

HATSINGIMARI COLLEGE, HATSINGIMARI

Hatsingimari, South Salmara-Mankachar, Assam-783136

Ph- 9678524962,

E-mail :hatsingimaricollege@gmail.com

Website:hatsingimaricollege.ac.in



FIRST CYCLCLE NAAC ACCREDITATIONN 2023

CRITERION VI

Governance, Leadership and Management

- 6.3.1 The Institution has effective welfare measures and Performance Appraisal System for teaching and non-teaching staff

Submitted to



THE NATIONAL ASSESSMENT AND ACCREDITATION
COUNCIL

CRITERION VI

GOVERNANCE, LEADERSHIP AND MANAGEMENT

6.3.1. The institution has effective welfare measures for teaching and non-teaching staff

- Group Insurance Scheme
- Maternity Leave and Paternity leave
- Non-Teaching staff Aid Fund
- National Pension Scheme

HATSINGIMARI COLLEGE COLLEGE
Hatsingimari, South Salmara Mankachar District

Ph- 9678524962

E-mail: hatsingimarcollege@gmail.com

Website: www.hatsingimari college.ac.in



FIRST CYCLE NAAC ACCREDITATION 2023

CRITERION VI

GOVERNANCE, LEADERSHIP AND MANAGEMENT

6.3.1. The insitution has effective welfare measures for teaching and non-teaching staff

Group Insurance Scheme

Submitted to



THE NATIONAL ASSESSMENT AND ACCREDITATION COUNCIL

DDO : Mr. JOHIRUL ISLAM, Assistant
professor

BILL/202223/HATHE010/00041 dated 05-01-2023

OFFICE : Hatsingimari College

HOA : 2202-03-103-4558-000-01-01

MEMORANDUM OF PAYMENT BY TREASURY OFFICER	
Particulars	Amount
Pay in Cash (Net Amount of the Bill)	
Pay by Transfer Credit	1773180.00
Seventeen Lakh Seventy Three Thousand One Hundred and Eighty	
Transfer Credit to:	
8011-Group Insurance Scheme (G-S)	6000.00
0029-Professional Tax	4100.00
0216-House Rent Recovery	0.00
0049-Interest of Loan	0.0
8658-Income Tax	100000.00
Other Recovery	0.0
Total Bank Transfer Amount	182160.00
Gross Amount/(Net Amount + BT Amount)	1935340.00
Rupees Seventeen Lakh Seventy Three Thousand One Hundred and Eighty Only	
Signature of Treasury Officer	
Signature of Bill Passing Assistant	Signature of Accountant




Principal V/c
Hatsingimari College
Hatsingimari

DDO : Mr. JOHIRUL ISLAM, Assistant professor
OFFICE : Hatsingimari College

BILL/202223/HATHE010/00041 dated 05-01-2023
HQA : 2202-03-103-4558-000-01-01

BUDGET & EXPENDITURE DETAILS

(A) BUDGET PROVISION	Amount	Amount (In Words)
i) Original Budget Allotment	29716884	Two Crore Ninety Seven Lakh Sixteen Thousand Eight Hundred and Eighty Four only
ii) Additional Budget Allotment	0	—
iii) Re-allocation	0	—
TOTAL OF A :	29716884	Two Crore Ninety Seven Lakh Sixteen Thousand Eight Hundred and Eighty Four only
(B) EXPENDITURE		
i) Progressive Expenditure upto last bill	21615782	Two Crore Sixteen Lakh Fifteen Thousand Seven Hundred and Eighty Two only
ii) Expenditure of this bill	2134066	Twenty One Lakh Thirty Four Thousand Eight Hundred and Sixty Eight only
iii) Total Expenditure including this bill	23750650	Two Crore Thirty Seven Lakh Fifty Thousand Six Hundred and Fifty only
BALANCE OF BUDGET PROVISION (A-B) :	8966234	Fifty Nine Lakh Sixty Six Thousand Two Hundred and Thirty Four only


Signature of DDO
D.D.O.
Hatsingimari College
Hatsingimari

1. Certified that the Budget provision, classification of both payment and recoveries have been checked and correction made where necessary.
2. Certified that I have personally satisfied myself that the rates shown for each incumbent in this bill is correct and the necessary challans and schedules for the recoveries are enclosed.
3. Certified that no pay for any incumbent has been drawn in this bill for period of unauthorized absence.
4. Certified that the incumbent at SL No. of this pay bill is/are new employee(s) and Junior Employee Code/REG No. applied for.
5. Certified that no person for whom house rent allowance has been drawn in this bill are in occupation of Government Quarters during the period for which the allowance has been drawn.
6. Certified that for which leave salary has been drawn in this bill, it is admissible under Rule 15 of the revised leave rule, 1954 as amended from time to time.


Signature of DDO
D.D.O.
Hatsingimari College
Hatsingimari

HATSINGIMARI COLLEGE COLLEGE

Hatsingimari, South Salmara Mankachar District

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FIRST CYCLE NAAC ACCREDITATION 2023

CRITERION VI

GOVERNANCE, LEADERSHIP AND MANAGEMENT

6.3.1. The institution has effective welfare measures for teaching and non-teaching staff

Maternity Leave and Paternity Leave

Submitted to

Submitted to



Hatsingimari College Hatsingimari

Hatsingimari, Assam- 783135

APPLICATION FOR LEAVE

1. Name :
2. Post and Department :
3. Pay and Scale of Pay :
4. House Rent allowance :
5. a) Nature of leave :
b) Period of leave (days)
c) Date which required: From Included
6. Ground on which leave is applied for
7. Date of last leave and the nature of that leave :
8. I undertake to refund the leave salary which will be paid to me, if found excess as per the leave rules or service conditions

Date
Applicant

Signature of

Certificate regarding admissibility of leave

9. Certified that (nature of leave) for
Days fromto is admissible to the applicant.

10. Orders of the sanctioning authority

Recommendation from the Principal

Sri/Smti
is granted leave for
with effect from with permission to prefix
Days and suffixdays.
It is certified that his /her leave is officiate as in this office

Date :

N.B. We have the facility of maternity and paternity leave but nobody have entertained yet.

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FIRST CYCLE NAAC ACCREDITATION 2023

CRITERION VI

GOVERNANCE, LEADERSHIP AND MANAGEMENT

6.3.1. The institution has effective welfare measures for teaching and non-teaching staff

Non-Teaching Staff Aid Fund

Submitted to

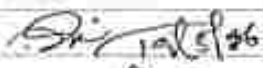
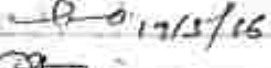
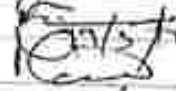


**THE NATIONAL ASSESSMENT AND ACCREDITATION
COUNCIL**

Agenda of the meeting held - 19-5-2016

1. The Selection of the President of the meeting.
2. The explanation of the purpose of the meeting.
3. Discussion about the formation of Aid-Fund of Non-Teaching Staff of the College.
4. Discussion on the Formation of Committee
5. - MISC.

Signature of the members Present in the meeting.

1. Jehinul Islam - 
2. 
3. Mr. Shaker Ali, 
4. Samad Alam Mondol 
5. Dr. Abdul Gafur 
6. Roushan Alam 
7. 
8. Sholeh Suali Mondol 
9. Mst. Hudaib Akbar 
10. Nurul Hossain Siddique 
11. K.R. 
12. 

Today, on 19/5 May/2016, a meeting is held in Hartsingimari College regarding the formation of Aid-Fund of Non-Teaching Staff of the College keeping Sri ~~Shahin~~ Khattai, Principal in the chair and Mr. Shaker Ali, ASST. Prof. & HOD, History, explains the purpose of the meeting.

The meeting adopted the following resolutions unanimously.

Resolutions NO-1: The meeting discussed the threadbare regarding the formation

Contd.

of Aid-Fund of Non-Teaching Staff of the Hatsingimari College and decided to form the Aid-Fund of Non-Teaching Staff for the greater interest of the Non-Teaching Staff.

Resolution No-2. The meeting opened to form a monitoring committee in the meeting and hence, the committee is formed with the following members.

1. President : Dr. Borkhan Khilgi (Principal)
2. Secretary : Johinul Islam, (Vice-Principal)
3. Members :
 - (i) Dr. Shaker Ali
 2. Samsul Alam Mondal
 3. Roushon Alam
 4. Nurul Hassan Siddique
 5. Mohiuddin Ahmed
 6. Mr. Akbar Badsha

Resolution No-3. For strengthening the Aid Fund of Non-Teaching Staff, it is decided to collect contribution from each member. As per discussion, Rs-100/- (one hundred) only will be the first contribution for the month of May/2016.

Resolution No-04. It is decided to open a joint account in the SBI, Hatsingimari Branch in the name of President and Secretary of the Fund for the deposition of the collected money of the Fund.

Resolution no-05. The main purpose of formation of this aid fund is to help the non-teaching staff of the college and accordingly, decided to help them on the following fields.

1. Health related Problems.
2. Wavy family related problems.
3. Emergency.
4. Others

The meeting ended with vote of Thanks from the Chair.


Prasanna S. S. (Chairman)
Kannur College
Kannur

Proceeding of the meeting dtd-10-10-2017 held at Hattasingimari College under the Presidency of Dr. B. Khatri, Principal of the College. The meeting resolved the following resolutions unanimously.

The members present in the meeting :

- 1.
2. Johanna Islam
3. Dr. Shaher Ali, Shi
4. Nurul Hasan Siddique H
5. Samad Alam Mondal Lund
6. Dr. Akbar Badsha G
7. Roushan Alam M
8. Nithir Uddin Ahmed Hans

Today, on 10th October 2017, a meeting of Non-Teaching Aid Fund is held in Hattasingimari College. As per the agenda, the accounts of deposit and expenditure of first year (1st June 2016 to 31st May 2017) is accepted unanimously.

Resolution no-1. The meeting discussed and resolved that the accounts of Non-Teaching Aid-Fund be accepted and approved in toto for the year 2016-17 which is being placed by the Secretary of the Committee.

The meeting ended with vote of Thanks from the Chair.


Principal
Hattasingimari College
Hattasingimari

Proceeding of the meeting held
in Harsingimari College ^{on 13-06-19} at 4.30 PM under
the presidency of the President of the
Aid - Fund & Non-Teaching Staff Dr.
B. Khilzi, Principal, Harsingimari College.

The meeting discussed and
resolved the following resolutions
unanimously.

The members present in the meeting:

- 1.
 2. Jahid Islam
 3. Kk Ghosh
 4. Dr. Shaker Ali,
 5. Gamrul Alam Mondal
 6. Mithir Uddin Ahmed
 7. Dr. Akbar Rashed
 8. Rezaul Alam.
- 13/6/19
Chairman

Resolution no-1. The meeting discussed
throughout regarding the yearly accounts
of the Aid Fund & Non-Teaching staff
and accordingly, Secretary of the
Committee read out the report
of the Accounts of the year 2018-19
and the meeting accepted and
approved the same with a voice
vote.

The meeting ended with vote of
thanks from the chair.

Principal to
Harsingimari College
Harsingimari

proceeding of the meeting held
in the Hotsingimari College on 18-02-2021 at
3:00pm in the office of the Principal, Hotsingi-
mari College keeping him in the chair.

The meeting discussed and resolved
the following resolutions unanimously.

The members present at the
meeting:

- 1.
2. Gobind Isloor - Mr
3. Dr. Shakti Chandra, BSc 15/2/21
4. Samsul Alam Mondol BSc 18/2/21
5. Dr. Arhan Baidya
6. Koushik Mondal
7. Nitish Uddan Akhtri
8. Nurul Hasan Siddique

Resolution no-1. The meeting discussed over
the yearly deposit and expenditure of
the Aid-Fund of non-teaching staff
of Hotsingimari College and accordingly
resolved to pass and approved in
 toto as presented by the Secretary
 of the Committee.

Resolution no-2. The meeting resolved
to extend adequate help to Syedul
K. (G-15) by giving Rs= 10,000/- (Ten
thousand) only for his medical treatment
immediately and wished his early
recovery.

The meeting ended with vote of
Thanks from the chair.

Principal
Hotsingimari College
Hotsingimari

Proceeding of the meeting held on 1st Nov/2022 at 3pm in the office of the Principal, Hatsingimari College under the chair of Principal i/c Hatsingimari College Sri. Johurul Islam.

The meeting discussed and resolved the following resolutions unanimously.

The members present in the meeting:

1.

2. Johurul Islam - *Mr*

3. Mr. Shaker Ali - *Mr*

4. Nurul Hasan Siddique

5. Mr. Akbar Badshah *Mr*

6. Samul Alam Mazhar.

7. Rowshan Alam.

8. Nader Uddin Ahmed *Mr*

date 1/11/22

Mr

Resolution no. 1. The meeting discussed over the annual deposit and expenditure of the fund of non-teaching staff of Hatsingimari College and hence, resolved to approved the Audit Report read out by the Secretary of the Committee and the chairperson opened to form a new committee from now onward.

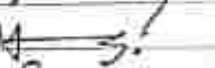
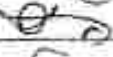
Resolution no-2. The meeting decided to convene a general meeting of the staff of the college in the next month to form a new committee as early as possible.

Accordingly, the meeting ended with vote of thanks from the chair.

Mr
Principal i/c
Hatsingimari College
Hatsingimari

Proceeding of the general meeting held on 2nd January/2013 in the office chamber of the Principal, Hattasingimari College at 3 pm. under the chairmanship of the Principal/Dr. Johurul Islam

The members present in the meeting:

1. Johurul Islam - 
2. Dr. Abdul Gafur - 
3. Nozrul Islam - 
4. K.R. Ahmed - 
5. Sheikh Sadi Mollah - 
6. Raedhan Alam - 
7. Mohir Uddin Ahmed - 
8. Nurul Hasan Siddique - 
9. Polash Ch. Ray - 
10. Sapiul Islam - 
11. Mozbat Hogue - 
12. Saghat Hossain - 
13. Monjurul Khilji - 
14. Shetabache Sarkar - 
15. Porismul Islam - 
16. Anowarul Hossain - 
17. Aisuddin - 
18. Monirul Islam - 
19. Anowarul Islam - 
- 20.
- 21.
- 22.

Resolution no-1. The meeting discussed over the last experience of the committee and accordingly resolved to form a new committee of Aid Fund of non-Teaching staff of the college. Accordingly the meeting resumed to a new

Principal
Hattasingimari
Hattasingimari

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CRITERION VI

GOVERNANCE, LEADERSHIP AND MANAGEMENT

6.3.1. The institution has effective welfare measures for teaching and non-teaching staff

National Pension Scheme

Submitted to



THE NATIONAL ASSESSMENT AND ACCREDITATION COUNCIL

Format of schedule of Government servant's contribution towards Tier-I of the
New Pension Scheme for the month of December, 2022.

(To be attached with the Pay Bill)

[c.f. para 32.33 & 35]

Head of Accounts : 8342-00-117-0001-000-00 OTHER MISC. DEPOSIT

Name of DDO/Code No. : HE/010

SL No	Permanent Pension Account No. in 16 digits allotted by DOAT	Name of the Government Employees	Designation	Pay Band	Grade Pay	Dearness Allowance	Total (5+6+7)	Contribution under Tier-I
1	2	3	4	5	6	7	8	9
1	2013612700510061	ABU BOKKOR SIDDIK JINNAH	ASSTT. PROFESSOR	75200	0	28576	103776	10376
2	2013612700510059	DR. AKBAR BADSHA	ASSTT. PROFESSOR	75200		28576	103776	10376
3	2013612700510062	DR. FOYZAL HOQUE	ASSTT. PROFESSOR	75200		28576	103776	10376
4	2013612700510047	DR. SHAHER ALI	ASSTT. PROFESSOR	75200		28576	103776	10376
5	2013612700510046	JOHIRUL ISLAM	ASSTT. PROFESSOR	75200		28576	103776	10376
6	2013612700510064	KULDIP RAJIB AHMED	ASSTT. PROFESSOR	75200		28576	103776	10376
7	2013612700510056	MD ABDUS SATTAR	ASSTT. PROFESSOR	75200		28576	103776	10376
8	2013612700510073	MD JAHAN UDDIN AKAND	ASSTT. PROFESSOR	75200		28576	103776	10376
9	2013612700500001	MD JAL HUSSAIN	ASSTT. PROFESSOR	73000		27740	100740	10074
10	2013612700510054	MD MONIRUZZAMAN SHEIKH	ASSTT. PROFESSOR	75200		28576	103776	10376
11	2013612700510063	MD MONIRUZZAMAN SK	Librarian	75200		28576	103776	10376

SL No	Permanent Pension Account No. in 10 digits allotted by DQAT	Name of the Government Employees	Designation	Pay Band	Grade Pay	Dearness Allowance	Total (5+6+7)	Contribution under Tier-I
1	2	3	4	5	6	7	8	9
12	2013612700510057	MD SHAHINUR ISLAM AHMED	ASSTT. PROFESSOR	75200		28576	103776	10378
13	2013612700510052	ROUSHON ALDM	ASSTT. PROFESSOR	75200		28576	103776	10378
14	2013612700510051	SAMSUL ALAM MONDAL	ASSTT. PROFESSOR	75200		28576	103776	10378
15	2013612700510060	SHEIKH BODRUO ZAMAN FERDOWSY	ASSTT. PROFESSOR	75200		28576	103776	10378
16	2013612700510049	SHEIKH GADI MOLLAH	ASSTT. PROFESSOR	75200		28576	103776	10378
17	2021612700500001	SHRI ASADUZZAMAN	Assistant Professor	61200		23256	84456	8446
18	2021612700500004	SHRI DR. ABDUL GAFUR	ASSTT. PROFESSOR	61200		23256	84456	8446
19	2021612700500002	SHRI DR. MIZANUR RAHMAN	Assistant Professor	61200		23256	84456	8446
20	2021612700500003	SHRI DR. MOHAMMED ALI	Assistant Professor	61200		23256	84456	8446
Total Contribution				1445800		549404	1995204	199528

Rupees: One Lakh Ninety Nine Thousand Five Hundred and Twenty Eight Only


Signature of D.D.O.

D.D.O.
Hatsingimari College
Hatsingimari

Assam Schedule III (Sec.I) Form No. 29

Wages Bill

Office of HATSINGMARI COLLEGE Month of January, 2022

Head of Account : 2202-03-103-4556-000-02-69-EE-V-GA

DOO CODE : NATHEVI

BB No DILL021201NATHEN000045 dated 21-02-2022

#	Beneficiary Detail	Post / Service	Allowances					Deductions		Amount		Net Amount
			Pay in the PG	Grade Pay	Dearment	Medical	Others	P-Tax	Har	Already Drawn	To be Drawn	
1	ABDUL JALIL 31171445728	Tutor Assistant Professor	0.00	0.00	0.00	0.00	27,000.00	238.00	0.00	0.00	27,000.00	26,762.00
2	ABUL KALAM AZAD 11858637799	Tutor Assistant Professor	0.00	0.00	0.00	0.00	27,000.00	238.00	0.00	0.00	27,000.00	26,762.00
3	APLUDON 11858674701	Laboratory Bearer	0.00	0.00	0.00	0.00	8,700.00	190.00	0.00	0.00	8,700.00	8,510.00
4	AYZUDON SHEKH 3064871422	Laboratory Bearer	0.00	0.00	0.00	0.00	8,700.00	190.00	0.00	0.00	8,700.00	8,510.00
5	DR. BOKTAR KHAN 30481724082	Principal Tutor	0.00	0.00	0.00	0.00	36,000.00	238.00	0.00	0.00	36,000.00	35,762.00
6	FARIZ AZIZ 31339723544	Tutor Assistant Professor	0.00	0.00	0.00	0.00	27,000.00	238.00	0.00	0.00	27,000.00	26,762.00
7	MD. ABDUL KARIM SHEKH (H) 31856126223	Tutor Assistant Professor	0.00	0.00	0.00	0.00	27,000.00	238.00	0.00	0.00	27,000.00	26,762.00
8	MD. ANOWARUL ISLAM 11833428804	Tutor Assistant Professor	0.00	0.00	0.00	0.00	27,000.00	238.00	0.00	0.00	27,000.00	26,762.00
9	MD. HANIF HOQUE 31937029879	Tutor Assistant Professor	0.00	0.00	0.00	0.00	27,000.00	238.00	0.00	0.00	27,000.00	26,762.00
10	MD. MONTU SHEKH 30487741827	Tutor Assistant Professor	0.00	0.00	0.00	0.00	27,000.00	238.00	0.00	0.00	27,000.00	26,762.00

DCO CODE : HATNE10

BIR No BIL/202122/HATHE01000345 dated 01-02-2022

#	Beneficiary Details	Post / Service	Allowances					Deductions		Arrear		Net Amount
			Pay (In the PD)	Grade Pay	Dearness	Medical	Others	P-Tax	S-tax	Already Drawn	To be Drawn	
11	MD SAFIQUE HUSSAIN AHMED 3273401003	Tutor Assistant Professor	0.00	0.00	0.00	0.00	27,000.00	208.00	0.00	0.00	27,000.00	26,792.00
12	Mohd Uddin Ahmed 11033434167	Tutor Assistant Professor	0.00	0.00	0.00	0.00	27,000.00	208.00	0.00	0.00	27,000.00	26,792.00
13	MCN RUL ISLAM 11030623154	Laboratory Bearer	0.00	0.00	0.00	0.00	8,700.00	180.00	0.00	0.00	8,700.00	8,520.00
14	MCN RUZZAMAN SK 11030677387	Tutor Assistant Professor	0.00	0.00	0.00	0.00	27,000.00	208.00	0.00	0.00	27,000.00	26,792.00
15	MCN KAR ISLAM 3222275681	Laboratory Bearer	0.00	0.00	0.00	0.00	8,700.00	180.00	0.00	0.00	8,700.00	8,520.00
16	NESIA BEGUM 32454843346	Tutor Assistant Professor	0.00	0.00	0.00	0.00	27,000.00	208.00	0.00	0.00	27,000.00	26,792.00
17	NURUL HASSAN SIDDIQUE 11033437200	Tutor Assistant Professor	0.00	0.00	0.00	0.00	27,000.00	208.00	0.00	0.00	27,000.00	26,792.00
18	POJASH CH ROY 30774292716	Tutor Assistant Professor	0.00	0.00	0.00	0.00	27,000.00	208.00	0.00	0.00	27,000.00	26,792.00
19	SHARIF RUZZAMAN AKAND 30455003372	Tutor Assistant Professor	0.00	0.00	0.00	0.00	27,000.00	208.00	0.00	0.00	27,000.00	26,792.00
20	SOROSOR ROHMAN 31103726804	Tutor Assistant Professor	0.00	0.00	0.00	0.00	27,000.00	208.00	0.00	0.00	27,000.00	26,792.00
TOTAL			0.00	0.00	0.00	0.00	475,800.00	4,348.00	0.00	0.00	475,800.00	471,452.00

