSICAL EDUCATION AND SPORTS

- i. A Master's Degree in Physical Education or Master's Degree in Sports Science with at least 55% marks (or an equivalent grade in a point scale wherever grading system is followed) with a consistently good academic record.
- ii. Record of having represented the university/ college at the inter-university/ intercollegiate competitions or the State and/ or national championships.
- iii. Qualifying in the national level test conducted for the purpose by the UGC or any other agency approved by the UGC.
- iv. Passed the physical fitness test conducted in accordance with these Regulations.
- v. However, candidates, who are, or have been awarded 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.

NORTH-EASTERN HILL UNIVERSITY, SHILLONG

ACADEMIC PERFORMANCE INDICATORS (API) FOR DIRECT RECRUITMENT/ CAREER ADVANCEMENT SCHEME (CAS) PROMOTION OF TEACHERS UNDER PERFORMANCE BASED APPRAISAL SYSTEM (PBAS)

Summary of API Scores

API scoring will be progressively rolled out for categories I and II, beginning with assessment of one year for selection committees in 2011-2012, annual averages of two years in 2012-2013 and so on. But for Category III, scores will be computed for the entire assessment period.

TABLE 1A- CATEGORY I: Teaching, Learning and Evaluation Related Activities

Sl. No.	Nature of Activity	Maximum score
1	Lectures, seminars, tutorials, practicals, contact hours undertaken taken as percentage of lectures allocated.	50
2	Lectures or other teaching duties in excess of the UGC norms	10
3	Preparation and Imparting of knowledge / instruction as per curriculum; syllabus enrichment by providing additional resources to students	20
4	Use of participatory and innovative teaching-learning methodologies; updating of subject content, course improvement etc.	20
5	Examination duties (Invigilation; question paper setting, evaluation/assessment of answer scripts) as per allotment.	25
	Total Score	125
	Minimum API Score required	25

*Ordinarily no points shall be awarded for less than 80% of the assigned contact hours undertaken. Any teacher who completes the course and takes at least 80% of the assigned classes shall be awarded 50 points.

Note: Teachers in Centres that do not have regular teaching programmes shall be exempted from minimum API score in category I, however, they have to make it up under category –III.

TABLE 1B- CATEGORY I: Teaching, Learning and evaluation Related Activities for Physical Education and Sports disciplines

Sl.	Indicators	API Score
1	Management of Science Education, Physical Education and Sports Programme for students (Planning, executing and evaluating the policies in Science education, Physical Education and Sports) (20 Points) Lecture cum practice based Science demonstration/ athlete/ sports classes, seminars undertaken as percentage of allotted hours (20 Points)	Max Score 40 points
2	Extending services, science education/ sports facilities and training on holidays to the institutions and organisations	Max Score 10 points
3	Organizing and conducting sports and games competitions/ Science exhibitions at the International / National/ State/ Inter University/ Inter Zone Levels (25 Points) Organizing and conducting coaching camps/ sports person development/ training programmes/ science training programmes (15 Points)	Max Score 40 points
4	Up gradation of scientific and technological knowledge in Science Education, Physical Education and Sports (5 Points) Identifying scientific/ sports talents and Mentoring scientific/ sports excellence among students (10 points)	Max Score 20 points
5	Development and maintenance of play fields and other sports facilities/ science education related models/ museum etc.	Max Score 15 points
	Total Score	125

TABLE 2- CATEGORY II: Co-curricular, Extension & Professional development related Activities

SI. No.	Nature of Activity	Maximum Score
1	Student related co-curricular, extension and field based activities (such as extension work through NSS/NCC and other channels, cultural activities, subject related events, advisement and counseling), etc.	20
2	Contribution to Corporate life and management of the department and institution through participation in academic and administrative committees and responsibilities, etc	15
3	Professional Development activities, etc (such as participation in seminars, conferences, short term, training courses, talks, lectures, membership of associations, dissemination and general articles, not covered in Category III below)	15
	Minimum API Score Required	15

TABLE 3-CATEGORY III: Research, Publications and Academic Contributions

SI. No.	APIs	Engineering/Agriculture/ Veterinary Science/Sciences/Medical Sciences	Faculties of Languages Arts/Humanities/Social Sciences/Library/ Physical education/Management	Maximum Points
IIIA	Research Papers published in.	Refereed Journals *	Refereed Journals *	15/ publication
		Non-refereed but recognized and reputable journals and periodicals, having ISBN/ISSN numbers.	Non-refereed but recognized and reputable journals and periodicals, having ISBN/ISSN numbers.	10/ publication
		Conference proceedings as full papers, etc. (Abstracts not to be included)	Conference proceedings as full papers, etc. (Abstracts not to be included)	10/ publication
IIIB	Research Publications (books, chapters in books, other than refereed journal articles)	Text or Reference Books Published by International Publishers with an established peer review system	Text or Reference Books Published by International Publishers with an established peer review system	50/ sole author 30/ edited book 10/ chapter in edited book
		Subjects Books by National level publishers/State and	Subjects Books by National level	25/ sole

		Central Govt Publications with ISBN/ISSN numbers.	publishers/State and Central Govt Publications with ISBN/ISSN numbers.	author, 15/ edited book 5/ chapter in edited book
		Subject Books by Other local publishers with ISBN/ISSN numbers.	Subject Books by Other local publishers with ISBN/ISSN numbers	15/ sole author, 9/ edited book 3/ chapter in edited book
		Chapters contributed to edited knowledge based volumes published by International Publishers Chapters in knowledge based volumes by Indian/National level publishers with ISBN/ISSN numbers and with numbers of national and international directories	Chapters contributed to edited knowledge based volumes published by International Publishers Chapters in knowledge based volumes by Indian/National level publishers with ISBN/ISSN numbers and with numbers of national and international directories	10/ chapter 5/ chapter
IIIC	RESEARCH PROJECTS			
IIICi	Sponsored Projects carried out/ ongoing	Major Projects Minor Projects	Major Projects Minor Projects	20/ project 10/ project
IIICii	Consultancy Projects carried out / ongoing	Amount mobilized with minimum of Rs.10 00 lakh	Amount mobilized with minimum of Rs 2.00 lakh	10/ Rs.10.0 lakhs and Rs.2.0 lakhs, respectively
IIICiii	Completed projects : Quality Evaluation	Completed project Report (Acceptance from funding agency)	Completed project Report (Acceptance from funding agency)	20 /each major project and 10 / each minor project
IIICiv	Projects Outcome / Outputs	Patent/Technology transfer/ Product/Process	Major Policy document of Govt Bodies at Central and State level	30 / each national level output or patent /50 /each for International level
IIID	RESEARCH GUIDANCE			

IIIDi	M.Phil.	Degree awarded only	Degree awarded only	3/ candidate
IIIDii	Ph.D	Degree awarded	Degree awarded	15/ candidate
		Thesis submitted	Thesis submitted	10/ candidate
		Scholars registered	Scholars registered	5/ candidate
IIIE	TRAINING COURSES AND CONFERENCE /SEMINAR/WORKSHOP PAPERS			
IIIEi	Refresher courses, Methodology workshops, Training, Teaching-Learning-Evaluation Technology Programmes, Soft Skills development Programmes, Faculty Development Programmes (Max: 30 points)	(a) Not less than two weeks duration	(a) Not less than two weeks duration	20/ each
		(b) One week duration	(b) One week duration	10/ each
IIIEii	Papers in Conferences/ Seminars/ workshops etc. **	Participation and Presentation of research papers (oral/poster) in	Participation and Presentation of research papers (oral/poster) in	
		a) International conference	a) International conference	10/ each
		b) National	b) National	7.5/ each
		c) Regional/State level	c) Regional/State level	5/ each
		d) Local – University/College level	d) Local – University/College level	3/ each
IIIEiv	Invited lectures or presentations for conferences/ Symposia	(a) International	(a) International	10/ each
		(b) National level	(b) National level	5/ each

*Wherever relevant to any specific discipline, the API score for paper in refereed journal would be augmented as follows: (i) indexed journals – by 5 points; (ii) papers with impact factor between 1 and 2 by 10 points; (iii) papers with impact factor between 2 and 5 by 15 points; (iv) papers with impact factor between 5 and 10 by 25 points. ** If a paper presented in Conference/Seminar is published in the form of Proceedings, the points would accrue for the publication (III (a)) and not under presentation (III (e)(ii)).

Notes.

1. It is incumbent on the Coordination Committee proposed in these Regulations and the University to prepare and publicize within six months subject-wise lists of journals, periodicals and publishers under categories IIIA and B. Till such time, screening/selection committees will assess and verify the categorization and scores of publications.

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

TABLE 4- Minimum API Scores required and weightage to be assigned for direct recruitment to various positions

Position	Qualification	API Score Required	Selection/ Expert Committee criteria/ weightage (Total weightage =100)	
			Criterion	weightage
Assistant Professor/ equivalent cadres/ Assistant Librarian (Stage 1)	Minimum qualification as stipulated in the Regulation	nil	1. Assistant Professor and equivalent	
			a. Academic Record	40%
			b. Research Performance	10%
			c. Assessment of domain knowledge and teaching skills	30%
			d. Interview performance	20%
			2. Assistant Librarian	
			a. Academic record	25%
			b. Teaching/ computation and communication skills by a Lecture demonstration	30%
			c. Record of Library management skills	25%
			d. Interview performance	25%
			3. Assistant Director Physical Education and Sports	
			a. Track Record of championship won	30%
b. Sports and athletic skills	40%			
c. Interview performance	30%			
Associate Professor/ equivalent cadres/ Deputy Librarian (Stage 4)	Minimum qualification as stipulated in the Regulation	Consolidated API score of 300 points from category III	1. Associate Professor and equivalent	
			a. Academic background	20%
			b. Research Performance based on API score and quality of publications	40%
			c. Assessment of domain knowledge and teaching skills	20%
			d. Interview performance	20%
			2. Deputy Librarian	
			a. Library related Research/ Theme Papers Evaluation (3 Nos)	50%
			b. Library automation skills and Organisational Plans	20%
			c. Interview performance	30%
			3. Deputy Director of Physical Education and Sports	
			a. Research Papers Evaluation (3 Nos)	40%
			b. Organisational skills/ Plans of sports	30%
c. Interview performance	30%			
Professor/ equivalent cadres/ Librarian (Stage 5)	Minimum qualification as stipulated in the Regulation	Consolidated API score of 400 points from category III.	1. Professor and equivalent	
			a. Academic background	20%
			b. Research Performance based on API score and quality of publications	40%
			c. Assessment of domain knowledge and teaching skills	20%
			d. Interview performance	20%
			2. University Librarian	
			a) Library Research papers evaluation (Five number)	60%
			b) organisational track record of innovation of library service	

		and vision plan	20%
		c) Interview performance	20 %
		3. Director of Physical Education and Sports	
		a. Research papers evaluation (5 nos)	50%
		b. Organisational track vision plan	25%
		c. Interview performance	25%

Note: A relaxation of 15% shall be provided to humanities and social sciences, etc. for category 3 scores.

TABLE 5- Minimum API scores required for promotion of teachers and equivalent cadres (Library and Physical Education and Sports, etc.) under Career Advancement Scheme (CAS) and weightage for assessment.

Stage	Percentage Distribution of Weightage Points in the Assessment (Total weightage = 100 Minimum required for promotion is 50)	Teaching-learning, Evaluation Related Activities (Category-I)	Co-curricular, Extension and Profession related activities (Category-II)	Minimum total average annual Score under Categories I and II	Research and Academic Contribution (Category III)	Expert Assessment System
Assistant Professor/ equivalent cadres (Stage 1 to Stage 2)	No separate points Screening Committee to verify API scores	75/Year	15/Year	100/Year	40/ assessment period	Screening Committee
Assistant Professor/ equivalent cadres (Stage 2 to Stage 3)	No separate points. Screening Committee to verify API scores	75/Year	15/Year	100/Year	100/ assessment period	Screening Committee
Assistant Professor equivalent cadres (Stage 3) to Associate Professor/ equivalent cadres (Stage 4)	30%-Contribution to Research 50% - Assessment of domain knowledge and teaching practices. 20 % - Interview performance					
Deputy Librarian/ Assistant Librarian (selection Grade) (Stage 3 to Stage 4)	30% - Library related research papers evaluation, 50% - Assessment of domain knowledge on Library automation and Organisational skills, 20%- Interview performance	75/Year	15/Year	100/Year	90 per assessment period	Selection Committee
Deputy Director Physical Education / Assistant Director Physical Education (Selection Grade), Stage 3 to Stage 4	30% - Research evaluation 50% - Assessment of domain knowledge and skills in sports 20 % - Interview performance					
Associate Professor (Stage 4) to Professor/ equivalent cadres (Stage 5)	50%-Contribution to Research 30% - Assessment of domain knowledge and teaching practices. 20 % - Interview performance					
Librarian (Stage 4 to Stage 5)	50% -Library publication work,					

Deputy Director Physical Education / Assistant Director Physical Education (Selection Grade), (Stage 4) to Director of Physical Education (Stage 5)	30% -Assessment of innovative Library service and organisation of digital library services; 20%- Interview performance 50% - Research evaluation. 30 % - Assessment of domain knowledge contribution and organisation track record with vision plan. 20 % - Interview performance	75/Year	15/Year	100/Year	120 per assessment period	Selection Committee
Professor (Stage 5) to Professor (Stage 6)	50% - Research evaluation and other credential by referral procedure	75/Year	15/Year	100/Year	500/ assessment period	Expert Committee

Note 1: Teachers may score 10 points from either Category I or Category II to achieve the minimum score required under Category I + II.