Rupees: Four Lakh Seventy One Thousand Seven Hundred and Fifty Two Only

POST DETAILS

Employee Status : Temporary

#	Name of Post	Payband & Grade Pay (As per ROP)	Scaled Pay (As per ROP)	Technical / Non-Technical	Scale (GGS/NT)	Number of Post Sanctioned						Mark of Post (Salary is defined)	Reason for which Salary is not defined
						Sanction Details		Reversion Details		Total of Post			
						Sanction No.	Sanction Date	Reversion No.	Reversion Date	Permanent	Temporary		
1	Library Assistant	PS-14005-48000 GP-5500.0	-NA-	Non-Technical	II	AHE/1322013425	04-01-2014	CHES/Regr/Aban-1322013441	21-09-2019	1	1		
2	Junior Assistant	PS-14000-70000 GP-5000.0	-NA-	Non-Technical	III	AHE/1322013428 & AHE/1322014025	04-01-2014	CHES/Regr/Aban-1322014054	21-09-2019	2	2		
3	Grade-IV	PS-12005-50000 GP-3000.0	-NA-	Non-Technical	IV	AHE/1322013428 & AHE/1322014025	04-01-2014	CHES/Regr/Aban-1322014054	21-09-2019	5	5		
4	Library Brewer	PS-12005-37500 GP-3000.0	-NA-	Non-Technical	IV	AHE/1322013428	04-01-2014	CHES/Regr/Aban-1322014041	21-09-2019	1	1		
Total:										9	9	9	

Signature of DDO
D.D.O.
Hatsingimani College
Hatsingimani

PAY AND ALLOWANCES (DUE)

#	Employee Code	Name of GOVT Employee & PAN No.	Designation	Basic Pay			Leave Salary	Pension Pay	Technical/ Special Pay	Dearness Allowance	Additional Dearness Allowance	Housing Allowance	House Rent Allowance	Medical Allowance	Compensatory Allowance	Total (Gross Allowance)	Gross Total
				Pay Below PO	Gross Pay	Total Basic Pay											
1	201012001000	MURFUL ISLAM ACDP/MSHIN	Library Helper	21400	0	21400				8130		1712	000			400	32230
2	201012001000	MD KAMRUZZAMAN SK FOMPS/STROD	Grade-VI	21400	0	21400				8130		1712	000			400	32230
3	201012001000	MD MOSTAFIZ HOQUE ALCH/MSHIN	Grade-VI	21400	0	21400				8130		1712	000			400	32230
4	201012001000	MD SAKINATH HUSSAIN ACDP/MSHIN	Junior Assistant	27100	0	27100				10320		2172	000			400	40730
5	201012001000	MD KURUL ISLAM KHILJI DCP/MSHIN	Junior Assistant	27100	0	27100				10320		2172	000			400	40730
6	201012001000	NABINA KHATUN DCP/MSHIN	Grade-VI	21400	0	21400				8130		1712	000			400	32230
7	201012001000	MURFUL ISLAM ACDP/MSHIN	Grade-VI	21400	0	21400				8130		1712	000			400	32230
8	201012001000	MURFUL HASSAN SK FOMPS/STROD	Grade-VI	21400	0	21400				8130		1712	000			400	32230
9	201012001000	SHAHINJHA SARKER FOMPS/STROD	Library Assistant	27100	0	27100				10320		2172	000			400	40730
TOTAL				208800		208800				79755		16791	3400			4320	219146

Rupees Three Lakh Sixteen Thousand One Hundred and Forty Six Only

Signature of DDO
D.D.O.
Halsingimani College
Halsingimani

HATSINGIMARI COLLEGE, HATSINGIMARI

Hatsingimari, South Salmara-Mankachar, Assam-783136

Ph- 9678524962,

E-mail :hatsingimaricollege@gmail.com

Website:hatsingimaricollege.ac.in



FIRST CYCLCLE NAAC ACCREDITATIONN 2023

CRITERION VI

Governance, Leadership and Management

- 6.3.1 The institution has effective welfare measures and Performance Appraisal System for teaching and non-teaching staff.

*Performance Appraisal System for Teaching Staff
And UGC Regulations*

Submitted to



THE NATIONAL ASSESSMENT AND ACCREDITATION
COUNCIL

1

Workload and Teaching Days

- 1) Name of the College Teacher : _____
- 2) Department : _____
- 3) Designation : _____
- 4) Qualification : _____
- 5) Date of Joining : _____
- 6) Date of Promotion under CAS : _____
- 7) Teaching Subjects with workload :

Term : First Lecture Span..... Min. Practical Span..... Min.

Sr. No.	Class	Sem.	No. of Students	Subject Taught	Code Number	Workload in a Week			Clock Hours
						Lectures	Practicals	Total	
1.									-
2.									-
3.									-
4.									-
5.									-
					Total				

Date : _____ Professor _____ HoD _____ Principal _____

Term : Second

Sr. No.	Class	Sem.	No. of Students	Subject Taught	Code Number	Workload in a Week			Clock Hours
						Lectures	Practicals	Total	
1.									-
2.									-
3.									-
4.									-
5.									-
					Total				

Date : _____ Professor _____ HoD _____ Principal _____

Logbook For The Professor - 4

8) Job Alloted / Deployed By the Principal (Co-curricular and Extension Committeess)

Sr. No.	Name of the Committee	Captain of the Committee Or Member
1.		
2.		
3.		
4.		
5.		
6.		
7.		

Date : _____ Professor _____ HoD _____ Principal _____

9) Teaching Days of the College Teacher

Month	Number of College Working Days	Attended Days by the Teacher (Must Tally with Muster & Daily Logbook Chart)	Number of College Teaching Days	Attended Days by the Teacher (Must Tally with Daily Logbook Chart)
June.....				
July.....				
August.....				
Sep.....				
Oct.....				
Nov.....				
Dec.....				
Jan.....				
Feb.....				
Mar.....				
Apr.....				
May.....				
Total				

Date : _____ Professor _____ HoD _____ Principal _____

4. क्या तादी की इन विनियमों में यह सम्मति है, राष्ट्रीय बाजार परीक्षा (राष्ट्रीय) कायदा अधिनियम परीक्षा (राष्ट्रीय बाजार परीक्षा) सम्मति (राष्ट्रीय) सम्मति अधिनियम और सम्मति परीक्षा की विनियमों के लिए अनुदान कायदा की जा रही है, तादी अधिनियम (राष्ट्रीय) (राष्ट्रीय) केन्द्र अधिनियम राज्य के विनियमितालय परीक्षा/परीक्षा की जा रही है कि राष्ट्रीय बाजार परीक्षा के रूप में सम्मति होना।

[illegible]

नरती हारों कि दिग्गज / १ सुहाई, २००८ के पूर्व प्रदर्शित / दीपवती कर्पणसु तो विंग परीकृत कर्पणसु को प्रदर्शित प्रदान किया
 बना, उद्योग प्रदान करने वाली संस्थाओं के उपलब्धीन सीधुता कर्पणसु / कर्पणसु / निर्दिष्टों से उपलब्धीन प्रदर्शित
 द्वारा। ऐसे जमी कर्पणसु / तत्क कर्पणसु को निर्दिष्टित प्रदर्शित को प्रदान के कर्पणसु निर्दिष्टित / निर्दिष्टित /
 कर्पणसु में प्रदर्शित प्रदर्शित २००८ कर्पणसु को प्रदर्शित प्रदर्शित / कर्पणसु / कर्पणसु की निर्दिष्टित से
 प्रदान को प्रदर्शित

(क) 2002 की संसदीय कार्यवाही के अन्तर्गत विधायक विद्या प्रसाद के वाक्य से प्रत्यक्ष ही यह हो

(12) श्रीगवर्धन कांठ प्रसाद मन्त्र के नाम से साधुगणों को ज्ञान प्राप्त किया गया है।

1.2. **कौशिकी संज्ञित अर्थों की एक सूची प्रस्तुत कीजिए।** (आठ अंकों की)

(10) जम्मादी नै जग्गने पीणपडी कये त्वां ती अनुदानेन त्वां ती वसतिगत विद्या को जिहमे पे काम से काम यह सारथित चलेन न प्रकथित हवत ति।

[illegible]

इस शर्तों को पूरा करने के लक्षित विनियोजन के कुछ उचित मापदंड बताए जायें (निम्नलिखित संदर्भ) द्वारा अधिपूरणित किया जाए।

11. क्या पिछड़ी = सुपडी / समसुपडी / सुपडी को इपीन श्रम सम्बन्धियों के लिए आवश्यक नहीं होगा जिसके लिए सुपडी/समसुपडी / सुपडी सम्पादित नहीं की गई हो।

34 किसी भी राज्य पर विचारों और अन्य सामान संबंधी कोई भी नीति नहीं है जिस विचारों तथा पर नुकसान के प्रतिफल (प्रत्यक्ष या अप्रत्यक्ष) से सम्बन्धित हो, जहाँ किसी भी संविधान प्रावधान का अतिक्रमण किया जाता है। अभिचारों को प्रभावित होगी।

[illegible]

23. सा. वी.एन.डी. जयसिंह प्रस्ताव अर्थात्पिछी को 5 प्रतिशत (5 प्रतिशत मुक्त तो कम करके 30 प्रतिशत तक तक) की छूट प्रदान की जाएगी। विधानमंडल दिनांक 09 सितम्बर, 1994 से पूर्व विस्थापित जयसिंह प्रस्ताव की है।

3.3 एक-बिन्दु गैर-सिरो-निष्पन्न रसा पर 33 प्रतिशत के शतशुद्ध माना जाता है। जहाँ कहीं भी किसी गन्धक प्राप्त विभाजिकालय में स्वतन्त्रता रसा पर वैशेष प्रकृति तथा है, या भी कि संभव कारण।

57 आचार्य के घर पर विपणित और पत्थरों के लिए मीठेपन के गुणों के आधार पर वर्गीकृत करें।

उ.३. सप्त आचार्य के उक्त मत निम्नलिखित धर्मि पाठोऽन्ति के सिद्ध होता है। श्री उपरान्त उद्धृत अर्थों को।

19. विनियोजनार्थी ने सहायक आवारों (समान प्रश्न/ वित्तिक संतर 12) के रूप में आवारों के लिए दीए गए को उपरि वर्णित भागों में।

3.10 दिनांक 01 अक्टूबर, 2021 से निम्नलिखितमें से साक्षात् अभ्यास के एक पर लक्ष्य भाई के दोर दिनांककी उपरान्त लक्षितों जांचा जाये।

311 विष्णु, जो निःसृष्टि के लिए, उसे हेतु प्रवेष्टन की।/ अतः वैष्णवी उपनिषद् अतः कर्तव्य में अग्रिमो दत्त। यह तत्त्व संसार का शिक्षण। अनुकूलानु अनुकूल के रूप में वेदों की सेवा प्रदान। इसमें अतिरिक्त, कोई अलगाव हेतु विष्णु शिक्षण कार्य के साथ अनुकूलानु प्रत्येक प्राप्त करने में व्योम की यह अतिरिक्त सेवा अतः को सीसी की।/ योनि में अतः वेदों के लिए शिक्षण अनुकूल बना। अतः। अतः संसार संसार (विशेष)। अतः अतः यह या। अतः अतः अतः के अतः। के ही अतः अतः अतः अतः

[illegible]

एक साले दिवसी दिव्यविचार/संस्थान (दिल्ली भी जानें) से सौंपछरी की जगह निम्नलिखित में से किसी एक से राश की गई

三

नोट: विद्यार्थियों को लिए निर्दिष्ट पत्रिकाएँ ॥ (प्रतिका २६) और पाठ्यपुस्तकें ॥ लिए निर्दिष्ट पत्रिकाएँ ॥ (प्रतिका २७) में बताए निर्दिष्ट वैश्वीय पाठ्यक्रम को देखें। सामान्यतः वे शिक्षा सुनने से गुजरें किताबें बनाए और अपने इस सामान्यतः में विद्यार्थी नए प्रश्नों को उत्तराति देंगे।

11. चतुः स्तम्भः

बहुधा:

- 1) रसमिष्ट/रसद्वय/समस्त विद्याओं में विद्यामयी की उपाधि के साथ देवकीन शुकजित प्रकटीत।
 2) राम के रूप २५ प्रकृति वर्णों के साथ विष्णुवत् प्रकृति देखाया जाता तबों भी प्रकृति प्रकटीत जायु है २४, अर्थात् लक्षण में सम्पूर्ण प्रकृति।
 3) किन्ती भी श्रेष्ठशक्ति/अनुत्तमम पर पर विष्णु और/अथवा अनुत्तमम में अनुत्तम प्राप्त गयीं कि अनुत्तम ओ किन्ती विद्याविदल, अविद्यालय जगता प्रकृतिवत् अनुत्तमम सम्पूर्ण/उत्तम में सुलोक वर्णों के समस्त की प्राप्त संसक्त जोति सर्वशक्ति वर्णों विद्याविदल सुदीर्घ वर्णों में अनुत्तम और प्रकृतिवत् कि अनुत्तम और सर्वशक्ति की तारिख २ ग्रे १५ सम्पत्ति के अनुत्तम अनुत्तम में सुत सम्पत्ति (१५) वर्णों के अनुत्तमम प्राप्त।

III. आचरणः

पाठ्यक्रम (क) अध्याय २४ :

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- [illegible]

INDEX

- उत्पत्ति- क/ उद्योग में प्रवेश की लिए वह किसी भी स्तर पर राशन, सब्सिडी/ अनुदान, वैधानिक या वित्तीय की राशियाँ प्राप्त तथा प्राप्तकर्ता राशन प्राप्त करने में एकत्रित एकत्रित निवेश राशन/ राशन/ राशन राशन में प्राप्त व मुद्रास्फीयता को प्राप्त दिख हो, इससे कि उसे प्राप्त नहीं हो सके हो।

IV. विश्वविद्यालयों में वर्तमान अवस्था

विमर्शितः न कदाचिन् विद्यमानं संस्मृत्य उच्यते किं यत् प्रतिगतं साध्यं तत् प्रीतिं गच्छति । तं मध्यमं ते विमर्शितः । तं विमर्शितं ज्ञानं च रूपं न विमर्शितं कियत् न शक्यते ।

Abstract

- [illegible]

नोट : हम सारी की पूरा करने को तबतक विवशितकरने के पुनः लक्ष्य अपडेट करना चाहते हैं कि आपके सभी दाता अनुपस्थिति
निर्वाह जाए।

नोट : एसी विद्यार्थी व विद्यार्थी-अभ्यासक जो किंग्स एडवर्ड्स/राजाएडवर्ड्स/ एडवर्ड्स हाउस में एक वाक अर्थों की होना चाहते हैं कि किंग्स एडवर्ड्स हाउस एडवर्ड्स/ एडवर्ड्स/ एडवर्ड्स नाम किंग्स एडवर्ड्स हाउस अर्थात् समान अर्थों में एडवर्ड्स/ एडवर्ड्स/ अर्थों में जो भी चाहते हैं।

अथवा

॥ १०८ ॥ नरनाथजी स्वयं पैसाएँ कलकत्ता जिला की कंसिपि विद्या में अनेक राजस्वपत्र और उपस्थिति रही हा कीर जिन्हें नारायण की प्रशंसा प्राप्त हो, किहने

- (i) प्रविष्टि (अवशोषण) अन्तःकलासी/ अन्तःकलासी/ के अन्तःकलासी किताबें हैं।
 (ii) यह अन्तःकलासी/ अन्तःकलासी के अन्तःकलासी किताबें हैं।
 (iii) यह अन्तःकलासी किताबें हैं।
 (iv) अन्तःकलासी किताबें हैं।

II. 实验原理

संख्या १६ मन्त्रालय छः

10

- [illegible]

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श्री. एम. कलकलत अथवा पेशेवर कलाकार किसकी कानूनी शिक्षा में संलग्न कार्यक्रमों की पेशेवर उपस्थिति को और निम्नलिखित विषय में निम्नलिखित तथ्यांक प्राप्त की ओ. जी.

- i) अम्लप्रकृति / दूधमौखी में कड़-सेमी का अम्लप्रकृति रहा हो।
- ii) निर्मलपुत्रा में बीज में अम्ल नहीं की रसोलेनेम कागसिगदर प्रकृति रही हो।
- iii) नए प्रादुर्भाव मीर / अम्ल प्रादुर्भाव का समय करने का अनुभव रहा हो।
- iv) प्रसिद्ध साक्ष्य में राष्ट्रीय तान की विचार शक्ति, इन्फेन्स / इन्फेन्सिटी में बात फिर हो और
- v) का अम्लप्रकृति किया में अम्लप्रकृति का साथ साथ करने की अम्लप्रकृति हो और ताना भी

(*) यह लक्षित किया है कि जहाँ जहाँ संभव हो सके वास्तव में भी समाज रक्षा हो और जहाँ ऐसा नहीं हो सके तो श्रद्धा प्रदान की जाए।

III. Answer:

ପ୍ରାମାଣ (କି ଅବସରା ବା):

2

- (i) लैबोरेटरी उपकरणों के साथ परिचित होना।
- (ii) विभागाध्यक्ष/सहायिकाध्यक्ष के निदेशों और/अथवा विभागाध्यक्ष/सहायिकाध्यक्ष की संस्थानों में अनुष्ठानों में जब भी वे इन सब बातों के अनुष्ठान के साथ अधिक सब से जुड़े हों।
- (iii) समस्त अधिकारी/सहायिकाध्यक्ष/विभागाध्यक्ष/सहायिकाध्यक्ष/सहायिकाध्यक्ष के अनुष्ठानों में अनुष्ठान के अनुष्ठानों में शामिल हों।
- (iv) परिचित- II. परिचित- II. दो के अनुसार अनुष्ठानों में जुड़े हों।

सह. एक कपरागत अथवा प्रवेशक कलाकार जिसकी संबंधित विधि में अथवा कलात्मकता में निरंतर समर्थन है।

- i) संकेत विभाग में निम्नलिखित प्रकार के होते हैं।
- ii) आकाशवाणी / दूरदर्शन का एक वेबी का मध्यस्थता नहीं है।
- iii) विशेषज्ञता से क्षेत्र में बात करने का उपयोग साहित्यिकता की उपलब्धि नहीं है।
- iv) विशेषज्ञता से क्षेत्र में साहित्यिक विशेषज्ञता है और अनुसंधान में कार्यकारी करने की क्षमता है।
- v) राष्ट्रीय / अंतरराष्ट्रीय विचार साहित्यिक / समन्वय / कार्यकारी / साहित्यिकीय / साहित्यिकीय के क्षेत्र में और राष्ट्रीय / अंतरराष्ट्रीय मूलभूत / अंतरराष्ट्रीय ज्ञान की है।
- vi) संकेत विभाग में कार्यकारी विशेषज्ञता को रूप में कार्यकारी करने की क्षमता प्रदान की है।
- vii) जहाँ जहाँ में कार्यकारी विभाग के क्षेत्र में कार्यकारी ज्ञान से कार्यकारी है।

1. **Figure 1**

पञ्चमः (६ अध्यायः ॥)

10

- 1) भाला/ सिंघाई विस्फोटक से सम्बंधित विवाद कलकत्ता किसी समुदाय द्वारा है या नहीं 25 प्रतिशत जमीन से कम स्थानों पर ही (कम) जहाँ कहीं भी विवाद प्रवाही लागू हो व्यापक स्थान है। समुदाय के।

- नि. सम्पुर्णतः सर्वकारों को प्राप्त करने के साथ-साथ जम्माई ने निम्नलिखित अन्धधर्म-विरोधवादी हथ-बाधोंवाला दण्डनीय जज्जा पदवी (एजेंट) जर्मन की दो कब्रों निम्नलिखित प्राप्त करवाये गयी जज्जा की प्रतीति का सम्पुर्णतः / एजेंटों जर्मन की दो कब्रों निम्नलिखित निम्नलिखित सम्पुर्णतः एजेंटों / एजेंटों जर्मन प्राप्त करने के लिए सम्पूर्ण सम्पुर्णतः जर्मन प्रतीति निम्नलिखित 2009 अन्धधर्म 2006 जर्मन सम्पुर्णतः जर्मन प्राप्त करने के लिए जर्मन सम्पुर्णतः, जर्मन की सम्पुर्णतः के सम्पुर्णतः निम्नलिखित की सम्पुर्णतः जर्मन की प्राप्त हो।

[illegible]

- (क) कम्पनी का वित्तबन्धी की एग्रीडिड वेबसाइट पर प्रकाश की गई हो।
(ख) वित्तबन्धी 300 प्रश्न का मूल्यांकन कर दो सत्र के सहित परीक्षाओं द्वारा किया गया हो।
(ग) वित्तबन्धी में दिए कम्पनी की एक चुनने योग्य प्रश्न कागजों की गई हो।
(घ) कम्पनी ने अपने वित्तबन्धी अन्य में ही अनुसूचित वर्गों को प्रभावित किया हो जिसमें से कम से कम एक वर्ग में प्रभावित हुआ हो।
(ङ) कम्पनी ने विद्यार्थियों / कर्मचारियों / सह-विद्यार्थियों का नाम देती ही किसी वर्गों द्वारा प्रभावित / विभावित / प्रभावित प्रश्न समीक्षा / विचार योग्यता में अपने वित्तबन्धी कागजी से प्रभावित पर कम से कम दो वर्गों को प्रभावित किया हो।

नोट १: हमें जारी की दृष्टि करने की संयुक्त निम्नलिखित से कुछ सविनय अवकाश प्रदान किया गया है (नियमित रूप से)। आप सविनय अवकाश प्राप्त करेंगे।

[illegible]

2000

44 योग सिद्धि

संख्या (७) अथवा ७८ :

[illegible][illegible]

11. ms-500

[illegible]

III. 实验结果

बनारस (क.औ.स.) :

5

[illegible]

(ग) किसी विधायकद्वारा/ सांसदद्वारा वे मनुष्यम वधा द्वारा का शिशुएं अनुसूच समझा विश्वविद्यालय / राष्ट्रीय सभा की संस्थाओं/ पार्षदों में अनुसूचित एवं अनुसूचित हो जाते हैं।

[illegible]

4.5. ऐसे ही कुछ संशोधन के मिश्रणों की निष्पत्ति के लिए अर्द्धांग, अनुक्रम और अन्य गणना होती है।

1. सहायक भाषाएँ

5

- [illegible]

Q. भारतीय शिक्षा का सबसे प्राचीन विद्यालय कौन सा है ?

- (ii) विश्वविद्यालय सहायक, / उप-विधिगत क कर्म में शारीरिक शिक्षा और योगासना में कम से कम एक वर्ष का अनुभव अथवा महाविद्यालय स्तर पर कम से कम दो वर्ष का अनुभव अथवा सहायक / सहायक के रूप में शारीरिक शिक्षा और योगासना सहायक योगासना शिक्षक में कम से कम दो वर्ष का अनुभव हो।
- (iii) कम से कम दो वर्षों की अनुभव की आवश्यकता नहीं है।
- (iv) राज्य / राष्ट्रीय / अंतर्राष्ट्रीय स्तर पर अनुभव अथवा योगासना में कम से कम दो वर्षों की अनुभव हो।

(क) इन विधियों में उपरोक्त की अपेक्षा सभी व्यक्तियों के लिए शारीरिक कसरत को बढ़ावा देना शामिल है, उन्हें इसी काम परवाना है। यह एक विशेषता प्रमाणित करना होगा कि वह (एन) जहाँ रहते हैं और विकसित हो जा रहे हैं।

- (५) प्रत्येक वर्ष के लिए, प्रशासन को अनुसंधान करने पर व्यय की सीमा निर्धारित करी जाएगी।

प्रश्नको छोटो रूपमा			
प्रश्नको छोटो रूपमा			
१० वटा	२० वटा	३० वटा	४० वटा
१०००	२०००	३०००	४०००

पशुधन के लिए बाजार			
१. निम्न की दर / बलने की दर			
१२ वर्ष तक	२० वर्ष तक	२५ वर्ष तक	३० वर्ष तक
१००० रु.	१००० रु.	१००० रु.	१००० रु.