Note 2: Stages 1, 2, 3, 4, 5 and 6 correspond to scales with AGP of Rs. 6000, 7000, 8000, 9000, 10000 and HAG respectively

Note 3: A relaxation of 15% shall be provided to humanities and social sciences, etc. for category 3 scores

Proposed amendment to Regulation RE-6 COUNTING OF PAST SERVICE FOR THE PURPOSE OF CAREER ADVANCEMENT SCHEME

<u>Existing</u>	<u>Proposed</u>
<p>A. The following criteria shall apply for counting of past Service for the purpose of Career Advancement Scheme from outside the University</p> <p>Previous service, without any breaks as a Lecturer or equivalent in a University, College, National Institute Laboratory, or other research organizations e.g. CSIR, ICAR, DRDO, UGC, ICSSR, ICHR will be counted for placement of Lecturer in Senior Scale/ Selection Grade/ Reader provided that</p> <ol style="list-style-type: none"> i. the post was in an equivalent grade/ scale of pay as the post of Lecturer/ Reader, ii. the qualifications for the post were not lower than the qualifications prescribed by the UGC for the post of Lecturer/ Reader, iii. the candidate applied through proper channel, iv. the concerned Lecturers possessed the minimum qualifications prescribed by the UGC for appointments as Lecturer/ Reader, v. the post was filled in accordance with the prescribed selection procedure as laid down by the University/ State Government/ Central Government/ Institutions regulations, vi. the appointment was not ad-hoc or in a leave vacancy of less than one year duration. Service of such appointment for one year or more can be counted provided: <ol style="list-style-type: none"> (a) The ad-hoc service under such appointments was for more than one year duration; (b) The incumbent was appointed on the recommendation of a duly constituted Selection Committee, and (c) The incumbent was selected to the permanent post in continuation with ad-hoc appointment, without any break. <p>B. (i) To avoid hardships to those who have completed more than the total number of years in their entire service for eligibility in the cadre, a promotee will be placed in the next higher cadre/ category from his/her date of eligibility for the promotion as per UGC norms issued from time to time.</p>	<p>A. The following criteria shall apply for counting of past Service for the purpose of Career Advancement Scheme from outside the University</p> <p>Previous service, without any breaks as a Lecturer or equivalent in a University, College, National Institute Laboratory, or other research organizations e.g. CSIR, ICAR, DRDO, UGC, ICSSR, ICHR will be counted for placement of Lecturer/Assistant Professor in next stage/ Associate Professor provided that</p> <ol style="list-style-type: none"> i. the post was in an equivalent grade/ scale of pay as the post of Lecturer/ Assistant Professor/ Reader/ Associate Professor. ii. the qualifications for the post were not lower than the qualifications prescribed by the UGC for the post of Lecturer/ Assistant Professor/ Reader/ Associate Professor iii. the candidate applied through proper channel, iv. the concerned Lecturer/ Assistant Professor/ Reader/ Associate Professor possessed the minimum qualifications prescribed by the UGC for appointments as Lecturer/ Assistant Professor/ Reader/ Associate Professor. v. the post was filled in accordance with the prescribed selection procedure as laid down by the University/ State Government/ Central Government/ Institutions regulations, vi. the appointment was not ad-hoc or in a leave vacancy of less than one year duration. Service of such appointment for one year or more can be counted provided: <ol style="list-style-type: none"> (a) The ad-hoc service under such appointments was for more than one year duration; (b) The incumbent was appointed on the recommendation of a duly constituted Selection Committee, and (c) The incumbent was selected to the permanent post in continuation with ad-hoc appointment, without any break. <p>B. (i) To avoid hardships to those who have completed more than the total number of years in their entire service for eligibility in the cadre, a promotee will be placed in the next higher cadre/stage/ category from his/her date of eligibility for the promotion as per UGC norms issued from time to time.</p>

North-Eastern Hill University

Annual Self-Assessment for the Performance Based Appraisal System (PBAS)
Session/ Year _____

(To be completed and submitted at the end of each academic year. Instruction for filling-up the proforma is appended)

PART A: GENERAL INFORMATION

1. Name (in Block Letters) :
 2. Father's Name/ Mother's Name :
 3. Department :
 4. Current Designation & Grade Pay :
 5. Date of last Promotion :
 6. Address for Correspondence (with Pin code) :
 7. Permanent Address (with Pin code):
- Telephone No:
Email:
8. Whether acquired any degree or fresh academic qualifications during the year:
 9. Academic Staff College Orientation/ Refresher course attended during the year:

Name of the Course/ Summer School	Place	Duration	Sponsoring Agency	Enclosure

PART B: ACADEMIC PERFORMANCE INDICATORS

CATEGORY-I: TEACHING, LEARNING AND EVALUATION RELATED ACTIVITIES

I.1. Lectures, Seminars, Tutorials, Practical, Contact Hours (give semester-wise details, where necessary)

Sl. No.	Course/Paper	Mode of teaching*	Hours per week allotted	%of classes taken as per documented record	API Score earned	Enclosure

*Lecture (L), Seminar (S), Tutorial (T), Practical (P), Contact classes (C)

I.2. Lectures, Seminars, Tutorials, Practical, Contact Hours in excess of UGC norms (give semester-wise details, where necessary)

Sl. No.	Course/Paper	Mode of teaching*	Hours per week allotted	%of classes taken as per documented record	API Score earned	Enclosure

(I.3) Preparation and Imparting of knowledge / instruction as per curriculum; syllabus enrichment by providing additional resources to students

Sl. No	Course/Paper	Consulted	Prescribed	Additional Resource provided	Enclosure
Total score (Max score: 20)				API Score	

(I.4) Use of Participatory and Innovative Teaching-Learning Methodologies, Updating of Subject Contents, Course Improvement etc.

Sl. No	Short Description	API Score	Enclosure
Total Score (Max Score: 20)			

(I.5) Examination Duties Assigned and Performed

Sl. No	Type of Examination Duties	Duties Assigned	Extent to which carried out (%)	API Score	Enclosure
Total Score (Max Score: 25)					

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

II. Please mention your contribution to the following:

Sl. No	Type of Activity	Average Hrs/ week	API Score	Enclosure
	(II.1) Student related Co-Curricular, extension & field based activities			
	Total (Max Score: 20)			
	(II.2) Contribution to Corporate Life and management of the Institution through committees	Yearly/Semester-wise responsibilities	API Score	
	Total (Max Score: 15)			
	(II.3) Professional Development Activities	Yearly/Semester-wise responsibilities		
	Total (Max Score: 15)			
	Total Score (II.1 to II.3) (Max Score: 50)			

III C. (i-iii) Ongoing and Completed Research Projects and Consultancies/Patent/ Technology transfer/ Product/Process (for Sciences) Major Policy document of Govt. Bodies and International Research collaborations

Sl. No	Title	Funding Agency	Period	Amount	Whether policy document /patent outcome?	API Score	Enclosure

III.D. Research Guidance

Sl. No	Number Enrolled/Registered	Thesis Submitted	Degree awarded	Supervisor/ Jt. Supervisor	API Score	Enclosure
M.Phil or equivalent						
Ph.D or equivalent						

III. E(i). Training Course, Teaching-Learning –Evaluation Technology Programmes, Faculty Development Programmes, etc. Attended

Sl. No	Programme	Duration	Organised by	API Score

III. E(ii). Conferences/ Seminar/ Workshops/ Symposia, etc. attended.

Sl. No	Title of the Paper presented	Title of Conference/ Seminar etc	Organised by	Whether international/natural/ state/ regional/ college or university level	API Score

III. E(iii). Invited Lectures delivered and Chairmanships at International/ National/ Regional/ Local conference/ seminar etc.

Sl. No	Title of Lecture/ Academic Session	Title of Conference/ Seminar	Organised by	Whether international/ national regional/ local	API Score

IV. SUMMARY OF THE API SCORES

Sl. No.	Criteria	Last Academic Year	Total – API Score for Assessment Period	Annual Average API Score for Assessment Period
I	Teaching, learning and Evaluation related activities			
II	Co-curricular, Extension, Professional Development related activities. Total I+II			
III	Research and Academic Contributions			

PART C: OTHER RELEVANT INFORMATION

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

Sl. No	Details (Mention Year, value etc. where ever relevant)

LIST OF ENCLOSURES: (Please attach, copies of certificates, sanction orders, papers etc. wherever necessary)

1	6
2	7
3	8
4	9
5	10

I certify that the information provided is correct as per records documents enclosed along with the duly filled PABS proforma

Signature of the faculty with
Designation, Place & Date

I certify that the information provided is correct as per records available with the university and/ or documents enclosed along with the duly filled PABS proforma.

Signature of Head of the Department/ Centre

Instructions for Filling up Part B of the PBAS Proforma

Part B of the Proforma is based on Annexure-III, appended to Regulation RE-1 of the University. I-1-5 are based on the API scoring for Category I. Detailed information for 2010-11 or most recent assessment year is to be provided. II-1 to II-3 are based on Category II. Detailed information for 2010-11 or most recent assessment year is to be provided. IIIA-1 is based on Category III. Detailed information for the entire assessment period is to be provided.

The proforma is to be filled as per the relevant tables annexed to Regulation RE-1 and self-assessment scores are to be given. For each category, even though several avenues of activities and their API scores are given to provide choice/opportunity to the teacher, maximum limit of scores that can be given or carried forward under each category/ area is indicated in the respective places.

The self-assessment scores are subject to verification by the university, and by the Screening cum Verification Committee or Selection Committee as the case may be.

North Eastern Hill University, Shillong

Performance Based Appraisal System Proforma for Direct Recruitment/ Promotion under Career Advancement Scheme

POST APPLIED FOR _____ HAG/ AGP _____

DIRECT RECRUITMENT

PROMOTION UNDER CAS
(Tick any one)

PART A : GENERAL INFORMATION AND ACADEMIC BACKGROUND

- 1. Name (in Block Letters) :
- 2. Father's Name/Mother's Name :
- 3. Date of Birth :
- 4. Category : SC ST OBC GEN
- 5. Department :
- 6. Current Designation & Academic Grade Pay :
- 7. Date of last Promotion, if any :
- 8. Date of eligibility for promotion :
- 9. Address for correspondence (with pin code) : _____

- 10. Permanent Address (with pin code) : _____

- Telephone No :
- E-mail address :

11. Academic Qualifications

A. Class X till post graduation

Degree/ Certificate	Name of the Board/ University	Year of Passing	Percentage of marks obtained	Division/ Class/ Grade	Subject (s)

B. Research Degree(s)

Degree	Title of dissertation/ thesis	Date of award	University
M. Phil			
Ph. D / D. Phil.			
D. Sc / D. Litt			

12. Appointments held prior to joining this University, if any

Designation	Name of Employer	Date of		Salary with Grade	Reason for leaving
		Joining	Leaving		

13. Posts held after appointment at the University:

Designation	Department	Period		Pay Scale/
		From	To	Grade

14. Period of teaching experience: P.G. Classes (in years)

U.G. Classes (in years)

15. Research Experience excluding years spent for M.Phil./ Ph.D.(in years)

16. Field(s) of Specialisation under the Subject/ Discipline

(a).

(b).

17. Orientation/ Refresher Course(s) attended:

Name of the Course	Place	Duration	Sponsoring Agency

(iii) Reading/ Instructional material consulted and additional knowledge resources provided to students

S.No.	Year	Course/ Paper	Resource		Additional Resource provided	API Score	Enclosure
			Consulted	Prescribed			
Total API score							
Based on Preparation and imparting of knowledge/ instruction as per curriculum & syllabus enrichment by providing additional resources to Students (maximum 20 points/ year)							

(iv) Use of participatory and Innovative Teaching-Learning methodologies, Updating of Subject Content, Course Improvement etc.