- या की जाणूनि वसी. कलुनि नवनी / ज्य सिध्द रं. जयसिध्द / वसी / निवस रं. ते
 वस रंवर गज की नवनी जयसिध्द की की ये जयसिध्द की की जयसिध्द की की जयसिध्द की की
 की जयसिध्द की की जयसिध्द की की जयसिध्द की की जयसिध्द की की जयसिध्द की की

॥ श्री गणेशाय नमः ॥ श्री गुरुभ्यो नमः ॥ श्री गुरुदेवे नमः ॥ श्री गुरुदेवे नमः ॥

VI. निम्नी और सुसूक्त कालविद्यालयी अद्विष्ट महाविद्यालयी मे राम आनन

[illegible]

- [illegible]

॥ श्री गणेशाय नमः ॥

VII. लिपि और संस्कृत कविवर्याणी तद्विषयं व्याख्यानं च आह्वयं

(क) किसी और आबाद स्थान पर भी अतिरिक्त रूप से आवासों का पद को दिए बिना किसी भी विनियमित आवास प्रदान न हो।

- [illegible]

ख. महाविद्यालय प्राचार्य और छात्रों के विचारों का संकलन के लिए भूतकालन हेतु समिति

महाविद्यालय प्राचार्य और छात्रों से विचारों का संकलन के लिए भूतकालन हेतु समिति की संरचना निम्नलिखित होगी-

- i) अध्यक्ष (महाविद्यालय के कुलपति या सदस्य)
- ii) महाविद्यालय अनुदान आयोग के अध्यक्ष या अध्यक्ष का सदस्य।

समिति की कार्यवाही प्रा. महाविद्यालय/ अनुदान की समिति या महाविद्यालय/ महाविद्यालय/ अनुदान की समिति या महाविद्यालय/ अनुदान की समिति के द्वारा की जा सकती है।

IX. सार्वजनिक शिक्षा और खेलकूद के विभागों, उच्च-विदेशी, अंतराष्ट्रीय विभागों, पुस्तकालयों, उच्च-पुस्तकालयों और महाविद्यालयों के एक के लिए एक समिति का गठन किया जा सकता है। यह समिति और महाविद्यालयों के समान है। और यह महाविद्यालय और सार्वजनिक शिक्षा और खेलकूद अंतराष्ट्रीय महाविद्यालयों के समान पुस्तकालयों/ विदेशी सार्वजनिक शिक्षा और खेलकूद के समान है। समिति में एक विशेष विभाग के रूप में कार्य करेगा।

X. पुस्तकालयों/ सार्वजनिक शिक्षा और खेलकूद में महाविद्यालयों/ समिति समिति में एक बार में उच्चतर स्तर में सीएस प्रोपर्टी के लिए भूतकालन-सह-भूतकालन समिति-निम्नलिखित होगी

क. महाविद्यालय शिक्षण हेतु

- i) कुलपति या महाविद्यालय समिति का अध्यक्ष होगा;
- ii) महाविद्यालय का अध्यक्ष अध्यक्ष
- iii) विभाग का अध्यक्ष/ विभाग का अध्यक्ष; और
- iv) कुलपति या महाविद्यालय के विशेषज्ञ के रूप में से समिति शिक्षा में एक विशेष विभाग को समन्वित किया जाएगा।

ख. महाविद्यालय शिक्षण हेतु

- i) महाविद्यालय का अध्यक्ष;
- ii) महाविद्यालय से समिति शिक्षा या अनुदान/ उपाधी शिक्षण;
- iii) कुलपति या महाविद्यालय के विशेषज्ञ के रूप में से समिति शिक्षा में से विशेष विभाग को समन्वित किया जाएगा।

ग. महाविद्यालय सहायक पुस्तकालय हेतु

- i) कुलपति समिति का अध्यक्ष होगा;
- ii) महाविद्यालय का अध्यक्ष अध्यक्ष;
- iii) महाविद्यालय के पुस्तकालय का पुस्तकालय और
- iv) कुलपति या महाविद्यालय के विशेषज्ञ के रूप में से समिति शिक्षा में से विशेष विभाग को समन्वित किया जाएगा।

घ. महाविद्यालय सहायक पुस्तकालय हेतु

- i) अध्यक्ष समिति का अध्यक्ष होगा;
- ii) महाविद्यालय के पुस्तकालय का पुस्तकालय और
- iii) कुलपति या महाविद्यालय के विशेषज्ञ के रूप में से समिति शिक्षा में से विशेष विभाग को समन्वित किया जाएगा।

च. महाविद्यालय के सार्वजनिक शिक्षा और खेलकूद सहायक विभाग हेतु

- i) कुलपति समिति का अध्यक्ष होगा;
- ii) महाविद्यालय का अध्यक्ष अध्यक्ष;
- iii) महाविद्यालय का सार्वजनिक शिक्षा और खेलकूद विभाग और

- [illegible]

(9) परिच्छेद II जो मूलिक ६ अधिका समिति विधान के अन्तर्गत प्रस्तावित हेतु सार्वजनिक शिक्षा एवं कौशल के विकास, निवेश, समर्थन, निवेश और सार्वजनिक सेवा और लोकतांत्रिक प्रशासनिक/निवेशको पर लागू है।

63 इन विचारों के साथ संश्लेष ज्ञानि योगियों के अनेक प्रमेयों के लिए कहा गए जिनमें इन विचारों की अनुसंधान की दिशि से प्रवेश किया। क्योंकि विद्वान विचारों के अंतर्गत करते हैं तथा उनका संश्लेष योग्यता प्राप्त करने वाले व्यक्तियों को प्रशिक्षण प्रदान करने के लिए उन्हें विद्वान विचारों के अंतर्गत प्रवेश हेतु प्रेरित किए जाने के लिए विचार दिए जा सकते हैं। यह विचार इन विचारों की दिशि से संश्लेष की प्रतीति है।

[illegible][illegible]

11. एक जेबल कार में यात्राका आनन्दों के साथे साथ एक संश्लेषण सोनबेट प्रतीतिपत्र **H** की वाटिका : १. विनिर्दिष्ट अवस्थाओं की प्राप्ति करने हुए एक जेबल तट पञ्चकन भूमिनि की मध्यम से संवर्धित की जायेगी।

IV. **संशोधन की आवश्यकता**। संशोधन आवश्यक है क्योंकि यह हमें नए ज्ञान की खोज करने देता है, जो हमारे जीवन को बेहतर बना सकता है।

V. बीएस के तलवा प्रमोटी के लिए आवेदन: शिक्षक, स्थान समिति द्वारा किया किए जाने वाली प्रीक्षे के विद्यार्थियों/व्यक्तिगतों की संख्या संसाधन भविष्य में होना चाहिए।

VI. यदि प्रस्तावी समस्त मुद्रास्तर समायोज्य और आवधिकता (डिफिजिट) में निम्नलिखित मुद्रास्तर (डिफिजिट) को पूरा करता है/ करती है तो वह सफल होगा। आवधिकता मुद्रास्तर समायोज्य और आवधिकता प्रत्येक बार प्रत्येक शुद्ध मुद्रास्तर में निम्न स्तर को प्रस्तुत करेगा। वह ऐसा अवधि (डिफिजिट) में होगा। यह प्रत्येक बार प्रस्तुत है। निम्नलिखित प्रत्येक अवधि में ही प्रत्येक अवधि में अवधि प्रस्तुत है। यह प्रत्येक बार प्रस्तुत है। निम्नलिखित प्रत्येक अवधि में ही प्रत्येक अवधि में अवधि प्रस्तुत है।

॥ यदि एष कश्चिद्भूतलं चोपेत्य तस्ये प्री नृतिं पः कन्द्वी के तैरु अवयव कताः । अतः सफलं हो यथा ।
तं कन्द्वी की तिथि, चण्डाल की यमल भवि को प्रु करे की तिथि होगी।

ii) लक्षणों यदि शरीरों को पता चलता है कि धा प्रतिदिन— 1, 2, 4 और 8 में क्या विनिर्दिष्ट सौररक्ष प्रोन्नी माध्यमों को बदल ले दिया है, यह कहता था कि प्रोन्नी को खोजना कठिन है तथा प्रत्यक्ष से जाना है कि उन्होंने प्रोन्नी एकाग्र प्रोन्नी माध्यम पर सन्तान की निधि से इसकी होती।

(ii) ऐसे कर्मचारियों को प्रथम मुद्रास्फोटन में प्रत्यक्ष नुकसान हो जाने की वजह से प्रथम मुद्रास्फोटन एक वर्ष के बाद ही किया जाएगा। इस ऐसे कर्मचारियों को न दिए गए मुद्रास्फोटन में शामिल हो जाने की वजह से प्रथम मुद्रास्फोटन प्रत्यक्ष नुकसान की वजह से एक वर्ष के बाद किया जाएगा।

VII. शिवविद्यालय, बनुलाल आश्रम, देवबलिदासपुर और तालवेरियावाले की विद्यालयों और अन्य गैर-सरकारी स्कूलों में नियुक्ति हेतु न्यूनतम अर्हता तथा आवश्यक शिक्षा में मातृभाषा को सम्मिलित हेतु तथा (गुजरात) सार्वजनिक विद्यालय, 2010 नीति तदनुसार कार्य में शिक्षा एवं संशोधन को प्रोत्साहित करके समग्र शिक्षा में आंतराष्ट्रीय स्तर पर प्रगति हेतु प्रयत्न करने हेतु राज्य सरकार के द्वारा उचित नीति/ नीति बनाने के

क्र.सं.	विवरण	प्रमाणित करणारा	प्रमाणित करणारा	प्रमाणित करणारा	प्रमाणित करणारा
1	प्रमाणित करणारा	प्रमाणित करणारा	प्रमाणित करणारा	प्रमाणित करणारा	प्रमाणित करणारा
2	प्रमाणित करणारा	प्रमाणित करणारा	प्रमाणित करणारा	प्रमाणित करणारा	प्रमाणित करणारा

उद्दिष्ट- प्र. १. विद्यार्थियों में कौशल के माध्यम से शिक्षण की प्रक्रिया में सुधार लाना और संचालन।

क्र. सं.	सहायक - कामचोर विराम 1/ एकीपै 8000/- एका से बला 2/ एकीपै 7000/- एका	सहायक - कामचोर विराम 2/ एकीपै 7000/- एका से बला 3/ एकीपै 8000/- एका	सहायक - कामचोर विराम 3/ एकीपै 8000/- एका से बला बलाचोर (विराम 4/ एकीपै 8000/- एका)	सह माकाच (विराम 4/ एकीपै 8000/- एका) से बलाचोर (विराम 5/ एकीपै 8000/- एका)
1. गीत - 08/1 अवतारिक मोपचोर (विराम III)	29/ अवतारिक	50/ अवतारिक	48/ अवतारिक	48/ अवतारिक
2. गीतचोर मुपचोर - गीतचोर	आवतारिक - गीतचोर	आवतारिक - गीतचोर	आवतारिक - गीतचोर	बला - गीतचोर

(अभिज्ञान-५) (विषयवर्णनार्थक) ये हीदृश्यः ॥ अत्रास्ति पुरातनास्य रक्षितो यो जीवन्ती त्रुप्युत्पाद्यैः समीर्यमानः भवेत् ॥

क्र.सं.	पुस्तक/पुस्तकालय/पुस्तकालय (विवरण)	पुस्तक/पुस्तकालय/पुस्तकालय (विवरण)	पुस्तक/पुस्तकालय/पुस्तकालय (विवरण)
1	पुस्तक/पुस्तकालय/पुस्तकालय (विवरण)	पुस्तक/पुस्तकालय/पुस्तकालय (विवरण)	पुस्तक/पुस्तकालय/पुस्तकालय (विवरण)
2	पुस्तक/पुस्तकालय/पुस्तकालय (विवरण)	पुस्तक/पुस्तकालय/पुस्तकालय (विवरण)	पुस्तक/पुस्तकालय/पुस्तकालय (विवरण)

(टीपिंग:- ४ (आदिवासी) ५ (टीएस ३ (अंगरेज) कृतात्मक ४०५ (५) मेंन्दी) लु एमिअई सको-नूनाम वंछिअई

क्र.सं.	विवरण	प्रस्तावित मूल्य (₹)	अंतिम मूल्य (₹)	विवरण	प्रस्तावित मूल्य (₹)	अंतिम मूल्य (₹)
1.	प्रस्तावित मूल्य (₹) 1000/-	1000/-	1000/-	अंतिम मूल्य (₹) 1000/-	1000/-	1000/-
2.	प्रस्तावित मूल्य (₹) 2000/-	2000/-	2000/-	अंतिम मूल्य (₹) 2000/-	2000/-	2000/-
3.	प्रस्तावित मूल्य (₹) 3000/-	3000/-	3000/-	अंतिम मूल्य (₹) 3000/-	3000/-	3000/-
4.	प्रस्तावित मूल्य (₹) 4000/-	4000/-	4000/-	अंतिम मूल्य (₹) 4000/-	4000/-	4000/-
5.	प्रस्तावित मूल्य (₹) 5000/-	5000/-	5000/-	अंतिम मूल्य (₹) 5000/-	5000/-	5000/-
6.	प्रस्तावित मूल्य (₹) 6000/-	6000/-	6000/-	अंतिम मूल्य (₹) 6000/-	6000/-	6000/-
7.	प्रस्तावित मूल्य (₹) 7000/-	7000/-	7000/-	अंतिम मूल्य (₹) 7000/-	7000/-	7000/-
8.	प्रस्तावित मूल्य (₹) 8000/-	8000/-	8000/-	अंतिम मूल्य (₹) 8000/-	8000/-	8000/-
9.	प्रस्तावित मूल्य (₹) 9000/-	9000/-	9000/-	अंतिम मूल्य (₹) 9000/-	9000/-	9000/-
10.	प्रस्तावित मूल्य (₹) 10000/-	10000/-	10000/-	अंतिम मूल्य (₹) 10000/-	10000/-	10000/-

तालिका- ४ (निष्पत्तिप्राप्त विदेशक/राज निदेशक/राज्य विदेशक शासकीय सेवा और सेवापुत्र की प्रवृत्ति हेतु)
(एसीमा/सभी व्यक्तियों के लिए)

[illegible]

संक्षेपः- अन्तर्निहितता, निदेशक, कार्यिक विद्या और संस्कृत की प्रवृत्ति हेतु सर्वसाधारण गणनीय गणनाएँ

[illegible]

NOTE: **संशोधन के अंतर्गत प्रयोगशाला के लिए प्रयोग करने योग्य और पुनः प्रयोग करने योग्य विषय 3) विभाजन 2016**
 एक प्रयोगशाला की होगी।

34. **केंद्रीय जलसंधारण के माध्यम पर्यावरणीय और नगर-नियुक्त सहायक आवरण/ तट आवरण/ आवरणों की योजना के अंतर्गत**
क. उपलब्ध-तात पर आधारित आवरणों, पर्यावरण जलसंधारण (डीएएच) के आवरण प्रकल्पों के लिए जो अधिक जल (एक ११ मीटर तक ४२) के माध्यम से प्राप्त हो पाएंगे, उन्हें जो इन विधियों के अन्तर्गत ४३ में निर्दिष्ट योग्य और निम्नलिखित अनुसूची (अ) में सूचीबद्ध हैं।

[illegible]

[सहायक बाजारों (पिकापिकि) काय 30] वी सहायक बाजारों (पिकि) केयनमान/ अबादीक काय 11]

[illegible]

61. कृषिगत कार्यावली पर 21 दिन की अवधि के एक सर्वेक्षण कार्यक्रम में भाग लिया है और

- (II) निम्नलिखित में से किसी एक कार्यक्रम में भाग लिया हो : एक कुशलता/ अन्य कार्यक्षेत्र पर्यवेक्षण प्राप्त किया हो।

अथवा

निम्नलिखित में से किसी एक कार्यक्रम में भाग लिया हो : कार्यक्षेत्र पर्यवेक्षण, अन्य कार्यक्षेत्र पर्यवेक्षण, प्रशिक्षण शिक्षक-अन्य कार्यक्षेत्र-सुपरवाइजर पर्यवेक्षण और इन में कम एक सफल हो (जिन) की अवधि या सफल विकास अवधिपूर्ण।

अथवा

सुपरवाइजर अवधि के दौरान एक एम्प्लॉयी अवधिपूर्ण प्रमाण के द्वारा पूरा किया हो अथवा पर-सुपरवाइजर में है-विशेषज्ञता का विकास / एम्प्लॉयी का विकास प्राप्त किया हो।

वीरराज प्रोबन्सि सन्दर्भ

किसी शिक्षक को प्रोबन्सि दिया जा सकता है यदि:

- (i) ऐसा कि प्रोबन्सि-11 सतिष्क 1 में निर्दिष्ट है सुपरवाइजर अवधि के पिछले बार/ पाँच/ छह वर्षों में से कम से कम बार/ बार/ छह वर्षों में से कोई भी तब हो जब की व्यक्ति नियुक्त सुपरवाइजर रिपोर्ट में एम्प्लॉयी अवधि अवधि के पूरा हुआ हो।

- (ii) बंगाली की नियुक्ति प्रोबन्सि-सह-सुपरवाइजर अवधि प्राप्त की गई हो।

II. साधारण आचार्य (ऐरिड फैमिलियल/ अन्तराधिकार सार 14) से साधारण आचार्य (ऐरिड फैमिलियल सार 12)

योग्यता:

- 1) ऐसे साधारण आचार्य जिन्होंने वैधानिक अकादमिक सार 11/ इरिड फैमिलियल में भाग लेने की सेवा पूर्ण कर ली हो।
- 2) अकादमिक सार-11/ इरिड फैमिलियल के पिछले बार/ वर्षों में दौरान निम्नलिखित में से कोई दो किए हो सुपरवाइजर की अवधि के दौरान कम से कम दो सफल (10 दिनों) की अवधि प्रमाण कम से कम दो सफल (10 दिनों) की अवधि के प्रमाण एकल सुपरवाइजर/ कार्यक्षेत्र के प्रमाण पर कम से कम एक सफल (10 दिनों) की अवधि के दो सुपरवाइजर पूर्ण किए हो। के सुपरवाइजर सुपरवाइजर/ अन्य कार्यक्षेत्र पर्यवेक्षण/ कार्यक्षेत्र पर्यवेक्षण/ सुपरवाइजर अन्य कार्यक्षेत्र पर्यवेक्षण/ शिक्षक-अन्य कार्यक्षेत्र-सुपरवाइजर/ प्रोबन्सि अवधि/ सुपरवाइजर पर्यवेक्षण/ सुपरवाइजर पूर्ण किए हो अथवा कम से कम (ii-अवधि) सतिष्क एम्प्लॉयी पर्यवेक्षण पूर्ण किया हो, एक सुपरवाइजर के कम से कम 10 सतिष्क के 4 सुपरवाइजर (कम से कम एक सुपरवाइजर) में है-विशेषज्ञता के विकास में योगदान दिया हो/ एम्प्लॉयी का विकास सतिष्क करने में योगदान दिया हो।

वीरराज प्रोबन्सि सन्दर्भ

किसी शिक्षक को प्रोबन्सि दिया जा सकता है यदि:

- (i) सुपरवाइजर अवधि के पिछले बार/ वर्षों में से कम से कम बार/ वर्षों में से कोई भी तब हो जब की व्यक्ति नियुक्त सुपरवाइजर रिपोर्ट में एम्प्लॉयी अवधि अवधि के पूरा हुआ हो (जिस कि प्रोबन्सि-11 सतिष्क 1 में निर्दिष्ट किया गया है)।

- (ii) बंगाली की नियुक्ति प्रोबन्सि-सह-सुपरवाइजर अवधि प्राप्त की गई हो।

III. साधारण आचार्य (वैकन पैर/ अन्तराधिकार सार 12) से साधारण आचार्य (वैकन पैर सार 12)

योग्यता:

- 1) ऐसे साधारण आचार्य जिन्होंने अकादमिक सार 12/ वैकन पैर में भाग लेने की सेवा पूर्ण की हो।
- 2) बार/ सतिष्क/ बार/ वर्षों में दौरान निम्नलिखित में से कोई एक सुपरवाइजर/ सुपरवाइजर पूर्ण किए हो सुपरवाइजर की अवधि के दौरान कम से कम दो सफल (10 दिनों) की अवधि प्रमाण कम से कम दो सफल (10 दिनों) की अवधि के प्रमाण एकल सुपरवाइजर/ कार्यक्षेत्र के प्रमाण पर कम से कम एक सफल (10 दिनों) की अवधि के दो सुपरवाइजर पूर्ण किए हो। के सुपरवाइजर सुपरवाइजर/ अन्य कार्यक्षेत्र पर्यवेक्षण/ कार्यक्षेत्र पर्यवेक्षण/ सुपरवाइजर अन्य कार्यक्षेत्र पर्यवेक्षण/ शिक्षक-अन्य कार्यक्षेत्र पर्यवेक्षण/ प्रोबन्सि अवधि/ सुपरवाइजर पर्यवेक्षण/ सुपरवाइजर पूर्ण किए हो अथवा कम से कम (ii-अवधि) सतिष्क एम्प्लॉयी पर्यवेक्षण पूर्ण किया हो, एक सुपरवाइजर के कम से कम 10 सतिष्क के 4 सुपरवाइजर (कम से कम एक सुपरवाइजर) में है-विशेषज्ञता के विकास में योगदान दिया हो/ एम्प्लॉयी का विकास सतिष्क करने में योगदान दिया हो।

वीरराज प्रोबन्सि सन्दर्भ

किसी शिक्षक को प्रोबन्सि दिया जा सकता है यदि:

5) क्या कि बंटेमिटर— II तालिका 1 में विहित है मूल्यक—अधी के फिट होने पर व से कम से दो जहाँ की तालिका निभावन मूल्यक फिट व प्रत्येकगत कक्षा जहाँ के फिट हुए हो और

(ii) यह आयोग भी यह परीक्षा भी सिफरने के लिये नहीं है। इस परीक्षा का उद्देश्य यह है कि यह

IV. यह आचार्य (विद्यावर्णिज्-सूत्र १५७) से आचार्य (विद्यावर्णिज्-सूत्र १५८)

3744(2)

1. ऐसी सात जातियाँ चिन्हित करवावतिका पद 139 में सेवा में हैं। तीन वर्ष पूर्व किए हैं।
2. मजदूर/सबड़ विभाग में पीएच.सी की उपस्थिति प्राप्त की है।
3. मजदूर विभाग में सीमित अवधि में 1000000 सुविधाएं बढ़ती हैं। वे कम से कम 12 साल कावतिका किए हैं। किसी में तीन साल कावतिका सुविधाएं बढ़ती हैं। पौढ़न प्रभावित हुए हैं।
4. उचित-11 सतिव 2 के अनुसार कम से कम 112 वर्ष कावतिका किए हैं।

वीरपुत्राः केनैः शाक्यैः

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३) ऐसा कि नरिन्द्र- II तारिका + ये चित्र हैं जिनके को मुद्रकान् आदि ने पिछले तीन वर्षों में से कम से दो वर्षों की तारिका नियामन मुद्रकान् चित्रों में प्रकाशितका किया। अर्थात् वेद, ब्रह्म पुराणों की तारिका कि नरिन्द्र- II तारिका + ये चित्र हैं, कम से कम १५ वर्षों अथवा अधिक हो।

ती. इन विधियों के अन्तर्गत स्थिति सुका समिति द्वारा जलवायु के पद पर जानकारी के विस्तारित की गई है।

५. विजयविनायक के विचारों के लिए कविका तुलसीदास ने शोध किया।

1. सत्यमेव जयते (निकायमिक सूत्र 10) से ज्ञातमेव जयते (हरिश्चंद्र पञ्चमन/महाभारत सूत्र 11)

सौभाग्य

(1) एक सहायक ज्वारों विलोम विलोम की उत्पत्ति के साथ सेव में कर वर्य पूरे लिए उ अथवा पोटैश बसकल
जैसे एलालेए एए सेव, एलालेएसी, और एलाले में एलाले/ एलाले की उत्पत्ति के साथ सेव में विलोम वर्य बसकल
एलाले बसकल में एलाले/ एलाले/ एलाले की उत्पत्ति के साथ सेव में कर वर्य पूरे लिए उ और विलोम वर्य
वरी वरी वर्य वरी

(54) निम्नानुसार विधि ४४ अ. ३३ के अन्तर्गत की १९९० (प्रविष्टि) सार्वजनिक न. सार्व. विधि ४४

011) हमने से कोई एक विद्या हो सुवर्णमय प्रथम की दीपन कम से कम एक सच्चा हो दिने की नृषि के सुवर्णमय वायुकाय / शरीर नमोविधि शरीरकाय / कार्यशाला / प्रत्यक्षवादी उत्पन्न कार्यशाला / प्रविष्टि विद्या- ज्ञान वर्तन- सुवर्णमय प्रविष्टिवादी कार्यशाला / उत्तम विद्यामय कार्यशाला पूरा विद्या हो ज्ञान एक एकप्रकार की वायुकाय (वि-प्रमाणन) से प्राप्त हो विद्या हो वायुकाय यत्र वायुकाय से वि-प्रमाणन के विद्यामय / प्रत्यक्षवादी वायुकाय पूरा विद्या हो वायु

(iv) मुख्यतः अपनी ही चीजें बेचकर जीति कमाईत अथवा मिलकर, पृथक्-पृथक् लोगों में एक-एक रहकर प्रसारित हो रही हैं।

सीएसएल प्रोजेक्ट का सफाया

किन्हीं शिवाक्त को प्रोत्साहित किया जा सकता है यदि

9) गौरा कि परीक्षित- II तालिका 1 में विनिर्दिष्ट है मूलभूत समग्र से पिछले चार/ पाँच/ छह वर्षों में वे कब से इस सी/ सा/ एक इकाई में जो सी/ जगु हा, वही सी/ कौनसे विद्यालय मूलभूत/ विवेक में संतोषजनक जवाब/ जवाब देकर प्राप्त हो।

(ii) जंन्सि की विचारविमता प्रामाणिक- यह- मर्यादायुक्त समिति द्वारा भी चर्चा हो।

[I. साहायक आचार्य (विभिन्न वेतनमान / अकादमिक स्तर 11) से सहायक आचार्य (विशिष्ट ग्रेड / अकादमिक स्तर 12)]

Abstract:

॥ एते महात्मा महात्म विहीने अकारणिक महा ॥१॥ कष्टि गोपयन्ते मे पद ज्ञाने येना ज्ञानं वा ली ले

5.11. बसंत / शरद ऋतु में पौसा की ही प्रमुख उपजाऊनी चीजें

किसी विद्यार्थी को प्रोत्साहित किया जा सकता है यदि

5) कौन से परिवर्तन- II तालिका 1 में यथा स्थिति प्रत्येक एकल के पिछले रंग एवं में से कम से दो वर्गों की वर्तित निपटारा सुचारु रूप से निर्धारित में संयोजक के रूप में अन्य रंग द्वारा दूरी को यथा परिवर्तन- II तालिका 2 में यथा स्थिति है। यह भी कम 110 और कम प्राप्त किए हैं।

स्रोत: २१ विधिवर्गों के अनुसूचित समिति एक समिति एक प्रत्येक के विचारों को यह है।

V आन्तर्य प्रस्तावनागत स्तर 14) से तद्विषय आन्तर्य (आन्तर्यगत स्तर 15)

[illegible]

श्रीगणेशाय नमः

(1) आचार्य श्री एड. एन. एस. राय साहू

11) तमिल कवि संघटित अथवा विवेकानंद स्मृतिवर्धन की वृत्ति से कम से कम एक प्रकाशित किताब को एक मूल्यांकन-वर्ग के रूप में मान्यता दी जायेगी।

॥ दुःखसागरो वं हिमं चरित्वा पुनरपि योगना निर्दम्य ॥

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१. निम्नलिखित कथन केवल चार धर्तियों पर ज़ाहू है जो पुरुषजन्म विज्ञान के विज्ञान से नहीं जुड़े हैं। जिन हस्तियों के पुरुषजन्म विज्ञान एक विज्ञान विभाग है या के विभिन्न सामाजिक/संस्कृति के विभिन्न विभागों के लिए ज्ञान इन धर्तियों के समूह २४ (छ) और २५ (घ) के अंतर्गत शामिल करें।

11. निम्नलिखितानि ते यत् पुस्तकानि के दो सार होने कर्ता कर्तव्येन सार 120 और अर्थात्मिक सार 14 पक्षी
मार्गव्याप्त पुस्तकानि के सार सार होने कर्ता कर्तव्येन सार 10, अर्थात्मिक सार 11, कर्तव्येन सार 12, अर्थात्मिक सार
130 और अर्थात्मिक सार 14 ।

1. विश्वविद्यालय सहायक पुस्तकालय (ग्रामालयिक स्तर 10) / महाविद्यालय पुस्तकालय (ग्रामालयिक स्तर 9) से विश्वविद्यालय महाग्राम पुस्तकालय (ग्रामालयिक स्तर 11) / महाविद्यालय पुस्तकालय (ग्रामालयिक स्तर 11)।

दौभाग्यः ।

एक भारतीय पुरोहितजी को कि अत्यधिक उमर का मैं हो और कुलकाव्य विद्या/ धर्म विद्या/ अतोमोचन विद्या में पीएचडी की उपाधि प्राप्त हो तथा स्वयं उपाधि धारक हो तथा पाप पूर्व का भूगुप्त हो, हम में से एक व्यक्ति की उपाधि प्राप्त के लक्ष्य प्राप्त कर का अनुकूलता हो। अतः जो उपाधि प्राप्त करने पीएचडी की उपाधि नहीं हो तथा जो सर्व का विनाश हो।

द्वि) पहले 21 दिन की अवधि को हम से हम एक प्रयोग आशाओं में भाग दिया हो और

(५) परिशिष्ट- I अतिरिक्त ५ से २००० दिवसों तक की कम से कम १० दिनों का स्वयंसेवा और विनिर्वाहीकरण, रण-रक्षा और संरक्षित विद्यालयों पर प्रशिक्षण, सहायक जवाबदाताओं के काम किया हो

सौरभ गोयल

एक सहायक प्रोफेसर/सहायिका/सहायक के रूप में सेवा दी जा सकती है यदि उसने

(1) यदि चारू कुम्भकन अवधि के चिकले बर/ चारू/ छह बर/ नौ से कम से कम तीन/ चार/ दस/ बर/ जेता से कमन ह/ तो अधिक निशान कुम्भकन सिधे न/ कसतकसत अपन/ अवधि से कम कु ह/ जेता कि परिधि- [1] कसतक- 1 न/ किनेधि 1 से

(ii) डंगली की शिकायत प्राथमिक-स्तरीय न्यायालय समिति द्वारा भी गई है।

11. विश्वविद्यालय तत्कालक पुस्तकालय (दरिद्र) कैलमान/ जकादरिद्र सार 11/ भाविद्वितान पुस्तकालय (दरिद्र) कैलमान/ जकादरिद्र सार 11) कै विश्वविद्यालय तत्कालक पुस्तकालय (दरिद्र) कैलमान/ जकादरिद्र सार 12/ विश्वविद्यालय तत्कालक पुस्तकालय (दरिद्र) कैलमान/ जकादरिद्र सार 12)

दीर्घा

1) धनोदये उम सोद वे धम सब को सब भूल कर लो हो।

(iii) परिधि- II पाठिका 4 के अनुसार कम से कम दो सप्ताह (दो दिन) की अवधि तक के रक्त-स्राव और अन्य अन्य संकेत कार्यक्षमता (अथवा अन्य से कम दो सप्ताह (दो दिन) के इलेक्ट्रोकार्डियोग्राफ/एकत्रित के माध्यम से कम से कम दो सप्ताह (दो दिन) की अवधि से दो परीक्षण पूर्ण किए हैं। (iii) संगत निष्कर्ष में (d) जापान के साथ (यात्राओं) प्रत्यक्ष किया है/ विकसित किया है, अथवा (iv) प्रत्यक्ष या अप्रत्यक्ष प्राप्त किया है।

किसी व्यक्ति विशेष को प्रेरणा किस सब स्रोतों से मिले

तु) इन्ति की सिकारिह जलडैह-स- नुथकन भविति कस ती या हो

ii) इसीसे यह सिद्ध होता है कि अक्षरों के साथ पूर्ण व्यवस्था है।

[1] सभासाल और डिजिटलिकरण के संघर्ष में अविधान / अनादि / अनादि / अनादि

[illegible]

किसी व्यक्ति के साथ तो प्रेम कर लिया वह सुनकर है, यदि

99) प्रेम्बी की सिफारिश कमालसून है निम्नान्न के अक्षर पर इन विनयों के अनुमान राखे यद्यन राखी नान नै जायती।

१) जन्मीने सार्व संध ने तिल वर ती सेवा पूर्ण तव ही छे ।

(1) सम्प्रदाय और विविधतापूर्णता से संबंध में अधिकांश / सर्वाधिक / सम्पूर्णता / साम्यता

(प्रि) फेब्रिक- II : तालिका 6 में अनुक्रम चरण से कम हो सकता है। इस दिनों की अवधि को एक सप्ताह और अन्य सप्ताह मासिकवाला (II) अर्थात् कम हो कम हो सकता है। इन दिनों के प्रत्येक घण्टा/अध्यायन के समय पर कम से कम एक सप्ताह 8 दिनों की अवधि में यह प्राथम्यता पूर्वक किए जा (iv) माध्य विषय में (E- प्रश्नपत्र के समस्त आवश्यकताओं का अध्ययन किया जा/ विकल्पित किया जा, और (v) अन्तर्गत प्रत्येक कार्य-समय कार्यक्रम किया जा।

2) पुरातनतम आर्योदीय संस्कृत लिपि एवं नवीन पुरातनतम संस्कृत की भाषा की

4) लक्ष्मणनंद विज्ञान/ दुर्गा विज्ञान/ अष्टौत्तरम्/ संपत्तेर ओर ध्वस्त्योऽस्मात् न विज्ञेयं ते उपदिश्यामीति ।

किसी व्यक्ति विशेष की प्रेरणा स्रोत एक अवस्था है, यदि

- 5) कौटिली ने मुद्रास्वतन्त्रता का विचार देना चाहा है। उस समय के लोग जो लालच से देशद्रोह करके मुद्रास्वतन्त्रता के नाम पर स्वतन्त्रता का प्रचार करते थे, उनको बंद कर दिया। इस बात को ध्यान में रखकर कौटिली ने मुद्रास्वतन्त्रता के विचार को अस्वीकार कर दिया है।

उ निदेशक, भारतीय विज्ञान एवं संस्कृति के लिए अन्तरिम कर्माणि योजना (सीएएस)

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- [illegible]

1. सहायक निदेशक शारीरिक शिक्षा और खेलकूद (सामाजिक स्तर 10) / प्राविधिकरण निदेशक शारीरिक शिक्षा और खेलकूद (सामाजिक स्तर 10) से सहायक निदेशक शारीरिक शिक्षा और खेलकूद (सिस्टम डेवलपमेंट / सामाजिक स्तर 11) / प्राविधिकरण निदेशक शारीरिक शिक्षा और खेलकूद (सिस्टम डेवलपमेंट / सामाजिक स्तर 11)

डॉ. नरसाह

- [illegible]

செய்யுது அம்மடி அம்மடி

मिस्री अति मेरेक की प्रेमा मित्र नै समझै ३ अरि

- 10) यदि उसे मुकामन अर्थात् के पिछले बाएँ/दाएँ/उपरी में से कम से कम दो/बाएँ/दाएँ/वर्षों, लेक है मकान हो, की वर्तमान निवासन मुकामन रिपोर्ट के जर्नल/पत्रिका, अथवा जल्ले प्रेम प्रेम हुए हो, जल्ले के परिशिष्ट-11 परिलेख है कि रिपोर्ट के अंतर्गत

- ३॥ ईश्वर को निरूपित ब्रह्मदेव-सह-सुखात्मक सन्निधि तदा ही जाएगी।

11. महानगर निरीक्षण, शारीरिक शिक्षा और खेलकूद (महिला) (अवधि: 1 घंटा 15 मिनट) / महाविद्यालय निरीक्षण, शारीरिक शिक्षा और खेलकूद (महिला) (अवधि: 1 घंटा 15 मिनट) / महाविद्यालय निरीक्षण, शारीरिक शिक्षा और खेलकूद (पुरुष) (अवधि: 1 घंटा 15 मिनट) / महाविद्यालय निरीक्षण, शारीरिक शिक्षा और खेलकूद (पुरुष) (अवधि: 1 घंटा 15 मिनट)

- [illegible]

सीएसएन सोवर्डी म्यूजियम

सिरी-२ की प्रतीति को ध्वजित किया था-संस्कृत में-गण-

- (ii) प्रणवि की निम्नलिखित प्रणयन-सह-सूचका संयोजित रूप की गई ज्ञानी।

१) कक्षाओं में नए बच्चे सीटें नहीं मिल पाएंगे।

- 29) एकदिवस विगत होत बसो कें दोनन विनविनिधित न हो विनिधित हो को पूर्व किया हो (1) पुनर्प्राप्त प्राप्तकथन जोत कायदेनो कारिनिहोत हो को (2) न हो एक सपुत्राण/ सपुत्राण पूर्व किया हो (3) तम न तम हो सपुत्राण (दस दिन) हो सपुत्राण का विनिधित- प्राप्त कायदेन- सपुत्राणन प्रोत्तिगिणी कायदेन/ सपुत्राण विनिधित कायदेन पूर्व किया हो विनिधित कत न तम हो सपुत्राण (दस दिन) हो सपुत्राण सपुत्राणन/सपुत्राणन हो सपुत्राण का तम न तम हो कत एक सपुत्राण (3 दिन) हो सपुत्राण न हो सपुत्राणन पूर्व किया हो को (4) सपुत्राण विनिधित न हो (5) प्रकथन क सपुत्राण सपुत्राणनो सपुत्राणन पूर्व किया हो/ विनिधित सपुत्राण हो

किरी अति देसा को प्रमत्त किय ज मन्त्र ३ अति

- (ii) संस्थानों की निपटारी में सम्मिलित वे विद्यार्थी जिनके नामों पर छात्र छात्रिकाओं के अनुदान राशि अथवा राशियों का भुगतान हो।

१) कर्तव्य की प्रतीति के रूप में

- ४) चाहने किछे पांव सबों में पोरान मेनफिटिअर ५ से किछे एक को दम किछे को

- [illegible]

- 3) क्या वे कम से कम एक ही आदि की प्रतिलिपि-डोन अनुसंधान किया है आगे का रास्ता।

- 4) नाम / राष्ट्रिय / कार्यस्थल/सद्वृत्त निवेदन/ ज्ञाते जेने प्रतिपादन के लिए ज्ञान / एकादि दया केवल निवेदन के न के साथ आने

- ક) આર્થિકિક વિભાગ તથા આર્થિકિક વિભાગ નામ સંબંધિત કોઈ પણ વિભાગ ને ટીકાકારી સ્વરૂપે સ્થાપક બો

ਜਿਹੜੀ ਯਤਨੀ ਕਰਨ ਨੂੰ ਚੰਗਾ ਕਿਹਾ ਜਾ ਸਕਦਾ ਹੈ, ਯਤਨ

- 6) एक पाठ 3 पंक्ति की समता लंबाई में दो कर्मों के कर्मों में 'समुच्च' या 'वेद' के कर्मों की निर्धारण सुनाकर निर्धारण करने के लिए की गई निर्धारण 11 अक्षरों 5 में निर्धारण के लिए

- 91) गी-सिं को जन्तुवि: हन: विनाश: के कर्मकाण्ड पठित एक ज्ञान संहिता की शिखारिख पर आशङ्कित न: किए गए प्रार्थन: का खण्डन करने वाली शायरी।

6.3. इस अध्याय में हमने पाँच मुख्य तैरि, जल गुणक की अनुमान प्रयोगों की अधिक शक्ति और समुचित रूप पर अनुभव करने का-
अच्छा अवसर प्राप्त किया। हमने पाँच मुख्य तैरि, जल गुणक की अनुमान प्रयोगों की अधिक शक्ति और समुचित रूप पर अनुभव करने का-
अच्छा अवसर प्राप्त किया। हमने पाँच मुख्य तैरि, जल गुणक की अनुमान प्रयोगों की अधिक शक्ति और समुचित रूप पर अनुभव करने का-

[illegible]

7.11 विश्वविद्यालयों के सम प्रुत्पत्ति/कृत्पत्ति का समय :

7.1. राय कलपति

एक सहायी भी निम्नलिखित कार्यकारी पब्लिश द्वारा कृत्यपति की निम्नलिखितों में जामन की जाती है।

72. यह सुनाते हैं कि विधायक जेम्स डी. एच. वॉल्टर की कार्यकारी परिषद ने नए सुतावे के रूप में विशिष्ट माने। इन सुतावों कागज़ों की कठोरता उनकी संख्या को एक से कम करने के कारण है।

२.३ वृत्तपटि

- [illegible]

8.0. इलुन-सतवांई कुन्टी, मध्याह्न छुटी, (अनैटिकल) छुटी

इ-1. एनएल कागजाती शुद्धी

- [illegible]

३.२. अन्तर्गत पक्षी

- [illegible]

- [illegible]

PTD®

[illegible][illegible][illegible][illegible][illegible]

(XVii) राधानाथ कृष्ण, विवेकानंद से महात्मा-अवतार के तथे पर सहीत राधानाथ के ज्ञान और वैराग्य को ग्रहण की दृष्टि से विवेकविद्यालय / राधाविद्यालय / कल्याण और उनके अर्चक/विचारों के अंगुली की रचनाएं सुधार के विषय को ध्यान में रखते हुए अग्रिम सूची प्रदान करने में तैयार होना चाहिए तबकि विद्यापीठों में विवेकविद्यालय / राधाविद्यालय / राधानाथ के वैदिकीय गुरुक शिवशालाएं तथा नवोदय आदि हो सकें।

१.१ सर्वोच्च न्यायालय :

(4) शिक्षाविद्यालय और महाविद्यालयों में आयी, पूर्णकालिक शिक्षक मिनीमम सैलारिज/ सह आयची या आयचम से कम है 7 लाख की सेवा शुरू कर दी है। जो शिक्षाविद्यालय और पंचसता शिक्षा इकाई में अपनी दुरुवस्था और प्राथमिकता बढ़ने की प्रक्रिया में अक्टूबर 2008 से अब अद्यतन तक कोई शैक्षणिक संस्था बना करने के लिए सशक्तिकृत बुनियाद बनाने की बात। इन बुनियादों की अवधि एक सत्र से एक सत्र में अधिक नहीं होनी चाहिए। शिक्षक को सत्रों केवल में तो वह जो अधिक नहीं करने चाहिए।