S.No.	Year	Short Description	API Score	Enclosure
Total API Score				
(Max Score 20 points/ year)				

(v) Examination Duties Assigned and Performed

S.No.	Year	Type of Examination Duty	University / College	API Score	Enclosure
Total API Score					
(Maximum Score 25 points/ year)					

III C(i) Ongoing Research Projects

S. No.	Title	Funding Agency	Period	Major/ Minor	Number of research staff	API Score

Please use additional sheets if required

III C(ii) Ongoing Consultancy Projects

S. No.	Title	Consultancy Grantee	Period	Amount mobilized in	API Score

III C (iii) Completed Projects outcome/ output/ patent/ technology transfer, etc.

S. No.	Title	Funding Agency	Period	National/ International	API Score

III D Research Guidance (Give number of candidates in each case. API score can be claimed only for one of these categories for each candidate)

Level of guidance	Registered	Submitted	Degree awarded	API Score
M Phil /M Tech /LLM or Equivalent				
Ph D or Equivalent				

III E (i) Participation In Refresher Courses/ Training Courses/ Workshops, etc.

S. No.	Programme	Duration	Organizers	API Score

III E (ii) Papers presented in Conferences, Seminars, Workshops, Symposia

S. No.	Title of the paper presented	Title of Conference/ Seminar	Organised by	Whether international/ national/ state/ regional/ college or university level	API Score

III E (iii) Invited Lectures at national or international conference/ seminar, etc.

S. No.	Title of Lecture/ Academic Session	Title of Conference/ Seminar etc	Organised by	Whether international/ national	API Score

IV. SUMMARY OF API SCORES

S.No.	Criteria	API Score for Assessment period
I	Teaching, Learning and Evaluation related activities	
II	Co-curricular, Extension, Professional development etc	
	Total I +II	
III	Research and Academic Contribution	
	Total API Score (i+ii+iii)	

PART C: OTHER RELEVANT INFORMATION

Please give details of any other significant contributions not included above

S.No.	Details (Mention year, value etc, where relevant)

LIST OF ENCLOSURES (Please attach, copies of certificates, sanction orders, papers etc wherever necessary)

1	6
2	7
3	8
4	9
5	10

I certify that the information provided is correct as per records available with the university and/ or documents enclosed along with the duly filled PBAS proforma.

Signature

Place

Date

Signature of Head of the Department/ Centre/ Forwarding Authority

Place

Date

Instructions for Filling up Part B of the PBAS Proforma

Part B of the Proforma is based on Annexure III, appended to Regulation RE-1 of the University. I.1-I.5 are based on the API scoring for Category I. Detailed information for 2010-11 or most recent assessment year is to be provided. II.1 to II.3 are based on Category II. Detailed information for 2010-11 or most recent assessment year is to be provided. IIIA.1 is based on Category III. Detailed information for the entire assessment period is to be provided.

The proforma is to be filled as per the relevant tables annexed to Regulation RE-1 and self-assessment scores are to be given for each category, even though several avenues of activities and their API scores are given to provide choice/ opportunity to the teacher, maximum limit of scores that can be given or carried forward under each category/ area is indicated in the respective places.

The self assessment scores are subject to verification by the university, and by the Screening cum Verification Committee or Selection Committee as the case may be.

NORTH-EASTERN HILL UNIVERSITY, SHILLONG

ACADEMIC PERFORMANCE INDICATORS (API) FOR DIRECT RECRUITMENT/ CAREER ADVANCEMENT SCHEME (CAS); PROMOTION OF TEACHERS UNDER PERFORMANCE BASED APPRAISAL SYSTEM (PBAS)

Summary of API Scores

API scoring will be progressively rolled out for categories I and II beginning with assessment of one year for selection committees in 2011-2012, annual averages of two years in 2012-2013 and so on. But for Category III scores will be computed for the entire assessment period.

TABLE 1A- CATEGORY I: Teaching, Learning and Evaluation Related Activities

Sl.	Indicators	API Score
1	Lectures/ Seminars/ Practical/ Tutorials/ Contact hours taken as percentage of lecture hours assigned No score should be assigned if a teacher has taken less than 80% of the assigned classes. Up to 10 % exemption shall be given for periods of leave where alternative teaching arrangements have been made. Duty leave on University assigned duty not to be treated as absence from lecture.	100% - 50 points 80% - 40 points <80% - 0 points
2	If a teacher takes classes exceeding UGC norm, two points to be assigned for each extra contact hour	Max Score 10 points
3	Two points for providing each additional resource over and above the prescribed study material	Max Score 20 points
4	a Use of participatory and innovative teaching methodologies (teaching-learning process with materials for problem based learning, case studies, group discussions, role play, etc.) = 10 points b Updating of subject content & course improvement = 10 points c Use of modern technology in Teaching-Learning process with computer-aided methods like Power Point/ Multimedia/ Simulation/ Software etc. (Use of any one of these in addition to Chalk and Board)= 5 points d Developing and imparting Remedial/ Bridge Courses (Each course)= 5 points e Developing and imparting soft skills/ communication skills; personality development courses/ modules (Each activity) = 5points f Developing and imparting specialized teaching-learning programmes in physical education, library, innovative compositions and creations in music, performing and visual arts and others = 10 points	Max Score 20 points
5	a Examination duties: College/ University end semester, annual examination work as per duties allotted. (Invigilation - 2 points, Evaluation of answer scripts - 10 points, Question paper setting - 5 points) b Internal/ continuous assessment work as allotted (100% compliance = 10 points) c Examination work such as coordination, or flying squad duties, etc = 10 points	Max Score 25 points
Total Score		125
Minimum API Score Required		75

TABLE 1B- CATEGORY I: Teaching, Learning and evaluation Related Activities for Science Education, Physical Education and Sports disciplines

Sl.	Indicators	API Score
1	Management of Science Education, Physical Education and Sports Programme for students (Planning, executing and evaluating the policies in Science education, Physical Education and Sports) (20 Points) Lecture cum practice based Science demonstration/ athlete/ sports classes, seminars undertaken as percentage of allotted hours (20 Points)	Max Score 40 points
2	Extending services, science education/ sports facilities and training on holidays to the institutions and organisations	Max Score 10 points
3	Organizing and conducting sports and games competitions/ Science exhibitions at the International / National/ State/ Inter University/ Inter Zone Levels (25 Points) Organizing and conducting coaching camps/ sports person development/ training programmes/ science training programmes (15 Points)	Max Score 40 points
4	Up gradation of scientific and technological knowledge in Science Education, Physical Education and Sports (5 Points) Identifying scientific/ sports talents and Mentoring scientific/ sports excellence among students (10 points)	Max Score 20 points
5	Development and maintenance of play fields and other sports facilities/ science education related models/ museum etc.	Max Score 15 points
Total Score		125
Minimum API Score Required		75

TABLE 2- CATEGORY II: Co-curricular, Extension & Professional development related Activities

Sl No.	Indicators	Max. score
1	a. Institutional Co-curricular activities for students such as field studies/ educational tours/ sports tours and training, industrial training and placement activity (1 point/ day) b. Positions held/ Leadership role played in organization linked with Extension Work and National Service Scheme (NSS), NCC, NSO, Science Olympiad or any other similar activity (Each position 10 points) c. Students and Staff Related Socio-cultural and Sports Programmes, Campus Publications (Departmental level 2 points each, University/ College level 5 points each) d. Community work such as values of National Integration, Environment, Social and gender issues, Human Rights, peace, scientific temper, disaster relief, small family norms, etc (5 points each)	20
2	a. Contribution to Corporate life in University/ College through meetings, popular lectures, subject related events, articles in college magazine and University volumes (2 points each) b. Institutional administrative responsibilities like Dean, HoD, Warden, IQAC Co-coordinator, Proctor, Coordinator of University programmes or any other additional responsibility, etc. (10 points each). c. Participation in committees concerned with any aspect of departmental or institutional management such as admission committee, campus development, library committee, Students Welfare, Counselling etc. (5 points each) d. Contribution to Corporate life and management of the sports units and institution through participation in sports and administrative committees and responsibilities. (15 points)	15
3	a. Membership in profession related committees at state and national level (At national level, 5 points each; At state level, 2 points each) b. Participation in subject related associations, conferences, seminars without paper presentation (Each activity - 2 points) c. Participation in short term training courses of less than one week duration in educational technology, curriculum development, professional development, examination reforms, institutional governance, sports and physical education etc. (Each activity: 5 points) d. Activities such as publication of articles in newspapers, magazines or other publications (not covered in category III), radio talks; television programmes, etc. (Each activity: 2 points)	15
Total Score		50
Minimum API Score required		15

TABLE 3-CATEGORY III: Research, Publications and Academic Contributions

Sl. No.	Particulars	Points
III. A	RESEARCH PAPERS/ PUBLICATIONS*	
	i. Refereed Journals**	15/ publication
	ii. Non-refereed but recognized and reputed journals/ periodicals having ISBN/ ISSN numbers	10/ publication
	iii. Refereed journals/ periodicals without ISBN/ ISSN numbers	8/ publication
	iv. Conference proceedings, etc. (full papers only, no abstracts)	8/ publication
III. B	OTHER PUBLICATIONS (Books, book chapters, other than refereed journal articles)	
	Note: in case of joint editors/ authors, points shall be shared equally.	
	i. Subject Related Books/ Monographs Published by International Publishers with an established peer review system	
	a) Sole Author	50/ book
	b) Sole Editor	30/ book
	c) Chapter in edited Book	15/ chapter
	ii. Subject related Books/ Monographs by National level publishers/ State and Central Govt. Publications with ISBN/ ISSN numbers	
	a) Sole Author	40/ book
	b) Sole Editor	20/ book
	c) Chapter in edited Book*	10/ chapter
	iii. Subject related Books/ Monographs by other local publishers with ISBN/ ISSN numbers	
	a) Sole Author	15/ book
	b) Sole Editor	10/ book
	c) Chapter in edited Book*	3/ chapter
	iv. Subject related Books/ Monographs published by other local publishers without ISBN/ ISSN number	
	a) Sole Author	10/ book
	b) Sole Editor	7/ book
	c) Chapter in edited Book*	2/ chapter
	v. Chapters contributed to edited knowledge based serial volumes published by International Publishers (e.g. Annual Reviews etc.)*	15/ chapter
	vi. Chapters in knowledge based serial volumes published by Indian/ National level publishers with ISBN/ ISSN numbers.*	10/ chapter
	vii. Editing of the Proceedings of Seminar/ Symposium/ Conference/ Workshop, etc. In case of co-editors, points to be shared in the ratio of 70:30	
	a) International Level (Sole Editor)	25/ publication
	b) National Level (Sole Editor)	15/ publication
	c) Regional Level/ State Level (Sole Editor)	10/ publication
III. C	RESEARCH PROJECTS	
	i. Completed/ Ongoing Sponsored Projects (In case of joint projects, PI shall get 70% and Co-PI(s) shall share 30% points equally)	
	a) Major Project (minimum duration 3 years and with at least one research staff sanctioned)	20/ project
	b) Major Project (less than three years duration)	15/ project
	c) Minor Project (minimum duration 6 months)	10/ project
	ii. Completed/ Ongoing Consultancy Projects (In case of joint projects, Principal Consultant shall get 70% and Co-Consultant(s) shall share 30% points equally)	
	a) Grants mobilized with a minimum of Rs. 10 Lakhs for Science and Technology and minimum of Rs. 2 Lakhs for others	10/ project
	iii. Projects Outcome/ Output: Patent/ Technology transfer/ Product/ Process (for Science and Technology) and Major Policy document of Govt. Bodies at Central/ State level (for others). In case of Joint output points are to be shared in 70:30 ratio.	
	a) International Level	50/ outcome
	b) National Level/ State Level	30/ outcome
	iv. International Research Collaboration funded by National/ International bodies	20 points
III. D	RESEARCH GUIDANCE (For joint supervision points are to be shared in 70:30 ratio)	
	i. M. Phil/ LL.M/ M. Tech. and equivalent (Degree awarded only)	5/ candidate
	ii. Ph. D. and equivalent (Degree awarded only)	20/ candidate
	iii. Ph. D. and equivalent (Thesis submitted)	15/ candidate
	iv. Ph. D. scholar registered	5/ candidate