प्रति। एक शिक्षक जितने कथपत्र छुट्टी लेते हैं, वह उस तक संयोजित छुट्टी का इस्तेमाल नहीं होता। जब तक कि शिक्षक यात्रा नहीं कर सकते, छुट्टी से वापस आते ही शिक्षक के पास कोई भी कथपत्र छुट्टी लेनी नहीं है। क्योंकि एक वर्ष में सबसे अधिक छुट्टी की किसी एक प्रकार के प्रमाण के अनुसार ही छुट्टी लेनी है।

(3) एका विषयात दोन विद्वत् ब्रह्म अंगीकृत झालेले

- (न) शिक्षण मध्ये अत्यंत आढोले शब्द वाचू - लहू - शिक्षण मध्ये ते जित कितीतरी गोष्टीतून ज्ञान अचूक ठाणीतले अचूक अकाराधिक गुणवत्ता हे वाचू
 लहू ज्ञान या पुरी प्रत्यक्ष की लहू लहू।

(१) शिक्षण पद्धत आलोचकाने खपव घेतले- रद्द- शिक्षण
कीर्तने जसे या उली प्रमाण की जाई ना।

- (iii) नवभारत एसी एक आदर्शिक एसी और विभक्त आदर्शिक एसी के अभाव अन्य दिनों एसी के साथ जोड़ या लपका है इससे एसी पर साथ से लपका अनुभवित्व की कृष्ण अवधि। ऐसी मामलों को कोटेशन एसी एसी मिलित कथा पर या ही यह है। एसी के अर्थिक एसी एसी (एक एसी की अवधि एसी के एक एसी के साथ जोड़ी गई है)। कार्य के अनुभवित्व के अनु अवधि किसी भी स्थिति में व्यक्ति की पक्षों से अवधि में साथ एसी के अर्थिक एसी एसी।
- (iv) एसी अवधि एसी से साथ अवधि। अनुभवित्व की अवधि के पक्षों द्वारा है कि एसी के अनुभवित्व के अवधि एसी के अर्थिक एसी एसी एसी।

VII अनेक शैल्युक्त

- [illegible]

अर्थ/॥ कार्यकारी बोर्ड/ वृत्तविद्यालय या शास्त्री शिक्षण विज्ञान आर्य समग्रप्रमाण कक्षा में विद्यार्थी में धर्म की जो पद्धतें, विधियाँ की जाने वाली होती हैं वे सभी इस विद्यालय में प्रयोग की जाएगी यह सुनिश्चित है।

VIII प्रचलित ग्रंथ

- [illegible]

IX. बाराहवाँ प्रश्न[illegible]

X ¹¹कृत नवकाण

पुरुष शिखर के जो जंगली पत्नी की श्रुति के दौर 10 दिनों की श्रुति काफ़ीत प्रदान किया वह सबका है वह 10% जंगली
 खेत में खेतों पर ही प्रदान किया जाएगा।

XI. ॥ ॐ नमो भगवते वासुदेवाय ॥

रमक ग्रहण एसी कई शक्तियों से युक्त है जिनका प्रयोग की जा सकता है।

[illegible]

— 200 —

॥ वाचं धेनुमुपासीत ॥

सह-संपादक की भावना

16. **सं. सी. मल्लिक**

142. ऐसे आचार्यों को विरक्त तथा प्रत्यक्षता साधने में अधिक है। यह दो बातें — ज्ञान और प्रत्यक्षता आचार्यों को अधिक रूप में प्रभावित करती हैं। इन दो बातों को ध्यान में रखते हुए आचार्यों को विरक्त और प्रत्यक्षता साधने में अधिक रूप में प्रभावित करने का प्रयत्न करना चाहिए।

140 संकट प्रसार और रक्षाशास्त्र का निर्माण करना

18. विश्वविद्यालय और महाविद्यालय में भावी के समय शिक्षा/विद्यालय की व्यवस्था शिक्षा के क्षेत्र एक बार परामर्श होगा विशेष और उसकी एक प्रति रजिस्ट्रार / प्रचार के पास रखा भी जायगी। एक वर्ष बाद यह सचिवी प्रयोगों में अनुसार शिक्षा का ये क्षेत्रों जहाँ का प्रयोग किया जायगा।

182. यदि 40 और इसके उलट 40 के 40 और इसके उलट सभी प्रकार का प्रतिफल = 11 की इतिहास 1 से 2 के अंतर का मा-मा-मा (प्रतिफल) मा-मा के अंतर से 40 / 11 के अंतर का मा-मा होगा।

163. विद्यार्थी के असाधारण प्रदर्शनों को प्रोत्साहित किया गया और प्रोत्साहित किया गया जिससे कि वे बीच परस्पर प्रतिस्पर्धा का निर्माण

मई १९९९ के अंतरिम प्रस्ताव पर चर्चा किए गए जोर प्रस्ताव किए गए शिक्षकों के बीच प्रस्ताव परिवर्तन का विधायक वाक्यांश संशोधन की विधि से किया जाएगा और मई १९९९ के अंतरिम प्रस्ताव किए गए जैविकी क्षुद्र प्रस्ताव की विधि से किया जाएगा दोनों के अंतर्गत बर्तनी को प्रमाण संचित की शिक्षाओं से संबंधित प्रमाण है। परिवर्तन के अन्तर्गत बर्तनी बर्तनी के बीच संबंधित प्रमाण / प्रमाण सरकार से प्राप्त और विनिर्माण प्रमाण प्रमाण।

१७३ व्यावसायिक आगार इंडिया

1. **मिडल और कनर्टे लाइन**

यहाँ कोई भी विज्ञान को व्याख्या के रूप में समझता है उसका ग्राह्यता होता है कि वह ऐसा को व्याख्या को अनुसंधान करने व्याख्या को व्याख्या करे। यह विज्ञान व्याख्या करने धारणा और व्याख्या की खोजों के अन्तर्गत रहता है। इसलिए, जबकि विज्ञान को एक व्याख्या रखना चाहिए कि हमारी समझ और दुनिया के बीच कोई भी फर्क है। धारणा से ही विज्ञान विज्ञान के वास्तविक आधारों और अपने अन्तर्गत व्याख्या का एक विज्ञान का जन्म का आधार होना चाहिए। हम व्याख्या के भी या भी व्याख्या है कि विज्ञान व्याख्या केवल, विज्ञान व्याख्या और वैज्ञानिक व्याख्या का है।

२०. निम्नलिखित को

७) ईश्वर शिमेराती भरे धनवान् तथा धनवान् का धनवान् करण्ड अस्ति नैसा कि समुदाय उनसे आशा करते हैं।

100. [पूरे अपने जिंदगी शकाली का यह प्रकट है शकाली कला-सहित-को कि वे ही प्रतिष्ठित हैं अथवा वे]

(53) *आजकल जहाँ जहाँ भी जायेंगे तो हमें हमेशा एक ही बातें याद आती हैं।* (आजकल)

(प्रश्न) राज्य के लोग के योगदान देने के लिए कौनसे कानून, सम्पत्तियाँ, सामान्यतः कानूनी व कानूनीहीन कानून, मुक्त और सशस्त्र विद्रोह अथवा अन्य अवधि।

(V) निम्नलिखित वाक्यान्तों में सविधि शब्दरचना को समझें, स्वरों पर टिप्पणी करें, उनका वाक्य में प्रयोग करें और व्याख्यान को मेज़ार बनाने का प्रयास करें।

54) विद्यार्थी और छात्रों को शिक्षण अनुसंधान प्रायोगिक ज्ञान प्राप्त करने और नए कार्य के साथ नए कार्य करने के लिए प्रेरित करना चाहिए।

(vii) विश्व बैंक ग्रामीण विकास नीति और अन्य वित्तिक व्यवहार में शामिल नहीं होगा और उनके प्रस्तावित करण विलोप

(viii) निम्नलिखित का प्रतिनिधित्व साक्षि और असाक्षि का वास्तविकता कहें और विचारविमर्श के अन्तर्गत विचार, विचार, साक्षि, निम्नलिखित और वास्तविकता का वास्तविकता कहें।

[illegible]

(५) सामाजिक सेवा समितियों- १९७४-७५ में भारतीय जनता पार्टी के विस्तार में भारीपाई कला

अवस्थिति विद्या नगर मंडलासुर विदेशक (विश्वविद्यालय/ महाविद्यालय) / पुस्तकालय (विश्वविद्यालय/ महाविद्यालय) को तद्विधि वि-
द्या

(ख) ज्ञान के विभिन्न स्तरों को मापने से ज्ञान, धर्म, सत्य, विद्वान् एवं विद्वान् के रूप में ज्ञान के स्तरों को मापने से ज्ञान

18.0 उम्मेदवार जिसका नाम नीचे सूची में है, उसे प्रवेश दिया जाएगा।

उपस्थित शिक्षा से किछा जनकों का बन्धन नष्टने के लिए समवेत विश्वविद्यालय/ महाविद्यालय/ संस्थानों द्वारा निम्नलिखित विधायी समझौते जारी।

- [illegible]

हैने के लिए आरंभित किया जा रहे कार्यक्रमों, कार्यक्रमों में इन विनिर्माण के द्वारा वित्तिय सहायता प्रदान की निर्धारित अवधिपूर्वक को पूरा करने में किया गया जाएगा।

15.0 अन्य निबंधन और चर्चा

18। पीपलफली / शुद्धित्व त्वां त्वन्व दाम्पत्यं विहाय देव्यं शोभायाम् ।

[illegible]

11. लक्ष्यक आदर्श को यह घर नहीं है समय इनमें। उपरि दाक हो गैर- निमित्त जीवन केवल यदि के पात्र होय।

111. निम्न विकल्पों में सप्त सुतज्जाय/ एतरेक/ एतच्छई/ एतर्ष/ एतदीहसो/ एतदे/ यदि ऐसी व्याख्यात्मक कदयकता की जायगी है तबले सम्बन्धित साहित्यिक विकास/ परिवर्तन द्वारा मान्यता प्राप्त है। ये भी प्रमाणित पर तो यह- विभिन्न अर्थों के रूप में ग्रहण होता है।

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(१०) जो विचारों केन्द्रों में योग्य कार्यवाही की जायगी, वहाँ कार्य में ही सभी प्रकार का हीन-दुर-विचार समाप्त करने में सफल होने की संभावना, संभावना में सम्बन्धि विचार है की सत्य के अन्तर् में विचारविमलता प्राप्त करायें, अर्थात् सर्व, सुखसन्तान्तादि हेतु विचारविमलता अनुपम अर्थात् द्वारा विचारित विचार का कारण समझें प्रदान की सत्य ही।

(११) अतएव इस विचार प्रक्रिया को तीन चरणों में विभाजित कर लेना हमें इस बात की आवश्यकता हो पाती है कि हमें इस विचार प्रक्रिया को समझना पड़ेगा कि यह विचार प्रक्रिया किसे, क्यों, कैसे और कहाँ होनी चाहिए। और इस विचार प्रक्रिया की उपयोगिता को समझना पड़ेगा कि यह विचार प्रक्रिया किसे, क्यों, कैसे और कहाँ होनी चाहिए। और इस विचार प्रक्रिया की उपयोगिता को समझना पड़ेगा कि यह विचार प्रक्रिया किसे, क्यों, कैसे और कहाँ होनी चाहिए।

[illegible]

५१. 'एक सफल शिक्षक जिसके सभी विद्यार्थी में समानता नहीं है, वह सफल नहीं माना जा सकता'— इसका अर्थ क्या है? शिक्षक के रूप में आप क्या कर सकते हैं ताकि वे अपने सभी विद्यार्थी को समान रूप से शिक्षित कर सकें? इस प्रश्न के उत्तर में आप शिक्षक के रूप में अपने विद्यार्थियों के प्रति अपने दायित्व को समझा सकते हैं।

भा.वि. विभाग, जो सेवा व जीवन सामाजिक कल्याण में लक्षित व्यक्ति या स्थायीतः व्यक्ति प्राप्त करने में विनोद व्यक्तित्व वित्तिय / प्रतिपद प्राप्त पान्ना प्राप्त हो भी जीवन काल तक या एक जीवन वेकन रुद्ध हो सके।

विश्व ऐतिहासिक पुस्तकालय, विश्वविद्यालय पुस्तकालयों आदि के द्वारा जोड़ा गए यह पुस्तकालय विज्ञान में पुस्तकालय विज्ञान को विचार में लेते विश्वविद्यालय में कोषपत्रों की प्राप्ति प्राप्त की है, जो विश्वविद्यालय अनुदान आयोग द्वारा पुस्तकालय विज्ञान में टी.एच.डी. प्रदान करने के लिए नामांकित करने के लिए, यह पुस्तकालय को सम्भव में विहित प्रक्रिया का पालन करता है, जो प्राप्त है - विभिन्न अधिनियमों के तहत प्रदान करने के लिए।

[illegible][illegible]

18. तत्काल नुकसान/ क्षतिपूर्ति पुनर्वास्था या रूप में या वही क्षति का क्षतिपूर्ति करने के लक्ष्य में, जो पीएचडी में पहले से ही वर्गीकृत है, प्रत्येक वर्ष या तीन से- विविध वित्त स्रोतों से प्राप्त होगा जब पीएचडी प्रदान करने वाले विश्वविद्यालय को विश्वविद्यालय कागजात द्वारा तय-करा या सुझावों या धर्म, सेवा में प्राप्त हो, तो सम्पूर्ण में पीएचडी की क्षतिपूर्ति प्रदान करने के लिए विश्वविद्यालय तत्काल कार्यवाही द्वारा विविध स्रोतों का उपयोग करने के लिए प्रेरित किया जा रहा है।

४४. क्या यह है कि वहाँ गुप्त योजनाएँ/ विनियमों से बर्णित प्रयोग एवं परीक्षणों/ उपकरणों की उपयोग के अभाव पर कोई सख्त प्रतिबन्धन नहीं है कि वह परीक्षणों/ उपकरणों की उपयोग करने का अधिकार वृद्धि का लाभ देकर इन नियुक्तियों से हटा दिया जा सके विनियमों के तहत हमें या तो इसके अभाव की यह है।

जब विवाद व्यक्ति की पर्याप्तता से होनी, तो पर्याप्तता पर अन्ततः वेतन बोध दिव १४५५-५६ (१९४५) का प्रावधान किमतिष्ठ विवाद कायदा।

[illegible][illegible]

अतिरिक्त- 1	सौ. कृष्ण भगवती, जो आत्मिकारो में वर्गित गई विभिन्न श्रेणियों के फते कर विनाश ता-81-2016 को मजबूत है, के लिए वेकन निर्माण हेतु फिटनेस प्रमाणिका (पंचर सहायन और विद्यालय सहायक की कार्यप्रणाली के तहत में मजबूत सहायक और विद्यालय सहायक विनाश ता-81-2017 का पत्र संख्या मुद्रित संख्या 4-7/2016 - U-II(1))
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तारीख- २	अवसर, मंच और पदवी
	तारीख १ से ३ - दिग्गजित्तरी और सावित्रियों के शिखरों से।
	तारीख ४ - सत्यक, मुलगायक, उप-मुलगायक, मुलगायक और
	तारीख ५ - समुदाय निर्देशक/ उप निर्देशक/ निर्देशक सापेक्ष शिक्षा और योजना आदि।

। सत्यमेव जयते। विष्णुसिंहस्य अनुदानं श्रीमान् महाशयः प्राज्ञः उद्भवः श्रीमान् सत्यं दिल्ली-110003

2. की. अस्मान दास बूट, १९८ से विज्ञापित सभी फंडींग विभागाधीन/ १९९ विभागाधीन सम्बन्धी के बुलाये

3. प्रयागजी के प्रत्येक फंडिंग, खंडित, बॉक्स, बॉम्बेय बॉम्बेयार, नई दिल्ली

4. खिन्न (सल्लय), सेंट्रल बॉम्बेयार, बॉम्बेयार, नई दिल्ली

5. खिन्न, नम, बॉम्बेयार, नई दिल्ली

6. खिन्न, बॉम्बेयार, बॉम्बेयार, नई दिल्ली

7. खिन्न, बॉम्बेयार, बॉम्बेयार, नई दिल्ली

8. खिन्न, बॉम्बेयार, बॉम्बेयार, नई दिल्ली

9. बॉम्बेयार, बॉम्बेयार, बॉम्बेयार, नई दिल्ली

10. बॉम्बेयार, बॉम्बेयार, बॉम्बेयार, नई दिल्ली

11. बॉम्बेयार, बॉम्बेयार, बॉम्बेयार, नई दिल्ली

पे. नं. (पपु.)	15,000 से 19,100	27,400 से 67,000	67,000 से 79,000
18	26,300	1,11,800	1,31,700
19	38,200	1,17,200	1,35,700
20	1,01,100	1,29,700	1,39,600
21	1,04,100	1,24,300	1,44,000
22	1,07,200	1,29,600	1,48,300
23	1,10,400	1,31,800	1,52,700
24	1,13,700	1,35,400	1,57,300
25	1,17,100	1,34,900	1,62,000
26	1,20,000	1,44,100	1,68,900
27	1,24,200	1,48,400	1,74,300
28	1,27,000	1,57,900	1,77,100
29	1,31,700	1,67,300	1,82,400
30	1,35,700	1,62,200	1,87,000
31	1,39,900	1,67,100	1,93,600
32	1,44,000	1,72,100	1,99,300
33	1,48,000	1,77,300	2,05,300
34	1,52,700	1,82,600	2,11,500
35	1,57,000	1,88,100	
36	1,62,000	1,93,700	
37	1,66,000	1,99,500	
38	1,71,000	2,05,500	
39	1,77,100		
40	1,82,400		

[illegible]

तालिका- 2

संक्षिप्त / शीघ्र अथवा गणना हेतु विनियोजन और प्राविधिकता के विषयों के लिए मान्यताएँ

(कम्प्यूटर विभाग द्वारा प्रस्तुत सूचियों पर अद्यतन होना चाहिए, जैसे प्रकाशकों की सूची, परिचालन, मशीनरी एवं विनियोजन द्वारा जारी प्रारम्भ, तथा पूर्णता (अथवा एवं, प्रोटोकॉल) सभी अधिनियमों और मन्त्रालय एवं विभागों के गोपनीयता प्रमाण केन्द्र जारी सूचियों एवं सूचियों)।

क्रम नं.	सैद्धांतिक / शीघ्र क्रियाकलाप	विभाग / अधिनियम / कृ. वि./विनियम/ प्रमुख-विनियम विभाग/उपक्रम	भाषा / सम्बन्धित/कला/ सांख्यिक विभाग/ सामाजिक/साहित्य/कठोर विभाग/ दार्शनिक / प्रकाशक तथा अन्य संबंधित विभाग
1	सम्बन्धित व्यक्ति/संस्थित संस्था विनियोजन/अनुदान आयोग द्वारा सुनिश्चित करने में शीघ्र एवं	08 अथवा 09	10 अथवा 08
2	प्रकाशन (शीघ्र एवं के अतिरिक्त) (क) लिखित एवं पुस्तक, लिखित विनियम के द्वारा अद्यतन क्रिया गणना		
	सामाजिक प्रकाशन	12	12
	उत्प्रेषण प्रकाशन	13	13
	सामाजिक पुस्तक के अद्यतन	06	06
	सामाजिक प्रकाशन द्वारा पुस्तक का अद्यतन	13	13
	उत्प्रेषण प्रकाशन द्वारा पुस्तक का अद्यतन	08	08
	(क) शीघ्र अथवा द्वारा सामाजिक और विदेशी भाषाओं में अनुदान कार्य		
	अद्यतन अथवा शीघ्र एवं	08	08
	पुस्तक	08	08
3	अद्यतन के अद्यतन के विनियम/अन्य विनियम अथवा और विनियमों का अद्यतन तथा एवं सम्बन्धी प्रकाशकों और प्रकाशकों का विनियम		
	(क) सम्बन्धी अद्यतन का विनियम	08	08
	(क) एवं प्रकाशकों और प्रकाशकों के विनियम अथवा	02 अथवा प्रकाशकों/ प्रकाशकों	02 अथवा प्रकाशकों/ प्रकाशकों
	(क) एकाधिकारी		
	एक अद्यतन के एवं सम्बन्धी का विनियम (क) अथवा अद्यतन) (क) अथवा के एकाधिकारी के अद्यतन के एवं (क) अथवा	02	02
	और सम्बन्धी/अद्यतन एकाधिकारी (क) अथवा के विनियम)	06	06
	विनियम/अद्यतन/एकाधिकारी के अद्यतन सम्बन्धी एवं विनियम/विनियम (क) के एवं एवं सम्बन्धी	02	02
	एकाधिकारी के एवं सम्बन्धी सम्बन्धी (क) अथवा सम्बन्धी (क) अथवा के एकाधिकारी के अद्यतन के एवं सम्बन्धी/अथवा	06	06
	(क) ई-विनियम		
	एक अद्यतन / ई-पुस्तक एवं एवं सम्बन्धी के ई- विनियम/विनियम	12	12
	और सम्बन्धी ई-विनियम (क) सम्बन्धी के विनियम)	06	06
	अथवा सम्बन्धी/अथवा ई-पुस्तक के ई-विनियम/विनियम विनियम के विनियम के सम्बन्धी (क) के एवं एवं सम्बन्धी	02	02

1.	प्रश्न का एक सही उत्तर लिखें। जम्मा में एकलिंगित प्रश्न :-	5 अंक
2.	1 से पांच प्रश्न का उत्तर दो।	10 अंक
3.	1 प्रश्न को दो बीज प्रश्न मानकर गणना करें :-	15 अंक
4.	2 प्रश्न 5 में बीज प्रश्न मानकर गणना करें :-	20 अंक
5.	3 प्रश्न 10 में बीज प्रश्न मानकर गणना करें :-	25 अंक
6.	4 प्रश्न 15 में बीज प्रश्न मानकर गणना करें :-	30 अंक
(5) में से एक प्रश्न।	अन्य प्रश्न का उत्तर लिखें। प्रश्न का उत्तर पांच या 10 प्रश्न	