III. E	PARTICIPATION IN TRAINING COURSES/ CONFERENCES/ SEMINARS/ WORKSHOPS	
	i Refresher courses, Methodology workshops, Training, Teaching-Learning-Evaluation Technology Programmes, Soft Skills development Programmes, Faculty Development Programmes Coaching programmes	
	a) Duration two weeks or more	20/ course
	b) Duration one week	10/ course
	c) Less than one week	5/ course
	ii Participation and Presentation of research papers (oral/ poster) in Conferences/ Seminars/ workshops etc. (If a paper presented is published in the form of Proceedings the points would accrue for the publication under III (A) and not under presentation III (E)).	
	a) International conference etc.	10/ presentation
	b) National conference etc.	8/ presentation
	c) Regional/State level conference etc.	5/ presentation
	d) Local -University/College level conference etc.	3/ presentation
	iii Invited lectures or presentations in Conferences/ Seminars/ Training Courses/ Refresher Courses/ Orientation Courses or chairmanship/ co-chairmanship in Conferences/ Seminars etc.	
	a) International Level	15/lecture, etc.
	b) National Level	10/ lecture, etc.
c) Regional Level	5/ lecture, etc.	
d) Local- University/College Level (2 per lecture/ chairmanship).	2/ lecture, etc.	
III. F	TRAINING COURSES/ CONFERENCE/ SEMINAR/WORKSHOP ORGANISED	
	i Refresher courses, Methodology workshops, Training Course, Summer/ Winter School/ Teaching-Learning- Evaluation Technology Programmes, Soft Skills development Programmes, Faculty Development Programmes, Coaching programmes. For Joint Co-ordination points to be shared in 70: 30 ratio.	
	a) Duration two weeks or more	3/ course
	b) Duration one week	2/ course
	c) Duration less than one week	1/ course
	ii Seminar/ symposia/ conference/ workshop organized. In case of Co-convenor/ Organizing Secretary points to be shared in 70: 30 ratio.	
	a) International	3/ seminar
	b) National	2/ seminar
c) Regional	1/ seminar	
d) State level	1/ seminar	
III. G	AWARDS/ HONOURS/ RECOGNITIONS (PROFESSION RELATED)	
	a) International level honour/ recognition/ award	3/ award
	b) National level honour/ recognition/ award	2/ award
	c) Regional level honour/ recognition/ award	1/ award
	d) State level honour/ recognition/ award	1/ award
III. H	POST DOCTORAL FELLOWSHIP/ VISITING PROFESSOR/ VISITING ASSOCIATESHIP ETC. ABROAD	
	i More than One month duration	2 points
	ii Less than one month	1 points
III. I	PEER REVIEWING OF PAPERS/ PROJECT PROPOSAL/ EVALUATION OF PROJECT COMPLETION REPORT	
	a) For Refereed International Journals	3/ peer review
	b) For refereed National and reputable journals and periodicals, having ISBN/ ISSN numbers	2/ peer review
	c) Evaluation of Project Completion	2/ report
	d) Evaluation of Project Proposals	1/ report
III. J	EDITOR/ EDITORIAL BOARD MEMBER OF JOURNALS WITH ISSN/ISBN NUMBER	
	a) Editor of International Journal	3 points
	b) Editor of National Journal	2 points
	c) Editorial Board Member International Journal	2 points
	d) Editorial Board Member National Journal	1 points

*When there are two or more authors for a given publication, the API scores shall accrue as follows:

Two authors publications - First/ Principal author/ corresponding author/ supervisor/ mentor (50% each)
However, if the second author is other than corresponding author/ supervisor/ mentor then the points shall be shared in ratio 60/40

Three authors publications - First/ Principal author and supervisor or mentor shall get 40% each and third author shall get 20%.

Multi authors publications - the First/ Principal/ Teacher author and the corresponding author/ supervisor/ mentor of the teacher would share equally 60% of the total points and the remaining 40% would be shared equally by all other authors

**The API score for paper in refereed journal would be augmented as follows: (i) Indexed journals by 5 points; (ii) Journals with impact factor between 1 and 2 by 10 points; (iii) Journals with impact factor between 2 and 5 by 15 points; (iv) Journals with impact factor between 5 and 10 by 25 points; (v) Journals with impact factor above 10 by 30 points. Further, the API score for publications shall be augmented by 1 point for each non-self citation.

The University shall draw through committee(s) of subject experts: (a) a comprehensive list of National /Regional level journals of quality in the concerned subject(s) and (b) a comprehensive list of Indian language journals/ periodicals/ official publication volumes of language bodies and upload them on the University website.

TABLE 4- Minimum API Scores required and weightage to be assigned for direct recruitment to various positions

Position	Qualification	API Score Required	Selection Expert Committee criteria/ weightage (Total weightage =100)	
			Criterion	weightage
Assistant Professor/ equivalent cadres/ Assistant Librarian (Stage 1)	Minimum qualification as stipulated in the Regulation	nil	1. Assistant Professor and equivalent	
			a. Academic Record	40%
			b. Research Performance	10%
Associate Professor/ equivalent cadres/ Deputy Librarian (Stage 4)	Minimum qualification as stipulated in the Regulation	Consolidated API score of 300 points from category III	c. Assessment of domain knowledge and teaching skills	30%
			d. Interview performance	20%
			2. Assistant Librarian	
			a. Academic record	25%
			b. Teaching, computation and communication skills by a Lecture demonstration	30%
			c. Record of library management skills	25%
			d. Interview performance	25%
			3. Assistant Director Physical Education and Sports	
			a. Track record of championship won	30%
			b. Sports and athletic skills	40%
			c. Interview performance	30%
			Professor/ equivalent cadres/ Librarian (Stage 5)	Minimum qualification as stipulated in the Regulation
a. Academic background	20%			
b. Research Performance based on API score and quality of publications	40%			
c. Assessment of domain knowledge and teaching skills	20%			
d. Interview performance	20%			
2. Deputy Librarian				
a. Library related Research/ Theme Papers Evaluation (3 Nos)	50%			
b. Library automation skills and Organisational Plans	20%			
c. Interview performance	30%			
3. Deputy Director of Physical Education and Sports				
a. Research Papers Evaluation (3 Nos)	40%			
b. Organisational skills/ Plans of sports	30%			
c. Interview performance	30%			
Professor/ equivalent cadres/ Librarian (Stage 5)	Minimum qualification as stipulated in the Regulation	Consolidated API score of 400 points from category III	1. Professor and equivalent	
			a. Academic background	20%
			b. Research Performance based on AP score and quality of publications	40%
			c. Assessment of domain knowledge and teaching skills	20%
			d. Interview performance	20%
			2. University Librarian	
			a) Library Research papers evaluation (Five number)	60%
			b) organisational track record of innovation of library service	

4: 1(95)

	and vision plan	20%
	c) Interview performance	20 %
	3. Director of Physical	
	Education and Sports	
	a. Research papers evaluation (5 nos)	50%
	b. Organisational track vision plan	25%
	c. Interview performance	25%

TABLE 5- Minimum API scores required for promotion of teachers and equivalent cadres (Library and Physical Education and Sports, etc.) under Career Advancement Scheme (CAS) and weightage for assessment.

Stage	Percentage Distribution of Weightage Points in the Assessment (Total weightage = 100. Minimum required for promotion is 60)	Teaching-learning, Evaluation Related Activities (Category-I)	Co-curricular Extension and Professional related activities (Category II)	Minimum total average annual Score under Categories I and II	Research and Academic Contribution (Category III)	Expert Assessment System
Assistant Professor equivalent cadres (Stage 1 to Stage 2)	No separate points. Screening Committee to verify API scores	75/Year	15/Year	100/Year	40/ assessment period	Screening Committee
Assistant Professor equivalent cadres (Stage 2 to Stage 3)	No separate points. Screening Committee to verify API scores	75/Year	15/Year	100/Year	100/ assessment period	Screening Committee
Assistant Professor equivalent cadres (Stage 3) to Associate Professor equivalent cadres (Stage 4)	30% - Contribution to Research 50% - Assessment of domain knowledge and teaching practices 20 % - Interview performance					
Deputy Librarian/ Assistant Librarian (selection Grade) (Stage 3 to Stage 4)	20% - Library related research papers evaluation 50% - Assessment of domain knowledge on Library automation and Organisational skills. 20% - Interview performance	75/Year	15/Year	100/Year	90 per assessment period	Selection Committee
Deputy Director Physical Education/ Assistant Director Physical Education (Selection Grade) (Stage 3 to Stage 4)	20% - Research evaluation 50% - Assessment of domain knowledge and skills in sports 20 % - Interview performance					
Associate Professor (Stage 4) to Professor equivalent cadres (Stage 5)	50% - Contribution to Research 30% - Assessment of domain knowledge and teaching practices 20 % - Interview performance					
Librarian (Stage 4 to Stage 5)	50% - Library publication work					

Deputy Director Physical Education / Assistant Director Physical Education (Selection Grade), (Stage 4) to Director of Physical Education (Stage 5)	30% - Assessment of innovative library services and organization of digital library services 20% - Interview performance 50% - Research evaluation 30% - Assessment of domain knowledge, contribution and organization track record with vision plan 20% - Interview performance	75/Year	15/Year	100/Year	120 per assessment period	Selection Committee
Professor (Stage 6) to Professor (Stage 9)	50% - Research 50% - Performance evaluation and other credentials by referral procedure	75/Year	15/Year	100/Year	500/ assessment period	Expert Committee

Note 1 Teachers may score 10 points from either Category I or Category II to achieve the minimum score required under Category I + II.

Note 2 Stages 1, 2, 3, 4, 5 and 6 correspond to scales with AGP of Rs. 6000, 7000, 8000, 9000, 10000 and HAG respectively.

Proposed amendment to Regulation RE-6 COUNTING OF PAST SERVICE FOR THE PURPOSE OF CAREER ADVANCEMENT SCHEME

Existing	Proposed
<p>A. The following criteria shall apply for counting of past service for the purpose of Career Advancement Scheme from outside the University</p>	<p>A. The following criteria shall apply for counting of past service for the purpose of Career Advancement Scheme from outside the University</p>
<p>Previous service without any breaks as a Lecturer or equivalent in a University/College/National Institute/Laboratory or other research organizations e.g. CSIR, ICAR, DRDO, UGC, ICSSR, ICFHR will be counted for placement of Lecturer in Senior Scale/ Selection Grade/ Reader provided that</p>	<p>Previous service without any breaks as a Lecturer or equivalent in a University/College/National Institute/Laboratory or other research organizations e.g. CSIR, ICAR, DRDO, UGC, ICSSR, ICFHR will be counted for placement of Lecturer/Assistant Professor in next stage/ Associate Professor provided that</p>
<p>i. the post was in an equivalent grade/ scale of pay as the post of Lecturer/ Reader</p>	<p>i. the post was in an equivalent grade/ scale of pay as the post of Lecturer/ Assistant Professor/ Reader/ Associate Professor</p>
<p>ii. the qualifications for the post were not lower than the qualifications prescribed by the UGC for the post of Lecturer/ Reader</p>	<p>ii. the qualifications for the post were not lower than the qualifications prescribed by the UGC for the post of Lecturer/ Assistant Professor/ Reader/ Associate Professor</p>
<p>iii. the candidate applied through proper channel</p>	<p>iii. the candidate applied through proper channel</p>
<p>iv. the concerned candidate possessed the minimum qualifications prescribed by the UGC for appointments as Lecturer/ Reader</p>	<p>iv. the concerned Lecturer/ Assistant Professor/ Reader/ Associate Professor possessed the minimum qualifications prescribed by the UGC for appointments as Lecturer/ Assistant Professor/ Reader/ Associate Professor</p>
<p>v. the post was filled in accordance with the prescribed selection procedure as laid down by the University/ State Government/ Central Government/ institutions regulations.</p>	<p>v. the post was filled in accordance with the prescribed selection procedure as laid down by the University/ State Government/ Central Government/ institutions regulations.</p>
<p>vi. the appointment was not ad-hoc or in a leave vacancy of less than one year duration. Service of such appointment for one year or more can be counted provided</p>	<p>vi. the appointment was not ad-hoc or in a leave vacancy of less than one year duration. Service of such appointment for one year or more can be counted provided</p>
<p>(a) The ad-hoc service under such appointments was for more than one year duration.</p> <p>(b) The incumbent was appointed on the recommendation of a duly constituted Selection Committee and</p> <p>(c) The incumbent was selected to the permanent post in continuation with ad-hoc appointment without any break</p>	<p>(a) The ad-hoc service under such appointments was for more than one year duration.</p> <p>(b) The incumbent was appointed on the recommendation of a duly constituted Selection Committee, and</p> <p>(c) The incumbent was selected to the permanent post in continuation with ad-hoc appointment without any break</p>
<p>B. (i) To avoid hardships to those who have completed more than the total number of years in their entire service for eligibility in the cadre, a promotee will be placed in the next higher cadre/ category from his/her date of eligibility for the promotion as per UGC norms issued from time to time</p>	<p>B. (i) To avoid hardships to those who have completed more than the total number of years in their entire service for eligibility in the cadre, a promotee will be placed in the next higher cadre/ stage/ category from his/her date of eligibility for the promotion as per UGC norms issued from time to time</p>

**ON SELECTION OF TEACHERS ATTENDING CONFERENCES/SEMINARS/
SYMPOSIA ETC.**

(Under Ordinance OB - 2)

Financial Assistance shall be provided to teachers applying for Travel Grant to attend Conference etc. abroad (international in nature) or in the country (international, national or regional in nature) as per the following provisions.

- Selection 1.**
- (i) Selection shall be made by the Deans' Committee,
 - (ii) Selection shall be made on the basis of application submitted by a teacher on a prescribed proforma duly recommended and forwarded by the Head of the Department/Centre and the Dean of the concerned School, at least three months before the date of the Conference etc. The application shall be accompanied with a copy of the letter of acceptance/invitation and a copy of the paper for presentation

Eligibility

- Criteria 2.**
- (i) A teacher shall be eligible for consideration after s/he has served the University for a continuous period of one year after her/his appointment
 - (ii) No teacher shall be considered for selection for a Conference abroad for a second time before the expiry of a period of three years from an earlier visit abroad availing the grant. However, such a condition may not apply for attending a Conference held in the country.
 - (iii) A teacher who has published at least three research papers in research journals/books during three years preceding the date of applications.
 - (iv) Preference will be given to a teacher who has been sanctioned part financial assistance by a Government organization, an academic body, a research or development organization.

Allocation of Grant:

- 3. Allocation of Grant to the teacher shall be made as per the guidelines issued by the UGC in this regard from time to time.



NORTH-EASTERN HILL UNIVERSITY
NEHU CAMPUS SHILLONG 793 022

Application to be submitted by teachers seeking financial assistance from the University for attending Conference/Seminar/Symposium etc.

I General

1. Name :
2. Designation :
3. Department/Centre :
4. Date of Joining NEHU :
5. Name of the organizer of the Conference/Seminar/Symposium :
6. Nature of the Conference, etc
International (abroad / in the Country)/
National/Regional
7. Title of the Conference, etc :
8. Venue of the Conference, etc :
9. Dates of the Conference, etc :

II Information regarding Conferences etc. attended during the last three years (separate sheet may be attached)

Title of the Conference etc.	Abroad/ in the Country	Date and venue of the Conference, etc.	Nature of Participation	Source of Financial support

III Academic information

1. Papers published during the last three years (a separate sheet may be attached)

Sl.No	Title	Journal / Book	Year of Publication	Co-author (s) if any

2 **Nature of participation:**

Presenting a paper/presiding over a session/
delivering keynote address/plenary lecture/any other (specify)

3 **Paper/lecture to be presented/delivered:**

- (a) Title :
(b) Co-author (s), if any :

IV Nature of Assistance Required :

1. Conference etc. held abroad :

- (i) Air fare : Rs
(ii) Maintenance : Rs.
(iii) Airport tax : Rs
(iv) Visa fee : Rs
(v) Registration fee : Rs

2. Conference etc. held in the Country:

- (i) Travel : Rs.
(ii) Registration : Rs.

3. Details of financial support sought / obtained from other source :

Funding Agency	Amount Sought	Amount Sanctioned

Date :
Place : Signature

V Recommendation of the Head of the Department/Centre :

1. Whether eligibility criteria as prescribed under relevant NEHU Regulation are fulfilled: Yes/No
2. Whether alternative teaching arrangements shall be made in the department /centre during the absenceof the applicant Yes/No
3. Recommended /Not recommended :

Date: Signature with Seal

VI Recommendation of the Dean of the School

Recommended / Not recommended :

Date:

Signature with Seal

VII Note by the University office:

No. of teachers already supported by the University from the concerned
Department/Centre for the Conference etc.(abroad) /in the Country during the financial
year

Signature

Rules on Extending Financial Support for Organising Conferences/Seminars/ Symposia/Workshops

1. The University shall provide financial support for Organising Conferences/ Seminars/ Symposia/Workshops.
 2. The following criteria may be followed:
 - (i) Department/Centre organizing a programme for the first time,
 - (ii) Department/Centre not being able to hold the sanctioned programme due to unavoidable circumstances, to be recorded,
 - (iii) Department/Centre organizing a programme after a gap of three years,
 - (iv) Programmes that are likely to give new awareness and break new grounds,
 - (v) Programmes in the emerging areas of research.
 3. The maximum assistance to be provided for organizing the programme shall be as below:

(i)	International	Rs. 75,000/-
(ii)	National	Rs. 50,000/-
(iii)	Regional	Rs. 35,000/-
 4. The financial assistance could be used under the following heads of expenditure:
 - (i) TA/DA
 - (ii) Local Hospitality
 - (iii) Transport, Stationery, Secreterial Assistance, Typing and Photocopying and other contingent expenditures
 5. The application in the prescribed form must be submitted at least three months prior to the date of organizing the programme alongwith the recommendations of the Head of the Department/Centre and the Dean of the concerned School.
 6. The registration fee charged from the participants may not be less than the amount mentioned below:

(i)	International	Rs. 2000/-
(ii)	National	Rs. 1000/-
(iii)	Regional	Rs. 500/-
- Note: In case of workshop, the amount of registration fee may vary between Rs. 500/- 3000/- depending upon its nature and duration.
7. The Programme Coordinator shall submit the accounts of expenditure to the University within three months of the completion of the programme.

NORTH-EASTERN HILL UNIVERSITY
NEHU CAMPUS, SHILLONG 793 022

**Application to be submitted by teachers seeking financial assistance for organizing
Conference/Seminar/Symposium/Workshop (Regional/National/International)**

1. Programme proposed to be organized :
2. Title/Topic of the Programme :
(Note: Scope and objectives of the proposed Programme me be provided on a separate sheet)
3. Venue of the Programme :
4. Date and duration of the Programme :
5. Name, Designation and Address of the Programme Coordinator
6. Number of participants expected :
 - (i) Local :
 - (ii) Outstation :
 - (iii) Foreign :
7. Names and address of the Resource Persons .
 - (i) Local :
 - (ii) Outstation :
 - (iii) Foreign :

(Please attach a separate sheet)
8. Estimated expenditure :
(Indicate amount of expenditure to be incurred on TA/DA, Hospitality, Transport, Stationery, Secretarial Assistance, Typing and Photocopying, and other contingent expenditure etc)

Sl. No.	Item	Amount
1		
2		
3		
4		
5		
6		
7		
8		
9		
10		
	Total:	

Cont/-

9. Funding from other agencies :

Sl.No.	Organisation	Amount Sought	Amount Sanctioned

10. Amount expected from the University : Rs

Date: _____ Signature _____

Recommendation of the Head of the Department/Centre: _____ Recommended/Not Recommended

Date: _____ Signature with Seal _____

Recommendation of the Dean of the School: _____ Recommended/Not Recommended

Date: _____ Signature with Seal _____

**UGC REGULATIONS ON MINIMUM QUALIFICATIONS FOR APPOINTMENT OF
TEACHERS AND OTHER ACADEMIC STAFF IN UNIVERSITIES AND COLLEGES
AND MEASURES FOR THE MAINTENANCE OF STANDARDS IN HIGHER
EDUCATION, 2010. (1st Amendment) Regulations 2011**

**To be published in the Gazette of India
Part III, Section-4**

**UNIVERSITY GRANTS COMMISSION
BAHADURSHAH ZAFAR MARG
NEW DELHI-110002**

F-1-2/2009(EC/PS)pt.II

February, 2011

NOTIFICATION

In exercise of the powers conferred under clause (e) and (g) of sub-section (1) of Section 26 of University Grants Commission Act, 1956 (3 of 1956) the University Grants Commission hereby makes the following Regulations to amend the UGC Regulations on minimum qualifications for appointment of teachers and other academic staff in universities and colleges and measures for the maintenance of standards in higher education, 2010, namely:-

2. Short Title, Application and Commencement:

- (I) These Regulations may be called UGC Regulations on minimum qualifications for appointment of teachers and other academic staff in universities and colleges and measures for the maintenance of standards in higher education, (1st amendment), Regulation, 2011.
- (II) They shall apply to every university established or incorporated by or under a Central Act, Provincial Act or a State Act, every institution including a constituent or an affiliated college recognized by the Commission, in consultation with the university concerned under Clause (f) of Section 2 of the University Grants Commission Act, 1956, and every institution deemed to be a university under Section 3 of the said Act.
- (iii) They shall come into force with immediate effect.

3. "In the University Grants Commission Minimum Qualifications for appointment of teachers and other academic staff in universities and colleges and measures for the maintenance of standards in higher education 2010, wherever the following para occurs:

"Pay Band-4(Rs.37400-67000) with grade pay of Rs.12000 per month"

It should be substituted with the following:-

"Pay Band-4(Rs.37400-67000) with grade pay of Rs.12000 per month has been replaced by the new HAG scale of Rs.67000(Annual Increment @3%)-79000 with no grade pay. The AGP of Rs. 12000 per month does not exist anymore. Other conditions of eligibility to move the above scale of pay will remain the same. However, the ceiling of 10% of such posts in the Central Universities and the criteria for eligibility and for performance evaluation for this will remain unchanged.


(K.Gunasekaran)
Secretary

To
The Assistant Controller
Publication Division
Government of India
Urban Development Ministry
Civil Lines
Delhi-110054



University Grants Commission
Bahadur Shah Zafar Marg
New Delhi 110002

BY SPEED POST

No.F.1-1/2002(PS)/Exemp. Part file-III

March, 2011

The Vice Chancellor
University of Science & Technology,
Meghalaya

31 0 MAR 2011

Subject: UGC Regulations on Minimum Standards and Procedure for the award of M.Phil/Ph.D Degree, Regulations 2009. And clarification on guidelines for admission in Ph.D

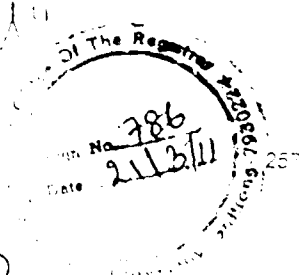
Sir /Madam,

In continuation of this office letter of even number dated 12.6.2009 UGC (Minimum Standards and Procedure for Award of M.Phil/Ph.D Degree) Regulations 2009, notified in the Gazette of India on 11-17th July, 2009, I am, directed, to say that the same criteria for admission to Ph.D should be followed in respect of NET qualified candidates also as is being followed for persons having qualifications as laid down under procedure for admission in para 9 (i) of the aforementioned UGC (Minimum Standards and Procedure for award of M.Phil/Ph.D Degree) Regulations 2009.

The contents of this letter may be brought to the notice of all the affiliated / recognized Colleges / Institutions of your University for information.

202 (Conf) / COE / RR (Head)

21/3/11
Yours faithfully,
B.K. Singh
(B.K.Singh)
Deputy Secretary



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21/3
94
21/3/11

10. The admission to the Ph.D Programme would be either directly or through M.Phil Programme.
11. While granting admission to students to M.Phil/Ph.D. Programmes, the Department/Institute/School will pay due attention to the National/State Reservation Policy.

ALLOCATION OF SUPERVISOR

12. The allocation of the supervisor for a selected student shall be decided by the Department in a formal manner depending on the number of student per faculty member, the available specialization among the faculty supervisors, and the research interest of the student as indicated during interview by the student. The allotment/allocation of supervisor shall not be left to the individual student or teacher.

COURSE WORK

13. After having been admitted, each M.Phil/Ph.D student shall be required by the Universities, Institutions, Deemed to be Universities and Colleges/Institutions of National Importance, as the case may be, to undertake course work for a minimum period of one semester. The course work shall be treated as pre M.Phil/Ph.D preparation and must include a course on research methodology which may include quantitative methods and Computer Applications. It may also involve reviewing of published research in the relevant field. The individual Universities, Institutions, Deemed to be Universities and Colleges/Institutions of National Importance, as the case may be, shall decide the minimum qualifying requirement for allowing a student to proceed further with the writing of the dissertation.

If found necessary, course work may be carried out by doctoral candidates in sister Departments/Institutes either within or outside the University for which due credit will be given to them.