L. दशविन + दीवन्ती अविभागा - ३३ अक्षर

II. लेखन/ ले/ संक्षेप - 07 अंक

III. अवार्ड की श्रेणी में अधिकतम - 03 अंक

(क) सहायता के लिए कुल 10 अंक अर्जित करने वाले अभ्यर्थियों को सहायता के लिए विचारित किया जाएगा।

(ख)

वैयक्तिक प्रश्न - 03

संघ प्रश्न - 10

विशेष अनुसूची - 10

कुल - 100

(ग) संघ/संघ संयोजित प्रश्नों में एंटरप्राइज/ संघ विभागीय/ महाविभागीय/ संस्करणों में विद्युत के बिंदु दिए होंगे।

अध्यापक 3 (अ)

अभ्यर्थियों में संलग्न प्रश्नों की मदद से सहायता के लिए अभ्यर्थियों को सहायता के लिए विचारित किया जाएगा।

क्रम संख्या	वैयक्तिक विवरण	प्रश्न			
1	सहायता	40 प्रश्न और 40 अंक अधिक = 20	40 प्रश्न और 40 अंक और 40 प्रश्न और 40 अंक = 40	40 प्रश्न और 40 अंक और 40 प्रश्न और 40 अंक = 40	40 प्रश्न और 40 अंक और 40 प्रश्न और 40 अंक = 40
2	सहायता	40 प्रश्न और 40 अंक अधिक = 20	40 प्रश्न और 40 अंक और 40 प्रश्न और 40 अंक = 20	40 प्रश्न और 40 अंक और 40 प्रश्न और 40 अंक = 20	40 प्रश्न और 40 अंक और 40 प्रश्न और 40 अंक = 20
3	सहायता	40 प्रश्न और 40 अंक अधिक = 20	40 प्रश्न और 40 अंक और 40 प्रश्न और 40 अंक = 20	40 प्रश्न और 40 अंक और 40 प्रश्न और 40 अंक = 20	40 प्रश्न और 40 अंक और 40 प्रश्न और 40 अंक = 20
4	सहायता	40 प्रश्न और 40 अंक अधिक = 20	40 प्रश्न और 40 अंक और 40 प्रश्न और 40 अंक = 20	40 प्रश्न और 40 अंक और 40 प्रश्न और 40 अंक = 20	40 प्रश्न और 40 अंक और 40 प्रश्न और 40 अंक = 20
5	सहायता	40 प्रश्न और 40 अंक अधिक = 20	40 प्रश्न और 40 अंक और 40 प्रश्न और 40 अंक = 20	40 प्रश्न और 40 अंक और 40 प्रश्न और 40 अंक = 20	40 प्रश्न और 40 अंक और 40 प्रश्न और 40 अंक = 20
6	सहायता	40 प्रश्न और 40 अंक अधिक = 20	40 प्रश्न और 40 अंक और 40 प्रश्न और 40 अंक = 20	40 प्रश्न और 40 अंक और 40 प्रश्न और 40 अंक = 20	40 प्रश्न और 40 अंक और 40 प्रश्न और 40 अंक = 20
7	सहायता	40 प्रश्न और 40 अंक अधिक = 20	40 प्रश्न और 40 अंक और 40 प्रश्न और 40 अंक = 20	40 प्रश्न और 40 अंक और 40 प्रश्न और 40 अंक = 20	40 प्रश्न और 40 अंक और 40 प्रश्न और 40 अंक = 20
8	सहायता	40 प्रश्न और 40 अंक अधिक = 20	40 प्रश्न और 40 अंक और 40 प्रश्न और 40 अंक = 20	40 प्रश्न और 40 अंक और 40 प्रश्न और 40 अंक = 20	40 प्रश्न और 40 अंक और 40 प्रश्न और 40 अंक = 20
9	सहायता	40 प्रश्न और 40 अंक अधिक = 20	40 प्रश्न और 40 अंक और 40 प्रश्न और 40 अंक = 20	40 प्रश्न और 40 अंक और 40 प्रश्न और 40 अंक = 20	40 प्रश्न और 40 अंक और 40 प्रश्न और 40 अंक = 20
10	सहायता	40 प्रश्न और 40 अंक अधिक = 20	40 प्रश्न और 40 अंक और 40 प्रश्न और 40 अंक = 20	40 प्रश्न और 40 अंक और 40 प्रश्न और 40 अंक = 20	40 प्रश्न और 40 अंक और 40 प्रश्न और 40 अंक = 20

अभ्यर्थियों में संलग्न प्रश्नों की मदद से सहायता के लिए अभ्यर्थियों को सहायता के लिए विचारित किया जाएगा।

श्री ३ :

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- | | | |
|----------------------------|----------|--------|
| 11. एनबीएल + मैटलसी | अधिकतम - | 25 अंक |
| 12. जलवायु / मिट / सेट | अधिकतम - | 10 अंक |
| 13. कलकत्ता से कोलकाता में | अधिकतम - | 03 अंक |

(३) महात्माजी के लिए इलाज करने वाले कश्चित्कों को भ्रष्टाचार के अन्तर्गत विचारणीयता के अन्तर्गत भी लाया।

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|--------------|-----|
| सैनिकी साधकः | ७६ |
| संघ साधकः | ८८ |
| विशेष साधकः | १३ |
| कुलः | १७७ |

(A) लखनऊ/ सि. प्रा.क. केवल संबंधित रूपों की विवेचिकाएँ/ माहितीएँ/ समझी में नियुक्ति के लिए देय हों।

आलिखा ६

पुस्तकालय के आवक-निकास और प्रवृत्ति

[illegible]

		सर्वप्रश्नक - अवगत किन्तु गलत 90 उत्तीर्ण होकर ही उत्तीर्ण असतोपपन्नक - होकर ही उत्तीर्ण का मतदान नहीं होता। (सर्वप्रश्नक समान सही उत्तरों द्वारा ही उत्तीर्ण होना है। अन्यथा उत्तीर्ण नहीं होता।)
4	सर्वप्रश्नक और सर्वप्रश्नक के उत्तर करने	अवगत - जहाँ वह सर्वप्रश्नक और सर्वप्रश्नक के उत्तर करने 0.5 प्रतिशत हो गया। सर्वप्रश्नक - जहाँ वह सर्वप्रश्नक और सर्वप्रश्नक के उत्तर करने एक प्रतिशत हो गया। असतोपपन्नक - सर्वप्रश्नक के उत्तर नहीं हो गये तो उत्तीर्ण नहीं होता। जहाँ वह सर्वप्रश्नक और सर्वप्रश्नक के उत्तर करने एक प्रतिशत अवगत उत्तीर्ण होता।
5	L. बिना सर्वप्रश्नक के उत्तर करने सर्वप्रश्नक में उत्तीर्ण होकर ही उत्तीर्ण का मतदान नहीं होता। M. सर्वप्रश्नक के उत्तर करने का मतदान N. सर्वप्रश्नक और असतोपपन्नक के उत्तर करने का मतदान O. सर्वप्रश्नक और असतोपपन्नक के उत्तर करने का मतदान P. सर्वप्रश्नक और असतोपपन्नक के उत्तर करने का मतदान Q. सर्वप्रश्नक और असतोपपन्नक के उत्तर करने का मतदान R. सर्वप्रश्नक और असतोपपन्नक के उत्तर करने का मतदान	अवगत - किसी भी सर्वप्रश्नक में उत्तीर्ण होना। सर्वप्रश्नक - जहाँ वह एक सर्वप्रश्नक में उत्तीर्ण होता। असतोपपन्नक - किसी भी सर्वप्रश्नक में उत्तीर्ण होना / नहीं होता।
सर्वप्रश्नक	अवगत - जहाँ वह 1 में उत्तीर्ण और जहाँ 2 उत्तीर्ण किसी भी उत्तीर्ण का मतदान नहीं होता। असतोपपन्नक - जहाँ वह 1 में उत्तीर्ण और जहाँ 2 उत्तीर्ण किसी भी उत्तीर्ण का मतदान नहीं होता। असतोपपन्नक - यदि सर्वप्रश्नक में न तो उत्तीर्ण होता और न तो असतोपपन्नक।	
नोट : 1 - सर्वप्रश्नक के उत्तर करने की आवश्यकता नहीं है और असतोपपन्नक के उत्तर करने के लिए सर्वप्रश्नक के उत्तर करने की आवश्यकता नहीं है। 2 - सर्वप्रश्नक के उत्तर करने का मतदान सर्वप्रश्नक के उत्तर करने के लिए आवश्यक है। 3 - सर्वप्रश्नक के उत्तर करने का मतदान सर्वप्रश्नक के उत्तर करने के लिए आवश्यक है। 4 - सर्वप्रश्नक के उत्तर करने का मतदान सर्वप्रश्नक के उत्तर करने के लिए आवश्यक है।		

अनुसूची 5

सर्वप्रश्नक और सर्वप्रश्नक के उत्तर करने का मतदान और उत्तीर्ण

उत्तर करने	सर्वप्रश्नक	सर्वप्रश्नक
1	सर्वप्रश्नक के उत्तर करने का मतदान सर्वप्रश्नक के उत्तर करने के लिए आवश्यक है।	90 उत्तीर्ण होकर ही उत्तीर्ण 90 से अधिक उत्तीर्ण 90 से उत्तीर्ण - असतोपपन्नक 90 से उत्तीर्ण - असतोपपन्नक

2.	अभ्युपनिवेशकों प्रतिस्पर्धा का आकलन	अवधि - 5 वीं श्रेणी विद्यार्थी व अभ्युपनिवेशकों प्रतिस्पर्धी। संकेतचिह्नक - 3 वीं 5 विद्यार्थी व अभ्युपनिवेशकों प्रतिस्पर्धी। अवधिचिह्नक - 1 वीं अवधि और 1 वीं अवधिचिह्नक।
3.	बहुत प्रतिस्पर्धा में समान की भागीदारी	अवधि - कम से कम एक विद्यार्थी व अवधिचिह्नक की प्रतिस्पर्धा और कम से कम तीन विद्यार्थी व अवधिचिह्नक की प्रतिस्पर्धा। संकेतचिह्नक - कम से कम एक विद्यार्थी व अवधिचिह्नक की प्रतिस्पर्धा और कम से कम तीन विद्यार्थी व अवधिचिह्नक की प्रतिस्पर्धा। अवधिचिह्नक - 1 वीं अवधि और 1 वीं अवधिचिह्नक।
4.	वैयक्तिक और वैयक्तिक अवधि के लिए अवधिचिह्नक की वैयक्तिक प्रतिस्पर्धा अवधिचिह्नक का अवधिचिह्नक। वैयक्तिक के लिए और अवधिचिह्नक का वैयक्तिक प्रतिस्पर्धा अवधिचिह्नक का अवधिचिह्नक और अवधिचिह्नक।	अवधि / अवधिचिह्नक / अवधिचिह्नक का अवधिचिह्नक की प्रतिस्पर्धा द्वारा किया जाता है।
5.	I. अवधिचिह्नक में कम से कम एक विद्यार्थी अवधिचिह्नक / अवधिचिह्नक की प्रतिस्पर्धा (वैयक्तिक प्रतिस्पर्धा) और कम से कम एक वैयक्तिक प्रतिस्पर्धा है। II. अवधि / अवधिचिह्नक / अवधिचिह्नक का अवधिचिह्नक और अवधिचिह्नक का अवधिचिह्नक। III. अवधि / अवधिचिह्नक और अवधिचिह्नक का अवधिचिह्नक। IV. अवधिचिह्नक अवधिचिह्नक द्वारा अवधिचिह्नक अवधिचिह्नक में कम से कम एक अवधिचिह्नक और अवधिचिह्नक का अवधिचिह्नक और अवधिचिह्नक का अवधिचिह्नक और अवधिचिह्नक का अवधिचिह्नक।	अवधि / अवधिचिह्नक / अवधिचिह्नक का अवधिचिह्नक की प्रतिस्पर्धा द्वारा किया जाता है। अवधिचिह्नक - एक अवधिचिह्नक। अवधिचिह्नक - अवधिचिह्नक की प्रतिस्पर्धा में अवधिचिह्नक और अवधिचिह्नक का अवधिचिह्नक।
समय प्रतिस्पर्धा	अवधि - 1 वीं अवधि और अवधिचिह्नक का अवधिचिह्नक। अवधिचिह्नक - 1 वीं अवधिचिह्नक और अवधिचिह्नक का अवधिचिह्नक। अवधिचिह्नक - अवधिचिह्नक और अवधिचिह्नक का अवधिचिह्नक।	अवधि / अवधिचिह्नक / अवधिचिह्नक का अवधिचिह्नक की प्रतिस्पर्धा द्वारा किया जाता है।

UNIVERSITY GRANTS COMMISSION

NOTIFICATION

New Delhi, the 18th July, 2018

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

No. F.1-2/2017(EGPS)—In exercise of the powers conferred under clause (e) and (g) of sub-section(1) of Section 26 read with Section 14 of the University Grants Commission Act, 1956 (3 of 1956), and in supersession of the "UGC Regulations on Minimum qualifications for Appointment of Teachers and other Academic Staff in Universities and Colleges and Measures for the Maintenance of Standards in Higher Education 2018" (Regulation No F-3-1/2008 dated 30th June, 2016) together with all amendments made therein from time to time, the University Grants Commission, hereby, issues the following Regulations, namely:-

1. Short title, application and commencement:-

- 1.1 These Regulations may be called the University Grants Commission (Minimum Qualifications for Appointment of Teachers and other Academic Staff in Universities and Colleges and other Measures for the Maintenance of Standards in Higher Education) Regulations, 2018.
- 1.2 These shall apply in every University established or incorporated by or under a Central Act, Provincial Act or a State Act, every Institution (including a Constituent or an affiliated College recognised by the Commission, in consultation with the University concerned under Clause (i) of Section 2 of the University Grants Commission Act, 1956 and every Institution deemed to be a University under Section 3 of the said Act.
- 1.3 These shall come into force from the date of notification.
2. The Minimum Qualifications for appointment and other service conditions of University and College teachers, Librarians, and Directors of Physical Education and Sports as a measure for the maintenance of standards in higher education, shall be as provided in the Annexure to these Regulations.
3. If any University contravenes the provisions of these Regulations, the Commission after taking into consideration the cause, if any, shown by the University for such failure or contravention, may withhold from the University, the grants proposed to be made out of the Fund of the Commission.

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

Minimum qualifications for the posts of Senior Professor, Professors and Teachers, and other Academic Staff in Universities and Colleges and revision of pay scales and other Service Conditions pertaining to such posts.

1.1 Coverage

These Regulations are issued for minimum qualifications for appointment and other service conditions of University and College teachers and cadres of Librarians, Directors of Physical Education and Sports for maintenance of standards in higher education and revision of pay-scales.

- 1.1 For the purposes of direct recruitment to teaching posts in disciplines relating to university and collegiate education, besides in the fields of health, medicine, special education, agriculture, veterinary and allied fields, technical education, teacher education, norms or standards laid down by authorities established by the relevant Act of Parliament under article 246 of the Constitution for the purpose of recruitment and determination of standards in institutions for higher education in research and scientific and technical institutions, shall prevail.

- i. Provided that where no such norms and standards have been laid down by any regulatory authority UGC Regulations herein shall be applicable till such time as any norms or standards are prescribed by the appropriate regulatory authority.
- ii. Provided further that for appointment to the post of Assistant Professor and equivalent positions pertaining to disciplines in which the National Eligibility Test (NET), conducted by the University Grants Commission or Council of Scientific and Industrial Research at the national or, or State level

Eligibility Test (SLT) or the State Eligibility Test (SET) conducted by bodies accredited by the UGC for the said purpose, qualifying in SET/SLT/SLT shall be an additional requirement.

- 1.1 Every university or institution deemed to be University, as the case may be, shall as soon as may be, but not later than within six months of the coming into force of these Regulations, take effective steps for the amendment of the statutes, ordinances or other statutory provisions governing it, so as to bring the same in accordance with these Regulations.

2.0 Pay Scales, Pay Fixation, and Age of Superannuation

Pay scales as notified by the Government of India from time to time will be adopted by the University Grants Commission.

- 2.1 Subject to the availability of vacant positions and funds, teachers such as Assistant Professor, Associate Professor, Professor and Senior Professor only, may be re-employed on contract appointment beyond the age of superannuation, as applicable in the concerned University, college and institution, up to the age of seventy years.

Provided further that all such re-employment shall be strictly in accordance with the guidelines prescribed by the UGC, from time to time.

- 2.2 The date of implementation of the revision of pay shall be 1st January, 2016.

3.0 Recruitment and Qualifications

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

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

3.3

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

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

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

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

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

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

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

- 3.4. A relaxation of 5% shall be allowed at the Bachelor's as well as at the Master's level for the candidates belonging to Scheduled Caste/Scheduled Tribe/Other Backward Classes (OBC)/Non-creamy Layer/Differently-abled (a) Blindness and low vision; (b) Deaf and Hard of Hearing; (c) Locomotor disability including cerebral palsy, leg/arm/neck, dwarfism, acid-attack victims and muscular dystrophy; (d) Autism, intellectual disability, specific learning disability and mental illness; (e) Multiple disabilities from amongst persons under (a) or (b) including deaf-blindness; for the purpose of eligibility and assessing good academic record for direct recruitment. The eligibility marks of 55% marks (or an equivalent grade in a point scale whenever the grading system is followed) and the relaxation of 5% to the categories mentioned above are permissible, based only on the qualifying marks without including any grace mark procedure.

- 3.5. A relaxation of 5% shall be provided, (from 55% to 50% of the marks) in the Ph.D. Degree holders who have obtained their Master's Degree prior to 19 September, 1991.

- 3.6. A relevant grade which is regarded as equivalent of 55% whenever the grading system is followed by a recognised university at the Master's level shall also be considered valid.

- 3.7. The Ph.D. Degree shall be a mandatory qualification for appointment and promotion to the post of Professor.

- 3.8. The Ph.D. Degree shall be a mandatory qualification for appointment and promotion to the post of Associate Professor.

- 3.9. The Ph.D. Degree shall be a mandatory qualification for promotion to the post of Assistant Professor (Selection Grade/Academic Level V) in Universities.

- 3.10. The Ph.D. Degree shall be a mandatory qualification for direct recruitment to the post of Assistant Professor in Universities with effect from 01.07.2001.

- 3.11. The time taken by candidates to acquire M.Phil. and / or Ph.D. Degree shall not be considered as teaching research experience to be allowed for appointment to the teaching positions. Further the period of active service spent on pursuing Research Degree simultaneously with teaching assignment without taking any kind of leave shall be counted as teaching experience for the purpose of direct recruitment/promotion. Regular faculty members upto twenty per cent of the total faculty strength (excluding faculty on medical / maternity leave) shall be allowed by their respective institutions to take study leave for pursuing Ph.D. degree.

3.12 Qualification:

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

4.0 Direct Recruitment

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

1. Assistant Professor:

Eligibility (A or B):

A.

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

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

Provided, the candidate registered for the Ph.D. programme prior to July 31, 2009, shall be governed by the provision of the then existing Ordinances/Bills/Laws/Regulations of the Institution awarding the degree and such Ph.D. candidates shall be exempted from the requirement of NET/SLET/SET for recruitment and appointment of Assistant Professor in equivalent positions in Universities/Colleges/Institutions subject to the fulfilment of the following conditions :-

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

The fulfilment of these conditions is to be verified by the Registrar or the Dean /Academic Officer of the University concerned.

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

OR

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

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

II. Associate Professor:

Eligibility:

- A good academic record, with a Ph.D. Degree in the concerned/related/relevant disciplines;
- A Master's Degree with at least 55% marks (or an equivalent grade in a point-scale, wherever the grading system is followed);
- 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 Associated Research Institute/industry with a minimum of seven publications in the peer-reviewed or UGC-listed journals and a total research score of seventy five (75) as per the criteria given in Appendix II, Table 2.

III. Professor:

Eligibility (A or B):

A.

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

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

OR

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

IV. Senior Professor in Universities

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

Eligibility:

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

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

A. Eligibility:

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

B. Terms:

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

VI. Vice Principal

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

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

I. Assistant Professor:

Eligibility (A or B):

A.

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

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

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

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

Note 1: The fulfilment of these conditions is to be certified by the Registrar or the Dean (Academic Affairs) of the University concerned.

Note 2: The clearance of NET/SET/SET shall also not be required for such Merit Programme in disciplines for which NET/SET/SET is not conducted by the UGC, CSIR or similar test conducted by the UGC /like SET/SET.

OR

- B. A traditional or a professional artist with highly commendable professional achievements in the subject concerned having a Bachelor's degree, who has
- studied under a well-regarded traditional Masters/Artist(s).
 - Has been 'A' grade artist of AIR/Deshbandhu.
 - Has the ability to explain, with logical reasoning the subject concerned, and
 - Has adequate knowledge to teach theory with illustrations in the discipline concerned.

II. Associate Professor :

Eligibility (A or B):

A.

- Good academic record, with a doctoral degree.
- Performing ability of a high professional standard.
- Eight year's experience of teaching in a University or College and / or of research in a University/national level institution, equal to that of Assistant Professor in a University/College.
- Has made a significant contribution to knowledge in the subject concerned, as evidenced by quality publications.

OR

- B. A traditional or a professional artist with highly-commendable professional achievement having Master's degree in the subject concerned, who has

- been 'A'-grade artist of AIR/Deshbandhu;
- eight years' experience of outstanding performing achievement in the

field of specialisation;

(ii) experience in designing of new courses and/or curricula;

(iv) participated in National level Seminars/Conferences/Workshops in reputed institutions; and

v) ability to explain, with logical reasoning, the subject concerned and adequate knowledge to teach theory with illustrations in the said

discipline.

III. Professor :

Eligibility (A or B):

A.

- (i) An eminent scholar having a doctoral degree
- (ii) Have been actively engaged in research with at least two years of experience in teaching in University/College and / or research in the University/National level institutions
- (iii) Minimum of 6 research publications in the peer reviewed or UGC listed journals,
- (iv) Has a total research score of 120, as per Appendix B, Table 2.

OR

B. A traditional or a professional artist, with highly-commendable professional achievement, in the subject concerned,

- (i) Having Master's degree, in the relevant subject
- (ii) Has been 'A'-grade artist of AIR/Gooshanika
- (iii) Has 10 years of outstanding performing achievements in the field of specialisation.
- (iv) Has made significant contributions in the field of specialisation and ability to guide research.
- (v) Has participated in National/International Seminars/Conferences/ Workshops/Concerts and/or recipients of National/International Awards/Fellowships.
- (vi) Has the ability to explain with logical reasoning the subject concerned and
- (vii) Has adequate knowledge to teach theory with illustrations in the said discipline.

4.3. Drama Discipline:

1. Assistant Professor

Eligibility (A or B)

A.

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

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

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

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

Note:

1. The fulfilment of these conditions is to be certified by the Registrar of the Dean (Academic Affairs) of the University concerned.
2. NET/SET/JSET shall also not be required for such Master's Programmes in disciplines for which the NET/SET/JSET is not conducted by the UGC, CSIR or similar test conducted by the UGC like SET/JSET.

OR

- B. A traditional or a professional artist with highly commendable professional achievement in the concerned subject, who has:**
- (i) been a professional artist with three years' Bachelor Degree/Diploma with 55% marks (or an equivalent grade in a point-scale wherever the grading system is followed), from the National School of Drama, or any other such institution in India or abroad;
 - (ii) five years of regular sustained performance at regional/national/international stage, supported by evidence; and
 - (iii) the ability to explain, with logical reasoning, the subject concerned and adequate knowledge to teach theory with illustrations in the discipline concerned.

11. Associate Professor:**Eligibility (A or B):****A.**

- (i) A post academic record, having a Ph.D. degree with performing ability of high professional standard as certified by an Expert Committee constituted by the University concerned for the said purpose;
- (ii) Eight years experience of teaching in a University/College and/or equivalent in a University/national level institutions equal to that of Assistant Professor in a University/College;
- (iii) A significant contribution to knowledge in the subject concerned as evidenced by the quality publications.

OR

- B. A traditional or a professional artist, having highly commendable professional achievement in the subject concerned, has a Master's degree, who has:**
- (i) been recognised artist of stage/Radio/TV;
 - (ii) Eight years of outstanding performance in the field of specialisation;
 - (iii) Experience of designing new courses and/or curricula;
 - (iv) Participated in Seminars/Conferences in reputed institutions; and
 - (v) The ability to explain, with logical reasoning the subject concerned and adequate knowledge to teach theory with illustrations in the said discipline.

III. Professor :**Eligibility (A or B) :**

- A. An eminent scholar, having a doctoral degree, actively engaged in research with ten years of experience in teaching and/or research at a University/National level institution, including experience of guiding research at the doctoral level, with outstanding performing achievement in the field of specialisation, with a minimum of 6 research publications in the peer-reviewed or UGC listed journals, and a total research score of 120, as per Appendix II, Table 2.

OR

- B. A traditional and a professional artist, having highly successful professional achievement in the subject concerned, who has:
- (i) Master's degree, in the relevant subject;
 - (ii) Ten years of outstanding performing achievements in the field of specialisation;
 - (iii) Made significant contribution in the field of specialisation;
 - (iv) Good income;
 - (v) Participated in National/International Seminars/Conferences/Workshops and/or recipient of National/International Awards/Fellowships;
 - (vi) Ability to explain with logical reasoning the subject concerned;
 - (vii) Adequate knowledge to teach theory, with illustrations in the said discipline.

4.4. Yoga Discipline**I. Assistant Professor :****Eligibility (A or B) :**

- A. Good academic record, with at least 55% marks (or an equivalent grade in a point-scale wherever the grading system is followed) at the Master's degree in Yoga or any other relevant subject, or an equivalent degree from an Indian/foreign University.

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

OR

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

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

II. ASSOCIATE PROFESSOR :

- (i) A good academic record, with a Ph.D. degree in the subject concerned or in a relevant discipline.
- (ii) A Master's degree with at least 55% marks (or an equivalent grade in a point-scale, wherever the grading system is followed).
- (iii) A minimum of eight years' experience of teaching and/or research in an academic/research position equivalent to that of Assistant Professor in a University, College or Accredited Research Institutions/Industry with evidence of published work and a minimum of 7 publications as books and / or research/policy papers in peer-reviewed or UGC listed journals and a total research score of at least Seventy five (75), as per the criteria given in Appendix II, Table 2.

III. PROFESSOR**Eligibility (A or B) :****A.**

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

Or

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

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

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

II. ASSOCIATE PROFESSOR:

- (i) Essential: A Master's Degree in Occupational Therapy (M.O.T./M.D.Th./M.Sc. O.T.), with eight years experience as Assistant Professor.
- (ii) Desirable: Higher Qualification, including a Ph. D. degree in any discipline of occupational therapy recognized by the UGC, and published work of high standard in peer-reviewed or UGC listed journals.

III. PROFESSOR:

- (i) Essential: Master's Degree in Occupational Therapy (M.O.T./M.D.Th./M.Th.D./M.Sc. O.T.), with Ten years of total experience in Occupational Therapy.
- (ii) Desirable: Higher Qualification, such as Ph. D. degree in any discipline of occupational therapy recognized by the UGC, and published work of high standard in peer-reviewed or UGC listed journals.

IV. PRINCIPAL / DIRECTOR / DEAN:

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

Note:

- (i) The senior-most Professor in the institution shall be designated as the Principal / Director / Dean.
- (ii) Desirable: Higher qualification, like a Ph. D. degree in any discipline of occupational therapy recognized by the UGC and published work of high standard in peer-reviewed or UGC listed journals.

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

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

II. ASSOCIATE PROFESSOR:

- (i) Essential: A Master's Degree in Physiotherapy (M.P.T./M.P.Th./M.Th.P./M.Sc. P.T.) with eight years' experience as Assistant Professor.

- (ii) *Desirable:* Higher Qualification, such as Ph.D. degree in any discipline of Physiotherapy recognised by the U.G.C. and published work of high standard in peer-reviewed or UGC-listed journals.

III. PROFESSOR:

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

Desirable:

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

IV. PRINCIPAL / DIRECTOR / DEAN:

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

Not:

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

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

I. UNIVERSITY ASSISTANT LIBRARIAN / COLLEGE LIBRARIAN

- (i) A Master's Degree in Library Science, Information Science or Documentation Science or an equivalent professional degree, with at least 55% marks (or its equivalent grade in a point-system, wherever the grading system is followed).
(ii) A consistently good academic record, with knowledge of computerisation of a library.
(iii) Besides fulfilling the above qualifications, the candidate must have cleared the National Eligibility Test (NET) conducted by the UGC/CSIR or similar test accredited by the UGC like SLET/SLETSET or who are or have been awarded a Ph.D. Degree in accordance with the University Grants Commission (Minimum Standards and Procedure for Award of M.Phil/Ph.D. Degree) Regulations, 2009 or 2016 and (its amendments from time to time as the case may be).

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

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

Not:

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

II. UNIVERSITY DEPUTY LIBRARIAN

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

III. UNIVERSITY LIBRARIAN

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

4.3. MINIMUM QUALIFICATIONS FOR THE POSTS OF ASSISTANT DIRECTORS OF PHYSICAL EDUCATION AND SPORTS, DEPUTY DIRECTOR OF PHYSICAL EDUCATION AND SPORTS AND DIRECTOR OF PHYSICAL EDUCATION AND SPORTS (DPES)

1. University Assistant Director of Physical Education and Sports / College Director of Physical Education and Sports

Eligibility (A or B) :**A.**

- (i) A Master's Degree in Physical Education and Sports or Physical Education or Sports Science with 55% marks (or an equivalent grade in a point-scale, wherever the grading system is followed).
- (ii) Record of having represented the university / college at the inter-university /inter-collegiate competitions or the State and/or national championships.
- (iii) Besides fulfilling the above qualifications, the candidate must have cleared the National Eligibility Test (NET), conducted by the UGC or CBSE, or a similar test conducted by the UGC like SET/PSU, or who are or have been awarded a Ph.D. Degree in Physical Education or Physical Education and Sports or Sports Science, in accordance with the University Grants Commission (Minimum Standards and Procedure for Award of M.Phil./Ph.D. Degree) Regulations, 2009 or 2016 and their amendments from time to time, as the case may be.

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

- (a) The Ph.D. degree of the candidate has been awarded in regular mode.
- (b) The Ph.D. thesis has been evaluated by at least two external examiners.
- (c) Open Ph.D. viva voce of the candidate has been conducted.
- (d) The candidate has published two research papers from his/her Ph.D. work out of which at least one is in a refereed journal.
- (e) The candidate has presented at least two research papers in conference/seminar, issued by his/her Ph.D. work.

Note: The fulfilment of these conditions (a) to (e) is to be verified by the Registrar or the Dean (Academic Affairs) of the University concerned.

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

- v. Passed the physical fitness test conducted in accordance with these Regulations.

OR

- ii. An Asian games or commonwealth games medal winner who has a degree at least at Post Graduate level.

II. University Deputy Director of Physical Education and Sports

Eligibility (A or B) :

A.

- A Ph.D. in Physical Education or Physical Education and Sports or Sports Science. 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 by the university concerned.
- Eight years experience as University Assistant DPES/College DPES.
- Evidence of organising competitions and conducting coaching camps of at least two weeks' duration.
- Evidence of having produced good performance of teams/athletes for competitions like state/national/international/university/combined university, etc.
- Passed the physical fitness test in accordance with these Regulations.

OR

- B. An Olympic games/ world cup/ world Championship medal winner who has a degree at least at the Post-Graduate Level.

III. University Director of Physical Education and Sports

- A Ph.D. in Physical Education or Physical Education and Sports or Sports Science.
- Experience of at least ten years in Physical Education and Sports as University Assistant/Deputy DPES or ten years as College DPES or teaching for ten years in Physical Education and Sports or Sports Science as Assistant/Associate Professor.
- Evidence of organising competitions and conducting camps of at least two weeks' duration.
- Evidence of having produced good performance of teams/athletes for competitions like state/national/international/university/combined university, etc.

IV. Physical Fitness Test Norms

- Subject to the provisions of these Regulations, all candidates who are required to undertake the physical fitness test are required to produce a medical certificate certifying that he/she is medically fit before undertaking such test.
- On the production of such certificate mentioned in sub-clause (a) above, the candidate would be required to undertake the physical fitness test in accordance with the following norms:

NORMS FOR MEN			
12 MINUTES RUN/WALK TEST			
Upto 30 Years	Upto 40 Years	Upto 45 Years	Upto 50 Years
1800 metres	1700 metres	1200 metres	800 metres

NORMS FOR WOMEN			
8 MINUTES RUN/WALK TEST			
Up to 30 Years	Up to 40 Years	Up to 45 Years	Up to 50 Years
1000 metres	800 metres	600 metres	400 metres

5.0. CONSTITUTION OF SELECTION COMMITTEES AND GUIDELINES ON SELECTION PROCEDURE:

5.1. Selection Committee Composition

I. Assistant Professor in the University:

- (a) The Selection Committee for the post of Assistant Professor in the University shall consist of the following persons:
 - (i) The Vice Chancellor or his/her nominee, who has at least ten years of experience as Professor, shall be the Chairperson of the Committee.
 - (ii) An academician not below the rank of Professor to be nominated by the Vice-Chancellor, whenever applicable.
 - (iii) Three experts in the subject concerned nominated by the Vice-Chancellor out of the panel of names approved by the relevant statutory body of the university concerned.
 - (iv) Dean of the Faculty concerned, whenever applicable.
 - (v) Head/Chairperson of the Department/School concerned.
 - (vi) An academician representing SC/ST/OBC/Minority/Women/Differently-abled categories to be nominated by the Vice-Chancellor, if any of the candidates from any of these categories is an applicant and if any of the above members of the selection committee does not belong to that category.
- (b) Four members, including two outside subject experts, shall constitute the quorum.

II. Associate Professor in the University

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

III. Professor in the University:

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

IV. Senior Professor:

- (a) The Selection Committee for the post of Senior Professor in the University shall consist of the following persons:
- Vice-Chancellor who shall be the Chairperson of the Committee.
 - An academician not below the rank of Senior Professor/Professor with minimum ten years' experience who is the nominee of the Vice-Chancellor, wherever applicable.
 - Three experts not below the rank of a Senior Professor/Professor with a minimum of ten years' experience in the subject/field concerned nominated by the Vice-Chancellor out of the panel of names approved by the relevant statutory body of the university.
 - Dean (not below the rank of Senior Professor/Professor with minimum ten years' experience) of the faculty, wherever applicable.
 - Head/Chairperson (not below the rank of Senior Professor/Professor with minimum ten years' experience) or Associate Professor (not below the rank of Senior Professor/Professor with a minimum of ten years' experience) of the Department/School.
 - An academician (not below the rank of a Senior Professor/Professor with minimum ten years' experience) representing SC/ST/OBC/ Minority / Women / Differently-abled categories, if any of candidates representing these categories is the applicant, to be nominated by the Vice-Chancellor, if any of the three members of the selection committee do not belong to that category.
- (b) Five members, including two outside subject experts, shall constitute the quorum.

V. Assistant Professor in Colleges, including Private and Constituent Colleges:

- (a) The Selection Committee for the post of Assistant Professor in Colleges, including Private and constituent Colleges shall consist of the following persons:
- Chairperson of the Governing Body of the college or his/her nominee from amongst the members of the Governing body, who shall be the Chairperson of the Committee.
 - The Principal of the College.
 - Head of the Department/Teacher-in-charge of the subject concerned in the College.
 - Two nominees of the Vice-Chancellor of the affiliating university, of whom one should be a subject expert. In case of colleges notified/declared as a minority educational institution, two nominees of the Chairperson of the college from out of a panel of five names, preferably from the minority community, recommended by the Vice-Chancellor of the affiliating university, from the list of experts suggested by the relevant statutory body of the college, of whom one should be a subject expert.

- (v) Two subject experts not connected with the college who shall be nominated by the Chairperson of the College governing body out of a panel of five names recommended by the Vice-Chancellor from the list of subject experts approved by the relevant statutory body of the university concerned. In case of colleges notified/declared as minority educational institutions, two subject experts not connected with the University nominated by the Chairperson of the Governing Body of the College out of the panel of five names, preferably from the minority communities, recommended by the Vice-Chancellor from the list of subject experts approved by the relevant statutory body of the College.

- (vi) An academist representing SC/ST/OBC/Minority/Women/Differently-abled categories, if any of candidates belonging to any of these categories is the applicant, to be nominated by the Vice-Chancellor, if any of the above members of the selection committee does not belong to that category.

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

VI. Associate Professor in Colleges, including Private and Constituent Colleges

- (a) The Selection Committee for the post of Associate Professor in Colleges including Private and Constituent Colleges shall consist of the following persons:

- The Chairperson of the Governing Body or his/her nominee, from amongst the members of the Governing body, who shall be the Chairperson of the Selection Committee.
- The Principal of the College.
- The Head of the Department / Teacher in charge of the concerned subject from the college.

- (iv) Two University representatives nominated by the Vice-Chancellor, one of whom shall be the Dean of College Development Council or equivalent position in the University, and the other must be expert in the concerned subject. In case of Colleges notified/declared as minority educational institutions, two members of the Chairperson of the College from out of a panel of five names, preferably from minority communities, recommended by the Vice-Chancellor of the affiliating university from the list of experts suggested by the relevant statutory body of the college of whom one should be a subject expert.

- (v) Two subject-experts not connected with the college to be nominated by the Chairperson of the governing body of the college out of a panel of five names recommended by the Vice-Chancellor from the list of subject experts approved by the relevant statutory body of the university concerned. In case of colleges notified/declared as minority educational institutions, two subject experts not connected with the University nominated by the Chairperson of the College Governing Body out of the panel of five names, preferably from minority communities, recommended by the Vice-Chancellor from the list of subject experts approved by the relevant statutory body.

- (vi) An academist belonging to the SC/ST/OBC/Minority/Women/Differently-abled categories, if any of candidates belonging to these categories is the applicant, to be nominated by the Vice-Chancellor, if any of the above members of the selection committee does not belong to that category.

(b) The quorum for the meeting shall be five, including two subject experts.

VII. Professor in Colleges, including Private and Constituent Colleges

- (a) The Selection Committee for the post of Professor in Colleges including Private and Constituent Colleges shall consist of the following persons:

- The Chairperson of the Governing Body or his/her nominee, from amongst the members of the Governing body, who shall be the Chairperson of the Selection Committee.
- The Principal of the College.
- The Head of the Department / Teacher in charge of the concerned subject from the college not below the rank of Professor.

- (iv) Two University representatives not below the rank of Professor nominated by the Vice-Chancellor, one of whom shall be the Dean of College Development Council or equivalent position in the University, and the other must be expert in the concerned subject. In case of Colleges notified/declared as minority

educational institutions, two members not below the rank of Professor, of the Chairperson of the College from out of a panel of five names, preferably from minority communities, recommended by the Vice-Chancellor of the affiliating university from the list of experts approved by the relevant statutory body of the college of whom one should be a subject expert.

- vi) Two subject-experts not connected with the college to be nominated by the Chairperson of the governing body of the college out of a panel of five names recommended by the Vice-Chancellor from the list of subject experts approved by the relevant statutory body of the university concerned. In case of colleges notified/declared as minority educational institutions, two subject experts not connected with the University nominated by the Chairperson of the College governing body out of the panel of five names, preferably from minority communities, recommended by the Vice-Chancellor from the list of subject experts approved by the relevant statutory body.
- vii) An academician not below the rank of Professor belonging to the SC/ST/OBC/Muslim/Women/Differently-abled categories, if any of candidates belonging to these categories is the applicant, to be nominated by the Vice-Chancellor, if any of the above members of the selection committee does not belong to that category.
- (b) The quorum for the meeting shall be five, including two subject experts.

VIII. College Principal and Professor

A. Selection Committee

- (a) The Selection Committee for the post of College Principal and Professor shall have the following composition:
 - i) Chairperson of the Governing Body to be the Chairperson.
 - ii) Two members of the Governing Body of the college to be nominated by the Chairperson of whom one shall be an expert in academic administration.
 - iii) Two members of the Vice-Chancellor who shall be Higher Education experts in the subject/field concerned out of which at least one shall be a person not connected in any manner with the affiliating University. In case of Colleges notified/declared as minority educational institutions, one member of the Chairperson of the College from out of a panel of five names, preferably from minority communities, recommended by the Vice-Chancellor of the affiliating university of whom one should be a subject expert.
 - iv) Three Higher Education experts consisting of the Principal of a College, a Professor and an accomplished administrator not below the rank of a Professor to be nominated by the Governing Body of the college out of a panel of six experts approved by the relevant statutory body of the university concerned.
 - v) An academician representing SC/ST/OBC/Muslim/Women/Differently-abled categories, if any of candidates representing these categories is the applicant, to be nominated by the Vice-Chancellor, if any of the above members of the selection committee does not belong to that category.
 - vi) Two subject-experts not connected with the college to be nominated by the Chairperson of the governing body of the college out of a panel of five names recommended by the Vice-Chancellor from the list of subject experts approved by the relevant statutory body of the university concerned. In case of colleges notified/declared as minority educational institutions, two subject experts not connected with the University nominated by the Chairperson of the College governing body out of the panel of five names, preferably from minority communities, recommended by the Vice-Chancellor from the list of subject experts approved by the relevant statutory body.
- (b) Five members, including two experts, shall constitute the quorum.
- (c) All the selection procedure of the selection committee shall be completed on the day/ten day of the selection committee meeting itself, wherein, minutes are recorded along with the scoring Profiles and recommendation made on the basis of marks with the list of selected and waitlisted candidates/Panel of names in order of merit, duly signed by all members of the selection committee.

(c) The term of appointment of the College Principal shall be five years, with eligibility for reappointment for one more term, only after an examination by a Committee appointed by the University as per the composition given in sub-clause (B) of 5.1 (VII).

(d) After the completion of his/her term as Principal, the incumbent shall join back his/her parent organisation with the designation as Professor and in the grade of the Professor.

B. Committee for Assessment of College Principal and Professor for Second Term

The Committee for assessment to the post of College Principal for second term shall have the following composition:

- (i) Member of the Vice-Chancellor of the affiliating University
- (ii) Member of the Chairman, University Grants Commission.

The members shall be nominated from the Principals of the Colleges with Excellence/Colleges with Potential of Excellence/Autonomous College/NAAC Grade 'A' accredited colleges.

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

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

A. For University teachers:

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

B. For College teachers:

- (i) The Principal of the college;
- (ii) Head/Tenure-Incharge of the department concerned from the college;
- (iii) Two subject experts in the subject concerned nominated by the Vice-Chancellor from the university panel of experts.

C. For University Assistant Librarian:

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

D. For College Assistant Librarian:

- (i) The Principal shall be the Chairperson of the Committee;
- (ii) The Librarian, University Library; and
- (iii) Two experts who are working Librarians nominated by the Vice-Chancellor from the University panel of experts.

E. For University Assistant Director, Physical Education and Sports:

- (i) The Vice-Chancellor shall be the Chairperson of the Committee.

- (ii) The Dean of the Faculty concerned;
- (iii) The University Director, Physical Education and Sports; and
- (iv) One expert in Physical Education and Sports Administration from University system nominated by the Vice-Chancellor from the University panel of experts.

F. For College Director, Physical Education and Sports:

- (i) The Principal shall be the Chairperson of the Committee;
- (ii) The University Director, Physical Education and Sports; and
- (iii) Two experts in Physical Education and Sports Administration from University system nominated by the Vice-Chancellor from the University panel of experts.

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

5.2. The Screening/evaluation Committee on verification/evaluation of grades secured by the candidate through the Assessment Scheme and Methodology Pattern designed by the respective university based on these Regulations and as per the minimum requirements specified:

- (a) In Appendix II, Table 1 for each of the codes of Assistant Professor;
- (b) In Appendix II, Table 4 for each of the codes of Librarian; and
- (c) In Appendix II, Table 5 for each of the codes of Physical Education and Sports.

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

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

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

A.1. SELECTION PROCEDURE:

I. The overall selection procedure shall incorporate transparent, objective and credible methodology of analysis of the merits and credentials of the applicants based on the weightage given to the performance of the candidate in different relevant parameters and his/her performance on a grading system (performance based on Appendix II, Tables 1, 2, 3A, 3B, 4, and 5).

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

II. The universities shall adopt these Regulations for selection committees and selection procedure through their respective statutory bodies incorporating Appendix II, Table 1, 2, 3A, 3B, 4, and 5 at the institutional level for University Departments and their Constituent colleges/ affiliated colleges (Government/Government-aided/Autonomous/ Private Colleges) to be followed transparently in all the selection processes. The universities may devise their own self-assessment cum performance appraisal forms for teachers in direct recruitment as the Appendix II, Table 1, 2, 3A, 3B, 4, and 5 specified in these Regulations.