EVALUATION AND ASSESSMENT METHODS

14. Upon satisfactory completion of course work and research methodology, which shall form part & parcel of M.Phil/Ph.D. Programme, the M.Phil/Ph.D Scholar shall undertake research work and produce a draft thesis within a reasonable time, as stipulated by the Institution concerned.
15. Prior to submission of the thesis, the student shall make a pre-M.Phil/Ph.D presentation in the Department that may be open to all faculty members and research students, for getting feedback and comments, which may be suitably incorporated into the draft thesis under the advice of the supervisor.
16. Ph.D candidates shall publish one research paper in a referred Journal before the submission of the thesis/monograph for adjudication, and produce evidence for the same in the form of acceptance letter or the reprint.
17. The thesis produced by the M.Phil/Ph.D student in the Institutions/Departments and submitted to the University, Institution, Deemed to be University, College/Institution of National Importance, as the case may be, shall be evaluated by at least two experts, out of which at least one shall be from outside the State. It shall be upto the University, Institution, Deemed to be University, College/Institution of National Importance concerned to have one examiner from outside the Country.
18. On receipt of satisfactory evaluation reports, M.Phil/Ph.D students shall undergo a viva voce examination which shall also be openly defended.

DEPOSITORY WITH UGC

19. Following the successful completion of the evaluation process and announcements of the award of M.Phil/Ph.D, the University shall submit a soft copy of the M.Phil/Ph.D thesis to the UGC within a period of thirty days, for hosting the same in INFLIBNET, accessible to all Institutions/Universities.
20. Alongwith the Degree, the Degree awarding University, Institution Deemed to be University, College/Institution of National Importance, as the case may be, shall issue a Provisional Certificate certifying to the effect that the Degree has been awarded in accordance with the provisions to these Regulations of the UGC.

R. K. CHAUHAN
Secy., U.G.C.

UNIVERSITY GRANTS COMMISSION

UGC (MINIMUM STANDARDS AND PROCEDURE FOR AWARDS OF M.PHIL/PH.D. DEGREE),
REGULATION, 2009

New Delhi-110002, the 1st June 2009

F. 1-1/2002 (PS) Exemp.—In exercise of the powers conferred by clause (c) & (g) of sub-section (1) of Section 26 of University Grants Commission Act, 1956 (3 of 1956), the University Grants Commission hereby makes the following Regulations, namely :—

Short Title, Application and Commencement :

1. These regulations may be called University Grants Commission (Minimum Standards and Procedure for award of M.Phil./Ph.D. Degree), Regulations 2009.
2. They shall apply to every University established or incorporated by or under a Central Act, Provincial Act or a State Act, every Institution including a constituent or an affiliated College recognized by the Commission, in consultation with the University concerned under clause (1) of Section 2 of the University Grants Commission Act, 1956, and every Institution deemed to be a University under section 3 of the said Act.
3. They shall come into force with effect from the date of their publication in the Gazette of India.
4. All Universities, Institutions, Deemed to be Universities and Colleges/Institutions of National Importance shall be eligible for conducting M.Phil. and Ph.D. Programmes.
5. Notwithstanding anything contained in these Regulations or any other Rule or regulation, for the time being in force, no University, Institution, Deemed to be University and College/Institution of National Importance shall conduct M.Phil. and Ph.D. Programmes through distance education mode.

ELIGIBILITY CRITERIA FOR M. PHIL/PH.D. SUPERVISOR

6. All Universities, Institutions, Deemed to be Universities and Colleges/Institutions of National Importance shall lay down the criteria for the faculty to be recognized as Research Supervisor both for M.Phil. and Ph.D. Programmes.
7. All Universities, Institutions, Deemed to be Universities and Colleges/Institutions of National Importance shall lay down and decide on annual basis, a predetermined and manageable number of M.Phil. and doctoral students depending on the number of the available eligible Faculty Supervisors. A Supervisor shall not have, at any given point of time, more than Eight Ph.D. Scholars and Five M.Phil. Scholars.
8. The number of seats for M.Phil. and Ph.D. shall be decided well in advance and notified in the University website or advertisement. All Universities, Institutions, Deemed to be Universities and Colleges/Institutions of National Importance shall widely advertise the number of available seats for M.Phil./Ph.D. studies and conduct admission on regular basis.

PROCEDURE FOR ADMISSION

9. (i) All Universities, Institutions, Deemed to be Universities and Colleges/Institutions of National Importance shall admit M.Phil. doctoral students through an Entrance Test conducted at the level of individual University, Institution, Deemed to be University, College/Institution of National Importance. The University may decide separate terms and conditions for those students who qualify UGC/CSIR (JRF) Examination/SLET/GATE/teacher fellowship holder or have passed M.Phil. Programme for Ph.D. Entrance Test. Similar approach may be adopted in respect of Entrance Test for M.Phil. Programme.
- (ii) It shall be followed by an interview to be organized by the School/Department/Institution/University as the case may be.
- (iii) At the time of interview, doctoral candidates are expected to discuss their research interest/area.
- (iv) Only the predetermined number of students may be admitted to M.Phil./Ph.D. programme.

Annexure 'E'

Existing	Proposed amendment
<p>The Statute of the University</p>	<p>The Statute of the University</p>
<p>The Vice-Chancellor 2(A). (1) (i) The Vice-Chancellor shall be a whole time salaried officer of the University.</p>	<p>No change</p>
<p>(ii) The Vice-Chancellor shall be appointed by the Visitor from a panel of not less than three persons who shall be Recommended by a Committee consisting of three members.</p>	<p>No change</p>
<p>Provided that, if the Visitor does not approve of any of the persons so recommended, he may call for fresh recommendations.</p>	<p>No change</p>
<p>(iii) Two members of the Committee shall be persons not connected with the University or an institution recognised by, or associated with the University, nominated by the Executive Council and one member shall be a person nominated by the Visitor who shall also be the Convener of the Committee.</p>	<p>No change</p>
<p>(2) The Vice-Chancellor shall hold office for a term of five years from the date on which he enters upon his office and shall be eligible for reappointment for not more than another term.</p>	<p>No change</p>
<p>Provided that notwithstanding the expiry of the said period of five years, he shall continue in office until his successor is appointed and enters upon his office.</p>	<p>Provided that the incumbent Vice-Chancellor will handover charge to the senior most Professor on the expiry of his/her term if the new Vice-Chancellor has not been appointed and is not available to take over charge.</p>

Existing

Provided further that the Visitor may direct that a Vice-Chancellor, whose term of office has expired, shall continue in office for such period, not exceeding a total period of one year, as may be specified in the direction.

Proposed amendment

No change

NORTH-EASTERN HILL UNIVERSITY

Department of Geography, Permanent Campus, Umsing-Mawkynroh, Shillong-793022, INDIA
T: 91-0364- 2723203 (O)/ 91-364-2520702, Email: acmohapatra@nehu.ac.in, acmohapatra@yahoo.co.uk

Dr. A. C. Mohapatra, Ph.D.
Professor, Chair, AC Standing Committee

NO. ACSC/14/2009-017
September 27, 2010

The Vice Chancellor
North-Eastern Hill University
Chairperson, NEHU Academic Council
Shillong- 793022

*PVC Shillong
Kamod Zander
27/9/10*

Sub: Agenda-Amendments to Ord. OB-15 'On Rajiv Gandhi Chair for Studies in Protective Discrimination'

Sir,

The matter regarding amendments to the above Ordinance was brought to the Committee by the DR (Academic) in light of the consequences of 6th UGC Pay Commission revisions.

The Committee considered the above matter on its meeting of 25.9.2010 and suggest the following amendments:

- (1) Since the existing age-limit for the incumbent to the Chair was 65 years, in light of the change in retirement age of Professors to 65 w.e.f 2007, the Committee recommends, commensurate with the spirit of the existing provision, Clause 4(i) may be amended to read as follows:
"A distinguished Professor equivalent to a National Professor in any discipline relevant to 'Protective Discrimination' shall be appointed for a period of 3 (three) years till she/he completes the age of 70 years of age, whichever is earlier."
- (2) Since, the Chair visualised a salary structure in near equivalence to that of a Director of a National Institute (Rs.26000/-Fixed), the Committee suggests that this may now be raised to Rs.70,000/- (fixed) month with amendments to clause 5(i) as follows:
"The Rajiv Gandhi Professor shall be paid a salary of Rs.70,000/- (Rupees Seventy thousand)- fixed per month plus the usual allowances as admissible."

Since, these amendments may be necessary so that the recruitment to the Chair could be started, I request you to kindly consider placing the matter for consideration of the Academic Council.

Thanking you,

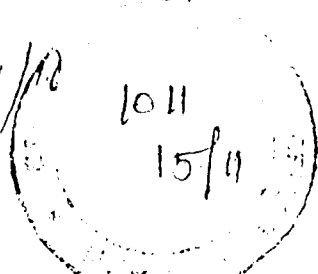
Yours faithfully,

A.C. Mohapatra
A.C. Mohapatra
Chair, AC Standing Committee

*Received back from
P. Tandon on 15/11/10*

*SAS to VC for
VC's proposal*

*Dr. Kamod
25/11/10*



*1633
15.11.10*

NORTH-EASTERN HILL UNIVERSITY ORDINANCES

OB-15

ON THE RAJIV GANDHI CHAIR
FOR STUDIES IN PROTECTIVE DISCRIMINATION

Under Section 5(23) read with Section 26 (1) (q) of NEHU Act, 1973

Short Title	1.	The Endowment shall be called "The Rajiv Gandhi Chair for Studies in Protective Discrimination" and shall be administered by the North-Eastern Hill University (hereinafter to be referred to as the University)
Objective	2.	The objective of the Endowment shall be to create the Rajiv Gandhi Chair for Studies in Protective Discrimination and to carry out research work relating to "Protective Discrimination" the result of which shall be published by the University in an appropriate form to be devised by the Deans' Committee of the University and the copyright of which shall vest with the University
Endowment	3.	<ul style="list-style-type: none">i. The Endowment grant of Rs 45.0 lakhs (forty five lakhs) shall be invested in long term deposit with a nationalised bank.ii. The expenditure in connection with the salary and allowance of the incumbent of the Chair shall be met out of the interest accrued to the endowment in a particular year. The balance of interest in a year, after meeting the expenses, shall be added to the corpus of the endowmentiii. The Chair shall carry a contingency grant of Rs 2.09 lakhs (Rupees two lakhs and nine thousand) only per annum to enable the incumbent to meet the requirements of assistance in his/her research and travel etc. as may arise in the course of the work. This grant also shall be met from the interest accrued to the endowment in a particular yeariv. A lump sum of Rs 2.00 lakhs (Rupees two lakhs) on one time basis, as Non-Recurring Expenditure, shall be available to the University to develop infrastructure etc. for the Chair
Operation of the Endowment	4.	<ul style="list-style-type: none">i. A distinguished Professor equivalent to a National Professor in any discipline relevant to 'Protective Discrimination' shall be appointed for a period of 3(three) years till he/she completes 70 years of age, whichever is earlier.ii. The Professor so appointed to the Chair shall be designated as 'The Rajiv Gandhi Professor' and his/her headquarters shall be Shillong.

NORTH-EASTERN HILL UNIVERSITY ORDINANCES

OB-15 Contd.

- iii The Professor so appointed as such shall formulate his/her research proposal and submit it to the Vice-Chancellor within a period of three months from the date of joining. The report of the research done shall be submitted to the Vice-Chancellor within a period of his/her tenure.
- iv The incumbent shall submit a comprehensive Annual Report on the progress of the Research Project to the Chairman of the Deans' Committee.
- Emoluments and perquisites of the Professor incumbent** 5.
- i. The Rajiv Gandhi Professor shall be paid a salary of Rs 70,000/- (Rupees seventy thousand) per mensem plus the usual allowances as admissible.
- ii. During his stay in the University, he shall be entitled to free residential accommodation, and local conveyance and the expenses so incurred shall be met out of the General Maintenance Fund of the University.
- iii. The incumbent and his/her spouse and unmarried children shall be entitled to joining and retirement T A by air. Such expenditure shall be met out of the interest of the endowment fund.
- Academic Thrust** 6. Deleted (i)
- Mode of Selection** 7.
- i. The Rajiv Gandhi Professor shall be selected in the manner as provided in Statute 21 of the NEHU Act, 1973
- Or
- The Executive Council of the University shall constitute a Search Committee for the purpose consisting of three eminent Social Scientists of the Country and one representative each of the Ministry of Human Resource Development and the Rajiv Gandhi Foundation, as observers. One of the three social scientists shall be nominated as Chairman of the Search Committee.
- ii. The Search Committee shall carry out an exhaustive search amongst available Indian scholars within the country and overseas for the post and shall recommend a panel of three names to the Executive Council.
- iii. The Executive Council shall constitute the Search Committee for the selection of the next incumbent after each incumbent completes two years in the post, or one year before his/her tenure is over.

NORTH-EASTERN HILL UNIVERSITY ORDINANCES

OB-15 Contd.

**Maintenance of
the Endowment**

8.

- i. The Finance Officer of the University shall be responsible for proper maintenance of accounts of the endowment. The accounts of the fund shall be audited every year. The audit fees or any other related expenditure shall be charged to the University.
- ii. The Finance Officer shall prepare an annual account report of the endowment at the end of each financial year for placing to the Executive Council for its approval before submitting it to the University Grants Commission/ Ministry of Human Resource Development.

1. Amendments approved vide Academic Council resolution No. AC.63/2000.5.1(viii), and Executive Council resolution No. E.C.107/2000.5.1.(v) and notified vide Notification No.Conf/13-5/ORD/99-1824 dated September 14, 2000.

ON CERTIFICATE AND PG DIPLOMA COURSES

Under Section 26(1) (b) of NEHU Act, 1973

Existing Ordinance

1. The University shall conduct Certificate Courses of one semester duration (six months) and PG Diploma Courses of two semester duration (One year)
2. The Syllabus for the Courses shall be as prescribed by the Board of Post Graduate Studies or Steering Committee and approved by the School Board and Academic Council.
3. The eligibility for admission to the Certificate and PG Diploma Courses shall be Bachelor Degree or equivalent.
4. There shall be an examination conducted by the University at the end of the Semester.

Suggested Amendments

1.
 - i. The University shall conduct certificate Courses of one semester duration (six months) and PG Diploma Courses of two semester duration (one year).
 - ii. In addition, the University may prescribe Professional PG Diploma Programmers either on regular or self-financing basis which shall be of two semester duration.
 - iii. There shall be separate regulation governing fee structure, examination system and other operational aspects for each of such professional Diploma programme.
2. No. change
3.
 - i. The eligibility for admission to certificate courses may be prescribed in regulations for the purpose.
 - ii. The eligibility for PG Diploma courses shall be a Bachelor's Degree or equivalent.
4.
 - i. For Certificate programmes there shall be of a minimum required of 18 credits.
 - ii. The course structure of PG Diploma programmes shall be based on a minimum required of 36 credits spread over two semesters.
 - iii. The University shall conduct the semester examinations and declaration of results for both the Certificate and PG Diploma courses.

5. The Course structure and distribution of marks shall be as under :

i. Certificate Courses

There shall be 4 Papers of 100 Marks each inclusive of Practicals.

Practicals/Internal assessment should not exceed 25% of the total marks.

ii. PG Diploma Courses

There shall be 8 Papers of 100 Marks each inclusive of Practicals. Practicals should not exceed 25% of the total marks

6. The minimum pass marks in each of the Papers shall be 35%. The successful candidates shall be classified as under :-

i. Second Division—those who obtain 45% or more, but less than 60% of the aggregate marks.

ii. First Division—those who obtain 60% or more, but less than 75% of the aggregate marks.

iii. A candidate who obtains 75% or more marks in the aggregate shall be declared to have passed the Course with "Distinction".

7. Any difficulty arising in giving effect to or interpreting any of the provisions of this Ordinance shall be referred to the Vice-Chancellor whose decision thereon shall be final.

5. i. The Course Structure and distribution of marks/credits of both Certificate and PG Diploma programmes shall be provided in the syllabus prescribed for the purpose.

ii. The sessional assessment component shall be in the range of 25% 50% for the Certificate/ PG Diploma course but could vary among papers depending on specific requirement of the paper. The prescribed syllabus for the course shall define the practical and theory components as well as weightage on sessional assessments.

iii. Details of evaluation system for practicals and sessional assessments shall be provided in the syllabi concerned.

6. The evaluation of the PG Diploma course shall be in Grading System, as prescribed for the Masters Programme (OC-7).

7. No. Change

REGULATIONS ON PG DIPLOMA IN GEO INFORMATICS

(Under NEHU Ordinance OC -14)

Title 1.	This Regulation shall be called "Regulations On PG Diploma in Geo-Informatics".
Duration 2.	i. The course shall be offered at the beginning of each academic year ii. The course shall be operated on self-financing basis.
Committee 3.	i. There shall be a Committee constituted by Head of Department to oversee the functioning of the course ii. The Committee shall have a two year term. iii. The Committee shall meet at least once each year. iv. The Convener shall give two-weeks' notice for the meeting with prior approval of the Chairperson. v. One third of total numbers will constitute the quorum for meetings. vi. The Committee shall have the following functions. a. Admission policy and its review if any. b. Fee structure to make the course financially viable; c. Honorarium/Payments to be made to instructor from within the department and from outside, including external experts. d. Exploring placement of outgoing students. e. Reviewing quality of instructions and syllabus etc; f. Any other matter related to the course and its operationalisation, referred to by the Head of the Department of Geography.
Seats 4.	i. The number of seats shall be 20 in all for each batch. ii. Fifty percent of the seats (10) shall be reserved for candidates with geography as their main (Hons) subject. iii. Any change in number of seats shall be decided by the Committee and shall be announced by 15 th March of the previous academic year.
Eligibility 5.	i. Applicants with Bachelors Degree (Hons) in Geography, Geology and Earth Sciences, Life Sciences, Agricultural; Sciences, Physical Sciences, Mathematics/Statistics, Environmental Sciences, BE/B. Tech Electronics/ IT/Computer Sciences/Telecom) B. Arch/B. Plan and BCA/MCA with a minimum of 60% of marks in the subject concerned or equivalent CGPA shall be eligible for admission . ii. Candidates belonging to ST/SC categories shall be eligible for relaxation of minimum percentage / CGPA to the extent of 5% in admission to the course as per Government of India policy on the matter.

Admission 6.	<p>i. Admission to the course shall be announced along with University Admission Announcement reserve in admission will be as per university guidelines .</p> <p>ii. There shall be a written admission test conducted by the Department in July each year and the process of admission completed as per the University Calendar OC – 15.</p>
Fees 7.	<p>i. Tuition fees with Rs. 15,000/- per semester</p> <p>ii. 10% of the students shall be given free seat.</p> <p>iii. Every student admitted shall deposit a laboratory caution money of Rs. 5,000,00 for the duration of the course, which shall be refunded deducting claims of damages if any after the completion of the course.</p> <p>iv. Other fees, viz. Library fee, Library Caution Money, Hostel fees etc shall be as per the University rules for the purpose.</p>
Course 8.	<p>The course shall be of 40 credits, 20 credits for each semester, The prescribed syllabus provides for details of course structure, credit distribution and evaluation system.</p>
Funds 9.	<p>i. The Tuition Fees received and the Laboratory caution money for the course shall be maintained in a separate (joint) account operated by the Finance Officer, NEHU and the Course Coordinator/ Head of the Department to defray expenses exclusively on running the course.</p> <p>ii. The University shall deduct 20% of the Tuition Fees received from the course towards providing infrastructural facilities for the course.</p> <p>iii. Any funding of the course received either from the UGC or any other funding agency shall be deposited in the same account.</p> <p>iv. Other fees and deposits by the students shall be deposited into the University (Principal) accounts.</p>
Expenditure 10	<p>i. Instructors shall be paid honorarium as per policy laid down by the Committee from time to time.</p> <p>ii. All consumable expenditures shall be chargeable to the designated account.</p> <p>iii. TA/DA etc for external experts /guest teachers shall be charged to the designated account.</p> <p>iv. All repair maintenance of equipments and expenses related to soft-wares shall be provided by the University.</p>
Examination 11.	<p>i. Examinations shall be conducted as per prevalent system in the University, semester-wise.</p> <p>ii. The University shall charge examination fee as per actual.</p> <p>iii. Course in-Charge of each paper shall be the paper setter/examiner. However, in special circumstances external examiners may be assigned the task by the Head of the Department /course Coordinator.</p> <p>iv. All semester projects shall be evaluated with assistance of an external examiner. The concerned course instructor shall be the internal examiner.</p> <p>v. The semester results shall be announced as per the University Calendar. However, there shall be provision for Supplementary Examination within 30 days of declaration of semester results wherein students may register to clear the back papers/improve upon papers as per University rules. But such opportunity shall be limited to only once.</p>

Removal of
Difficulty 12

In matters of disputes on interpretation or matters arising out of operation of the course, the Vice Chancellor of the University shall have powers to decide, which shall be final.

Ordinance OB-6 makes provision for the admission of Colleges/institutions to the purview of the University through, provisional/permanent/subject/course wise affiliation.

In relation to the above, OB-6 also provides for Inspection Team visits to Colleges/institutions and submission of Inspection Report, recommending either 1 (one) / 2 (two) / 3 (three) year affiliation period, not exceeding 3 (three) years at a time.

Inconsistent recommendation of affiliation period largely is as a result of the facilities and fulfillment of requirements of the College at the time of inspection, which tends to impose on the financial resources of the University and its affiliated Colleges as well.

A. Guidelines for Provisional Affiliation:

In view of the above note, the affiliation granted to a College/institution's subject/course shall be:

- (i) 1 (one) year for Colleges/Institutions where several lacunae exist and observed and remedant, to fulfill mandatory norms/conditions as per University Ordinance/Regulations.
- (ii) 3 (three) years for Colleges/institutions where to a large extent the mandatory norms/conditions as per University Ordinance/Regulations have been fulfilled and are considered as negligible.

B. Mandatory enclosure of Reports of Inspection Team:

Communication from the CDC to the affiliated Colleges, conveying the decisions of the Academic Council has in addition extracts/recommendations of the Inspection Reports submitted by the Inspection Team to the University.

C. Circular to all Colleges to implement and adhere to UGC guidelines including qualification/recruitment procedures for teachers:

The CDC holds responsibility to send circulars to all affiliated Colleges under the University whenever necessary to implement and adhere to UGC guidelines, including qualification/recruitment procedures for teachers. The latest UGC regulations 2010 vide No. F.S-1 2009 dated 28/6/2010 on minimum qualification for appointment of teachers and other academic staff in Universities & Colleges and measures for the maintenance of standards in higher education and revision of pay scales is in the process of being circulated to all affiliated Colleges under NEHU.

REGULATION ON "DR.D.S.BABU MEMORIAL AWARD"

1. **Name of the Award** : "Dr.D.S.Babu Memorial Award"
2. **Name of the Fund** : Dr. D.S.Babu Endowment Fund
3. **Amount of the Fund** : Rs.1,00,000 (Rupees One lakh)
4. **Investment of the Fund** : The total amount of the Endowment Fund shall be invested in a long term fixed deposit in the State Bank of India, NEHU, Branch, NEHU Campus, Shillong - 793022 or in any nationalized bank that the University may select with a view to earning the maximum amount of interest. Simultaneously, a saving bank account pledged to the North Eastern Hill University shall be opened in that bank in which the annual interest accruing from the Fund shall be credited.
5. **Operation of the fund** : The Finance Officer of the North Eastern Hill University shall be responsible for maintaining the accounts of the Fund, which shall start operating with immediate effect. The amount of the first award shall be deposited by the sponsor in addition to the amount of the Endowment Fund. Besides, the Fund shall continue to exist as long as the Department of Education exists in the North Eastern Hill University, Shillong Campus.
6. **Purpose of the Fund** : The purpose of the Endowment Fund shall be to reward the highest scorer(s) in M.A.(Education) of the North Eastern Hill University, Shillong Campus with a cash Award and a Citation.
7. **Value of the Award** : The value of the Award shall be equal to the amount (in the nearest multiple of hundred) of the annual interest earned on the long term fixed deposit. In case, there are two or more than two candidates eligible of the Award by virtue of their having secured identical scores, the amount of the Award shall be equally distributed among the awardees while each of them shall be given a separate Citation.
8. **Presentation of the Award**: The Award and the Citation shall be presented to the awardee(s) at the annual Convocation of the North Eastern Hill University.

9. **Selection of the eligible Awardee(s):** (a) The Controller of Examinations, NEHU, Shillong shall in consultation with the HOD, Education and the Finance Officer, NEHU, Shillong shall select the highest scorer(s) out of the candidates who have completed the M.A.(Education) programme of the North Eastern Hill University, Shillong. The highest scorer(s) shall receive the Award and the Citation at the annual Convocation of the North Eastern Hill University.

(b) The Controller of Examinations, NEHU, Shillong shall in consultation with the HOD Education and the Finance Officer, NEHU, Shillong prepare a Citation to be given to the awardee(s).

c. The Controller of Examinations, NEHU, Shillong shall after the Convocation send to the sponsor of the Endowment Fund the name and address of the awardee(s).

Rule of delegation of powers to the
TURA CAMPUS.

Pro-Vice-Chancellors

No. Name of powers delegated :

Extent of power delegated.

Re-appropriation of Funds.

Full powers from one minor head to another under the same major head with intimation to Finance Officer.

Appointment (Officiating)

Full powers to fill up the existing vacancies upto the maximum pay scale of Rs.3,500/-.

Grant of Casual Leave/Duty Leave/Maternity Leave etc. and permission to leave/vacation/holiday and grant of E.L./Leave not due without substitute.

Full Powers in respect of the Deputy Registrar, Principals, Teachers and all Group 'A' Officers and Group 'B' employees.

To sanction Honorarium to employees.

Full powers as per Central Civil Service Rules and guidelines given by the Head Office.

(a) To sanction medical reimbursement within the State.

Full Powers.

(b) To sanction TA Bills to Officers/teachers/staff.

Full Powers.

(c) To sanction study tour expenses including D.A. to students as per approved rate.

Full Powers.

(d) To sanction T.A. Advance on tour/leave salary advance/Festival advance/LTC advance.

Full Powers.

(a) To sanction purchase of office equipments/stores furniture typewriters, stationery, Camping materials.

Full Powers.

(b) To sanction repairs to typewriters, office equipments, furniture etc.

Full Powers.

(c) Maintenance and repairs of vehicles.

Full Powers.

To sanction installation of residential telephones.

Full Powers.

To sanction printing and binding except publication.

Full Powers.

To sanction purchase of books journals, periodicals for Library.

Full Powers on the recommendation of the Library Sub-committee.

Full Powers.

6-1-4

6-1-4

(Page... 2)

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|--|--|
| 11) To sanction employment of unskilled casual labourers. | Full Powers (as per State Govt. rates). |
| 12) Write off losses including books after investigation. | Upto Rs.5000/- |
| 13) To sanction purchase of liveries/uniforms of University employees. | Full powers within the Campus subject to budget provision. |
| 14) To sanction expenditure on petty works. | Upto Rs.20,000/- per item according to norms. |
| 15) To sanction annual repairs. | Full Powers. |
| 16) To sanction payment of legal expenses. | Full Powers. |
| 17) To sanction temporary advance from GPF/CPF to staff/teachers. | Full Powers. |
| 18) To sanction purchase of utensils, crockeries, furnitures, etc. to hostels/guest house. | Full Powers. |
| 19) To sanction hire of house/building as class rooms/office/hostels. | Full Powers. |
| 20) To sanction hire of conveyance during meetings/seminars/conferences. | Upto Rs.6,000/- |
| 21) To sanction overtime allowance to Ministerial staff. | Full powers in respect of essential staff. |
| 22) To condemn unserviceable articles. | Full powers on recommendation of condemnation Committee. |
| 23) Transfer of Ministerial staff within the Campus. | Full Powers. |
| 24) Sanction of grants from Estt Fees, Medical fees collected from Hostel Boards on recommendation of Hostel Warden. | Full powers subject to provision of the ordinance. |

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- Secretarial / clerical, including Class IV assistance, transport, office supplies, postage, cyclostyling, Xeroxing and other items as per rules of the university concerned.
- Honorarium to the Director of the Programme and the resource persons should not exceed Rs.1500/- each.

International, National, Regional and State Level Conferences

Assistance for International / National/ Regional / State Level Conferences may be provided as under:

- International Level Conference upto Rs.3.00 lakh
- National Level Conference up to Rs.2.00 lakh
- Regional/State Level Conference up to Rs.1.00 lakh

The quantum of support may be determined depending on the number of participants and the status of the Conference.

Proforma for submitting the statement of expenditure incurred at Annexure-VI.

3. PUBLICATION GRANT

For this scheme the financial assistance will be as follows:

Permanent Faculty Strength as on 1st April of the previous year	UGC support per year (Rs. in lakh)
Up to 50	3.00
51-100	4.00
101-300	5.00
Above 300	7.00

I. The UGC support to Universities under publication grants is for publication of:

- Doctoral thesis
- High Quality research papers
- Lectures delivered such as National Lectures of UGC or lectures instituted in the name of leading personalities
- Scholarly contributions of the faculty (not text-book)
- Seminar or conference papers.

This support should be given mainly by way of supplementing the work of private publishers. In case of publication of articles in

refereed journals, full support may be extended by the Universities. However, for publications other than doctoral thesis, the quantum of assistance to be provided for publication may be considered with the help of an Expert Committee to be constituted by universities for this purpose.

- II. Proposals from the college teachers who wish to get their Ph.D. thesis/ high quality research work published may also be considered by the respective universities. The University may get such work/ thesis evaluated by two experts, other than the examiners. The University may pay honorarium up to Rs.500/- to each of the experts, for evaluating a thesis/ research work out of the allocation made by the UGC.
- III. The expenditure on publication of proceedings of international or national conferences or seminars, hosted by a University, could also be considered by the university under the scheme.
- IV. The university may provide a maximum of Rs.30,000/- per annum for continuing the publication of quality journals identified by the UGC, on the advice of various panels, initially for a period of 3 years, under the scheme. Quantum of assistance to a particular journal may be determined on the merits of the case, such as the circulation of the journal, the number of printed pages each year, the number of copies printed and sold during the past 3 years, the rate of subscription and income, including subsidy from various sources, and expenditure.
- V. Repetitive publication of books should not be considered under this scheme. Assistance would be available only once for the first publication. The publication should be printed in India only.
- VI. The university may either publish the work under its supervision and control or get it published through reputed publishers. Payments towards the cost of a publication should not be made to the author, but directly to the publisher by the university. The author could be consulted regarding the publisher, if it is not done through the university press.
- VII. The authors should not be permitted to make any financial contribution towards publication of their work under this scheme.
- VIII. The university may follow the Indian Copyrights Act for deciding the question of Copyright of the work approved for the publication under this scheme.
- IX. With a view to ensuring high academic standards, the universities should take utmost care in making proper selection of the research work and thesis for publication. The manuscripts

should be assessed normally by two experts (other than the examiner) of the area concerned.

- X. The university may avail of the services of professional people for editing, referencing, spacing of the manuscripts from the point of view of quality and presentation, and may meet expenditure from the grant allocated for the purpose.
- XI. Besides seeking the advice of commercial publishers/distributors while selecting a manuscript for publication, the universities may consider the desirability of appointing State and/or regional selling agents/distributors for the published work.
- XII. The amount of subsidy for publication of a thesis should not exceed Rs.20,000/- unless the university is publishing the thesis on its own, in such case it may meet actual expenses on publication.
- XIII. Where assistance to a publication is substantial, the university should undertake it as its own publication and a major part of the money realized through the sale (after making provision of royalty to the author, commission to retailers, etc.) should be credited to the fund for publication, so that it can support publication of other books. The money obtained through sales of books, published with the UGC support, should not be used by the universities as revenue.
- XIV. There should be proper coordination among the agencies providing financial assistance for similar purposes, i.e. ICHR, ICSSR, NBT, Indian Institute of Advanced Study, Simla, etc. To avoid duplication of assistance, the universities should add a column in the application form for inviting such proposals, whether any other organization has been approached for the same publication and if so, with what result. Proforma for submitting the Statement of Expenditure at Annexure-VII.

4. Appointment of Visiting Professors/Fellows

For this scheme the financial assistance will be as follows:

Permanent Faculty Strength as on 1 st April of the previous year	UGC support per year (Rs. in lakh)
Up to 50	2.00
51-100	3.00
101-300	4.00

7:6:1(6)



पृवोत्तर पर्वतीय विश्वविद्यालय

पू. प. विवि. परिसर, शिल्लॉंग-७९३०२२ (मेघालय)

North-Eastern Hill University

NEHU Campus, Shillong - 793 022 (Meghalaya)

Phone :

Grams : NEHU

No: 30-2/Acad/Pub. Grants/2010 -- 194

6th December, 2010.

NOTIFICATION

In terms of the decision of the Deans Committee adopted in its 146th Meeting held on 29th November, 2010 a sub-committee is constituted to formulate working principles within the frame work of UGC's guidelines for allocation of publication grants approved / released by the UGC under XIth Plan Merged Scheme.

The composition of the Committee is as under

- | | |
|---|------------|
| 1. Prof. B.K. Sharma, Deans, School of Life Sciences | - Convener |
| 2. Prof. P. Nayak, Dean, School of Eco. Management & Information Sciences, NEHU, Shillong | - Member |
| 3. Prof. S. Choudhury, Dean, School of Technology
NEHU, Shillong. | - Member. |

The sub-committee is requested to submit its report at the earliest for placing in the next meeting of the Deans Committee.

N. K. Dey
Deputy Registrar
Academic

Copy to:

1. SPS to VC, NEHU, for VC's information.
2. Prof. B.K. Sharma, Dean, School of Life Sciences, NEHU, Shillong.
3. Prof. P. Nayak, Dean, School of Economics, Management & Management & Information Sciences
4. Prof. S. Choudhury, Deans, School of Technology,
5. Prof. R.N. Sharan, Department of Biochemistry, NEHU.
6. Dr. U.K. Dey, Department of Economics, NEHU.

along with the extract of the minutes of the meeting of the Deans Committee and copy of UGC Guidelines.

for information. This has a reference to their application for payment of publication grants.

4/10/10

Minutes of the meeting, held on March 21, 2011, of the sub-committee constituted, vide 146th Deans Committee meeting, to formulate working principles within the frame work of UGC's guidelines for allocation of publication grants approved under XI Plan Merged scheme.

Members present:

Prof. B K Sharma Convener
 Prof. P. Nayak Member
 Prof. S. Choudhury Member

The Committee after threadbare discussion resolved to suggest the following

Allocation of the grant:

The grant of Rs. 7.5 lakh per year be allocated as per the following break-up:

1. Doctoral thesis: - Rs. 2, 50,000/-
2. Scholarly contributions of the Faculty / National Lectures: Rs. 60,000/-
3. Proceedings of International / National Conferences/ Seminar; Rs. 1, 00,000/-
4. Publication of High quality research papers /
 International journals Rs. 1, 80,000/-
 National journals Rs. 1, 00,000/-
5. Publication of High quality journals: Rs. 60,000/-

Procedures:

1. All the Departments/ Centers of the Study University should be duly informed about the availability of the grant.
2. Applications for seeking the grant should be submitted by all the concerned at least twice in a year.
3. Proposals for publication of Ph. D thesis / Scholarly contributions of the faculty / National Lectures / Proceedings of Conferences/Symposia hosted by the University / journals should be evaluated by at least two experts. For Ph. D thesis, the experts should be other than the examiners.
4. Maximum of ten doctoral theses may be considered for publication per year.
5. The quantum of assistance to be considered for various publication proposals may be considered with the help of an expert committee to be constituted by the university.

Report received
 Prof. S. Choudhury
 22/4/11

6. To avoid duplication of assistance given by other funding agencies (viz. ICHR, ICSSR, NBT, IAS), the proposers may be required to indicate in their applications
7. The decision for award of the grant should be taken by the Dean's Committee.
8. Assistance should be available only once for the first publication. Repetitive publication of the same book/ work may not be considered under the scheme.
9. The potential authors may be encouraged to get partial assistance from other sources but should not be permitted to make any personal financial contribution towards publication under the scheme.
10. The university may follow the Indian Copyrights Act while deciding the question of copyright of the work approved for publication under the scheme.

Publication of quality research papers:

1. Proposals may be considered for providing assistance for publication of research papers in reputed, peer-viewed and indexed international / national journals.
2. The proposals may be considered under this category up to three co-authors.
3. The role of the author seeking such assistance should be clearly indicated,
4. The single author publications should be accorded priority for assistance.
5. Maximum one assistance to be given to an applicant a particular financial year.
6. ^{Maximum} ~~of~~ up to Rs. 30,000/- and Rs. 15,000/- may be considered for papers published / accepted for publication in International and National journals respectively.
7. In case of higher publication charges, partial assistance may be extended subject to the stated ceiling.
8. In cases of nominal publication charges required for publications in the Indian journals, assistance may be considered liberally to encourage quality research papers.

P. K. Sharma

15/4/11

- (ix). Report of the Sub-Committee constituted vide 146th Deans Committee meeting to formulate working principle for Publication Grants under Merged Scheme.

DC:147:6:(ix)

The committee considered the minutes of the sub-committee constituted vide 146th Deans Committee meeting to formulate working principle within the frame work of UGC guidelines for allocation of Publication Grants under XIth Plan Merged Scheme and Resolved to approve the allocation of publication grants of Rs. 7.0 lacks per year as per the following breakup:-

Allocation of the Grant:

- | | |
|---|------------------|
| 1. Doctoral thesis | - Rs. 2,50,000/- |
| 2. Scholarly contributions of the Faculty/
National Lectures and Publication of
High Quality journals | - Rs. 1,20,000/- |
| 3. Proceedings of International/ National
Conferences/Seminar | - Rs. 1,00,000/- |
| 4. Publication of High Quality Research Papers/

International Journals | - Rs. 1,80,000/- |
| National Journals | - Rs. 1,00,000/- |

The committee further resolved to place the matter to the Academic Council for deliberation.