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

- IV. The process of selection of a Professor shall involve the inviting of the applications developed by the respective university, based on the Assessment Criteria and Methodology guidelines set out in these Regulations in Appendix II, Table 1 and 2 and reports of all significant publications of the candidates.

Provided that the publications submitted by the candidate shall have been published during the qualifying period.

Provided further that such publications shall be made available to the subject experts for assessment before holding the interview. The evaluation of the publications by the experts shall be taken into consideration while finalizing the outcome of selection.

- V. In the case of selection of faculty members who are from outside the academic field and are considered under Clause 4.1 (II.B), 4.2 (II.B, II.B), 4.3 (II.B, II.B, II.B) and 4.4 (II.D) of these Regulations, the university's summary profiles must lay down clear and transparent criteria and procedure to this effect; outstanding professionals who can contribute substantially to the university knowledge system are essential.

- VI. In the selection process for the posts involving different nature of responsibilities in certain disciplines/areas, such as Music and Fine Arts, Visual Arts and Performing Arts, Physical Education and Sports, and Library, greater emphasis may be laid on the nature of deliverables indicated against each of the posts in these Regulations which need to be taken up by the institution while developing the Profiles for both the direct recruitment and the CAS promotion.

- VII. The Internal Quality Assurance Cell (IQAC) shall be established in all Universities/Colleges as per the UGC/National Assessment Accreditation Council (NAAC) guidelines with the Vice-Chancellor, as Chairperson (in the case of Universities) and Principal, as Chairperson (in case of Colleges). The IQAC shall act as the documentation and record-keeping Cell for the institution, including assistance in the development of Assessment Criteria and Methodology Profiles based on these Regulations. The IQAC may also introduce wherever feasible, the student feedback system as per the NAAC guidelines on institutional parameters without incorporating the component of the students' assessment of individual teachers in the Assessment Criteria and Methodology Profiles.

- A. The Assessment of the performance of College and University teachers for the CAS promotion is based on the following criteria:

- i. **Teaching-Learning and Evaluation:** The contribution to teaching based on observable indicators such as being regular in class, punctuality in class, remedial teaching and clarifying doubts within and outside the class hours, remedial and mentoring, additional teaching to support the intelligibility/understanding as and when the need arises, etc. Examination and evaluation activities like performing of examination supervising duties, question-papers setting for university/college examinations, participation in the evaluation of examination answer scripts, coaching/examintations for internal assessment as per the schedule to be announced by the institution at the beginning of each Academic Session and returning and discussing the answer in the class.
- ii. **Personal Development Related to Teaching and Research Activities:** Attending extension/infrastructure/methodology courses, development of e-content and MOOC's, organizing seminar/conference/workshop / presentation of papers and chairing of sessions/guiding and carrying out research projects and publishing the research output in national and international journals etc.
- iii. **Administrative Support and Participation in Students' Co-curricular and Extra-curricular Activities.**

B. Assessment Process:

The following three-step process is recommended for carrying out assessment for promotion under the CAS at all levels:

Step 1: The college/university teachers shall submit to college/university an annual self-appraisal report as the prescribed Profile to be designed based on Tables 1 to 3 of Appendix II. The report should be submitted at the end of every academic year, within the stipulated time. The teacher will provide documentary evidence for the claims made in the annual self-appraisal report, which is to be verified by the (HOD)/teacher-in-charge etc. The submission should be through the Head of the Department (HOD)/teacher-in-charge.

Step 2: After completion of the required years of experience for promotion under CAS and fulfilment of other requirements indicated below, the teacher shall submit an application for promotion under CAS.

Step 3: A CAS Promotion shall be granted as mentioned in Clauses 6.4 of these Regulations.

6.1 Assessment Criteria and Methodology

(a) Tables 1 to 3 of Appendix II are applicable to the selection of Assistant Professors/ Associate Professors/ Professors/Senior Professors in Universities and Colleges;

(b) Table 4 of Appendix II is applicable to Assistant Librarian/ College Librarian and Deputy Librarian for promotion under Career Advancement Scheme; and

(c) Table 5 of Appendix II is applicable to Assistant Director/ College Director of Physical Education sports and Deputy Directors/Directors of Physical Education and Sports for promotions under Career Advancement Scheme.

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

6.3 The criteria for promotions under Career Advancement Scheme laid down under these Regulations shall be effective from the date of notification of these Regulations. However, in order to bring to those faculty members who have already qualified or are likely to qualify shortly under the existing regulations, a choice may be given to them, for being considered for promotions under the existing Regulations. This option can be exercised only within three years from the date of notification of these Regulations.

I. A teacher who wishes to be considered for promotion under the CAS may submit in writing to the university/college, within three months in advance of the due date, that he/she fulfils all the requirements under the CAS and intends to the university/college the Assessment Criteria and Methodology Profound as evolved by the university concerned supported by all credentials as per the Assessment Criteria and Methodology guidelines set out in these Regulations. In order to avoid any delay in holding the Selection Committee meeting for various positions under the CAS, the University/College may initiate the process of screening/selection, and complete the process within six months from the receipt of application. Further, in order to avoid any hardship, the candidates who fulfil all other criteria mentioned in these Regulations, as on and till the date on which these regulations are notified, may be considered for promotion from the date on or after the date, on which they fulfil these eligibility conditions.

II. The Selection Committee specifications as contained in Clause 5.1 to 5.4 shall be applicable to all direct recruitment of faculty positions and equivalent cadres and Career Advancement promotions from Assistant Professor to Associate Professor, from Associate Professor to Professor, Professor to Senior Professor (in University) and its equivalent cadres.

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

IV. The promotion under the CAS being a personal promotion to a teacher holding a substantive sanctioned post, on teacher's recommendation, the said post shall revert back to its original cadre.

V. For the promotion under the CAS, the applicant teacher must be in the full and in active service of the University/College on the date of consideration by the Selection Committee.

VI. The candidate shall offer himself/herself for assessment for promotion, if he/she fulfils the minimum grading specified in the relevant Assessment Criteria and Methodology Tables, by submitting an application and the required Assessment Criteria and Methodology Profound. He/she can do so three months before the due date. The university shall send a general circular twice a year, inviting applications for the CAS promotions from the eligible candidates.

(i) If a candidate applies for promotion on completion of the minimum eligibility period and is successful, the date of promotion shall be from the minimum period of eligibility.

(ii) If, however, the candidate finds that he/she would fulfil the CAS promotion criteria, as defined in Tables 1, 2, 4, and 5 of Appendix II at a later date and applies on that date and is successful, his/her promotion shall be effected from the date of the candidate fulfilling the eligibility criteria.

(iii) The candidate who does not succeed in the first assessment, he/she shall have to be re-assessed only after one year. When such a candidate succeeds in the eventual assessment, his/her promotion shall be deemed to be one year from the date of rejection.

- VII. Regarding the cases pending for promotions from one Academic Level/Grade Pay to another Academic Level/Grade Pay under the Career Advancement Scheme provided under 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 and its subsequent amendments, the teachers shall be given the option to be considered for the promotion from one Academic Level/Grade Pay to another Academic Level/Grade Pay as per the following:

- (a) The teachers shall be considered for promotion from one Academic Level/Grade Pay to another as per the CAS under these Regulations.

OR

- (b) The faculty members shall be considered for the promotion from one Academic Level/Grade Pay to another as per the CAS provided under 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 and its amendments with reference to the requirements of Academic Performance Indicators (API) based Performance Based Appraisal System (PBAS) upto the date of notification of these Regulations.

The relaxation in the requirements of Academic Performance Indicators (API) based Performance Based Appraisal System (PBAS) upto the date of notification of these Regulations for the promotion from one Academic Level/Grade Pay to another under CAS as provided in 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 and its amendments, is defined as under:

- i. Exemption from scoring under Category I, as defined in Appendix III of and above mentioned 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 and its amendments including 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) (6th Amendment), Regulations, 2016, for faculty and other equivalent cadre positions.

- ii. Scoring in Category II and Category III for faculty and other equivalent cadre positions shall be as provided for in 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 with the following combined minimum API score requirement for Category II and Category III taken together, as mentioned below.

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

TABLE-A

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

S.No.		Assistant Professor (Stage 1: AGP Rs.6000/- to Stage 2: AGP Rs.7000/-)	Assistant Professor (Stage 2: AGP Rs.7000/- to Stage 3: AGP Rs.8000/-)	Assistant Professor (Stage 3: AGP Rs.8000/- to Associate Professor (Stage 4: AGP Rs.9000/-)	Associate Professor (Stage 4: AGP Rs.9000/- to Professor (Stage 5: AGP Rs.10000/-)
1.	Research and Academic contribution (Category III)	Continuous period	Continuous period	Continuous period	Continuous period
2.	Expertise/innovation system	Research Committee	Research Committee	Research Committee	Research Committee

Table-B

(Minimum API requirement for the promotion of teachers under CAS in colleges (UG & PG)

S.No.		Assistant Professor (Stage 1/ AGP Rs.6000/- to Stage 2/AGP Rs.7000/-)	Assistant Professor (Stage 2/ AGP Rs.7000/- to Stage 3/AGP Rs.8000/-)	Assistant Professor (Stage 3/ AGP Rs.8000/-) to Associate Professor (Stage 4/AGP Rs.9000/-)	Associate Professor (Stage 4/ AGP Rs.9000/- to Professor (Stage 5/AGP Rs.10000/-)
1	Research and Academic contribution (Category III)	20/assessment period	30/assessment period	45/assessment period	60/assessment period
2	Expert assessment system	Screening Committee	Screening Committee	Selection Committee	Selection Committee

Table-C

(Minimum API requirement for the promotion of Library staff under CAS in Universities)

S.N.		Assistant Librarian (Stage 1/ AGP Rs.6000/- to Stage 2/AGP Rs.7000/-)	Assistant Librarian (Stage 2/ AGP Rs.7000/- to Stage 3/AGP Rs.8000/-)	Assistant Librarian (Selection Grade/Deputy Librarian (Stage 3/ AGP Rs.8000/-) to Deputy Librarian (Stage 4/AGP Rs.9000/-)	Deputy Librarian (Stage 4/AGP Rs. 9000/-) to Deputy Librarian (Stage 5 AGP Rs.10000/-)
1	Research and Academic contribution (Category III)	40/assessment period	100/assessment period	90/assessment period	120 per assessment period
2	Expert assessment system	Screening Committee	Screening Committee	Selection Committee	Selection committee

Table-D

(Minimum API requirement for the promotion of Library staff under CAS in Colleges)

S.No.		Assistant Librarian (Stage 1/ AGP Rs.6000/- to Stage 2/AGP Rs.7000/-)	Assistant Librarian (Stage 2/ AGP Rs.7000/- to Stage 3/AGP Rs.8000/-)	Assistant Librarian (Selection Grade/Deputy Librarian (Stage 3/ AGP Rs.8000/-) to Deputy Librarian (Stage 4/AGP Rs.9000/-)
1	Research and Academic contribution (Category III)	20/assessment period	30/assessment period	45/assessment period
2	Expert assessment system	Screening Committee	Screening Committee	Selection Committee

Table-E

(Minimum APE requirement for the promotion of University Director/Deputy Director/Assistant Director, Physical Education and Sports)

S.No.		Assistant Director (Stage 1/ AGP Rs.6000/- to Stage 2/AGP Rs.7000/-)	Assistant Director (Stage 2/ AGP Rs.7000/-) to Assistant Director (Selection Grade/Deputy Director (Stage 3/AGP Rs.10000/-)	Assistant Director (Selection Grade/Deputy Director (Stage 3/ AGP Rs.10000/-) to Deputy Director (Stage 4/AGP Rs.15000/-)	Deputy Director (Stage 4/AGP Rs. 15000/-) to Deputy Director (Stage 5 AGP Rs.20,000/-)
1	Research and Academic Coordination (Category III)	45vacant period	45vacant period	45vacant period	120 per annum period
2	Expert assessment system	Screening Committee	Screening Committee	Selection Committee	Selection Committee

Table-F

(Minimum APE requirement for the promotion of College Director, Physical Education and Sports)

S.No.		Assistant Director (Stage 1/ AGP Rs.6000/- to Stage 2/AGP Rs.7000/-)	Assistant Director (Stage 2/ AGP Rs.7000/-) to Assistant Director (Selection Grade/Deputy Director (Stage 3/AGP Rs.10000/-)	Assistant Director (Selection Grade/Deputy Director (Stage 3/ AGP Rs.10000/-) to Deputy Director (Stage 4/AGP Rs.15000/-)
1	Research and Academic Coordination (Category III)	25vacant period	30vacant period	45vacant period
2	Expert assessment system	Screening Committee	Screening Committee	Selection Committee

VIII. The requirement for Orientation course and Refresher course for promotions due under the CAS shall not be mandatory upto 31st December, 2018.

6.4 STAGES OF PROMOTION UNDER THE CAREER ADVANCEMENT SCHEME OF INCUMBENT AND NEWLY-APPOINTED ASSISTANT PROFESSORS/ASSOCIATE PROFESSORS/PROFESSORS

A. The entry-level Associate Professor (Level 10) shall be eligible for promotion under the Career Advancement Scheme (CAS) through two successive levels (Level 11 and Level 12), provided they are assessed to fulfil the eligibility and performance criteria as laid down in Clause 6.3. of these Regulations.

B. Career Advancement Scheme (CAS) for College teachers

1. Assistant Professor (Academic Level 10) to Assistant Professor (Senior Scale/Academic Level 11)

Eligibility: Assistant Professors who have completed four years of service and having a Ph.D. degree or five years of service and having a M.Phil. / PG Degree in Professional Courses, such as L.M., M.Tech., M.V.Sc., M.D., or six years of service for those without Ph.D./M.Phil./ PG Degree in Professional courses.

- Attended one Orientation course of 21 days' duration on teaching methodology; and
- Any one of the following: Completed one Refresher / Research Methodology Course

Any two of the following: Workshop, Syllabus Up-gradation Workshop, Training/Teaching-Learning-Evaluation, Technology Programmes and Faculty Development Programmes of at least one week (5 days) duration.

OR

Completed one MOOC's course (with e-certification) or development of e-content in four-quadram / MOOC's course during the assessment period.

CAS Promotion Criteria:

A teacher shall be promoted if:

- i) He/she gets 'satisfactory' or 'good' grade in the annual performance assessment reports of at least three/four/five of the last four/five/six years of the assessment period as the case may be, as specified in Appendix II, Table I, unit;
- ii) The promotion is recommended by the screening-joint-evaluation committee.

II. Assistant Professor (Senior Scale/Academic Level 11) to Assistant Professor (Selection Grade/Academic Level 12)

Eligibility:

- i) Assistant Professors who have completed five years of service in Academic Level 11 (Senior Scale).
- ii) Any two of the following in the last five years of Academic Level 11/ Senior Scale: Completed courses/programmes from among the categories of Refresher Courses/Research Methodology course/Workshop/Syllabus Up-gradation Workshop/ Teaching-Learning-Evaluation/ Technology Programmes/ Faculty Development Programme/ Syllabus Up-gradation Workshop/ Teaching-Learning-Evaluation/ Technology Programmes/ Faculty Development Programmes of at least two weeks (ten days) duration (or completed two courses of at least one week (five days) duration in lieu of every single course/programme of at least two weeks (ten days) duration), or completed MOOC's course in the relevant subject (with e-certification), or Contribution towards development of e-content in 4-quadram (at least one quadram) minimum of 10 modules of a course/contribution towards development of at least 10 modules of MOOC's course/ contribution towards conducting of a MOOC's course during the period of assessment.

CAS Promotion Criteria:

A teacher shall be promoted if:

- i) The teacher gets 'Satisfactory' or 'good' grade in the annual performance assessment reports of at least four of the last five years of the assessment period, as prescribed in Appendix II, Table I and
- ii) The promotion is recommended by the Screening-joint-evaluation committee.

III. Assistant Professor (Selection Grade/Academic Level 12) to Associate Professor (Academic Level 13A)

Eligibility:

- i) Assistant Professor who has completed three years of service in Academic Level 12/Selection Grade.
- ii) A Ph.D. degree in subject relevant field/discipline.
- iii) Any one of the following during the last three years: completed one course / programme from amongst the categories of Refresher Courses/ Methodology Workshop/Syllabus Up-gradation Workshop/ Teaching-Learning-Evaluation/ Technology Programmes/ Faculty Development Programme of at least two weeks (ten days) duration (or completed two courses of at least one week (five days) duration in lieu of every single course/programme of at least two weeks (ten days) duration), or completed one MOOC's course (with e-certification), or contribution towards development of e-content in 4-quadram (at least one quadram) minimum of 10 modules of a course/contribution towards development of at least 10 modules of MOOC's course/ contribution towards conduct of a MOOC's course during the period of assessment.

CAS Promotion Criteria:

A teacher may be promoted if:

- i) He/she gets a 'satisfactory' or 'good' grade in the annual performance assessment reports of at least two of the last three years of the assessment period as prescribed in Appendix II, Table I, unit
- ii) The promotion to the post of Associate Professor is recommended by the selection committee in accordance with these Regulations.

IV. Associate Professor (Academic Level 13A) to Professor (Academic Level 14)**Eligibility:**

1. Associate Professors who have completed three years of service in Academic Level 13A.
2. A Ph.D. degree in subject relevant/irrelevant/discipline.
3. A minimum of 10 research publications in peer-reviewed or UGC-listed journals out of which three research papers shall be published during the assessment period.
4. A minimum of 100 Research Score as per Appendix II Table 2.

CAS Promotion Criteria:

A teacher shall be promoted if:

- (i) The teacher gets 'satisfactory' or 'good' grade in the annual performance assessment reports of at least two of the last three years of the assessment period, as per Appendix II, Table 1 and a least 100 research score as per Appendix II, Table 2.
- (ii) The promotion to the post of Professor is recommended by selection committee constituted in accordance with these Regulations.

C. Career Advancement Scheme (CAS) for University teachers**I. Assistant Professor (Academic Level 10) to Assistant Professor (Senior Scale/Academic Level 11)****Eligibility:**

- (i) An Assistant Professor who has completed four years of service with a Ph.D. degree or five years of service with a M.Phil./ PG Degree in Professional Courses, such as LL.M, M.Tech, M.V.Sc and M.D., or six years of service in case of those without a Ph.D./M.Phil./ PG Degree in a Professional course and satisfies the following conditions:
- (ii) Attended one Orientation course of 21 days duration on teaching methodology.
- (iii) Any one of the following: Completed Refresher/ Research Methodology Course/ Workshop/ Syllabus Up-gradation Workshop/ Training Teaching-Learning-Evaluation/ Technology Programmes/ Faculty Development Programmes of at least one week (5 days) duration, or taken one MOOC course (with a certification) or development of e-content in two quarters / MOOC's course during the assessment period; and
- (iv) Published one research publication in the peer-reviewed journals or UGC-listed journals during assessment period.

CAS Promotion Criteria :

A teacher shall be promoted if:

- (i) He/she gets a 'satisfactory' or 'good' grade in the annual performance assessment reports of at least three/four/five of the last four/five/six years of the assessment period as the case may be as provided in Appendix II, Table 1; and
- (ii) The promotion is recommended by the screening and evaluation committee.

II. Assistant Professor (Senior Scale/Academic Level 11) to Assistant Professor (Selection Grade/Academic Level 12)**Eligibility:**

- (i) Assistant Professors who has completed five years of service in Academic Level 11/Senior Scale.
- (ii) A Ph.D. Degree in the subject relevant/irrelevant/discipline.
- (iii) Has done any two of the following in the last five years of Academic Level 11/Senior Scale: Completed a course / programme from amongst the categories of Refresher Course/Research Methodology/ Workshop/ Syllabus Up-gradation Workshop/ Teaching-Learning-Evaluation/ Technology Programmes/ Faculty Development Programmes of at least two weeks (ten days) duration for completed two courses of at least one week (five days) duration in lieu of every single course/programme of at least two weeks (ten

days) duration); or, completed one MOOCs course in the relevant subject (with accreditation); or contribution towards the development of a course in 4 quadrants (at least one quadrant) minimum of 10 modules of a course/contribution towards the development of at least 10 modules of MOOCs course/contribution towards conduct of a MOOCs course during the period of assessment.

- iv) Published three research papers in the peer-reviewed journals or UGC-listed journals during assessment period.

CAS Promotion Criteria:

A teacher shall be promoted if:

- The teacher gets a 'satisfactory' or 'good' grade in the annual performance assessment reports of at least four of the last five years of the assessment period, (as prescribed in Appendix II, Table 1) and;
- The promotion is recommended by the Screening-cum-evaluation committee.

III. Assistant Professor (Selection Grade/Academic Level 12) to Associate Professor (Academic Level 13A)

- Assistant Professor who has completed three years of service in Academic Level 12/ Selection grade.
- A Ph.D Degree in the subject concerned/ allied/ related discipline.
- Any one of the following during last three years: completed one course / programme from amongst the categories of Refresher Courses/ Research Methodology Workshops/Syllabus Up-gradation Workshops/ Teaching-Learning-Evaluation Technology Programme/ Faculty Development Programme of at least two weeks (ten days) duration (or completed two courses of at least one week (five days) duration in lieu of every single course/programme of at least two weeks (ten days) duration); or completed one MOOCs course (with a certification); or contribution towards the development of a course in 4-quadrant (at least one quadrant) minimum of 10 modules of a course/contribution towards development of at least 10 modules of MOOCs course/contribution towards conduct of a MOOCs course during the period of assessment.
- A minimum of seven publications in the peer-reviewed or UGC-listed journals out of which three research papers should have been published during the assessment period.
- Evidence of having guided at least one Ph.D. candidate.

CAS Promotion Criteria:

A teacher shall be promoted if:

- He/she gets a 'satisfactory' or 'good' grade in the annual performance assessment reports of at least two of the last three years of the assessment period as specified in Appendix II, Table 1, and has a research score of at least 70 as per Appendix II, Table 2.
- The promotion is recommended by a selection committee constituted in accordance with these Regulations.

IV. Associate Professor (Academic Level 13A) to Professor (Academic Level 14)

Eligibility:

- An Associate Professor who has completed three years of service in Academic Level 13 A.
- A Ph.D degree in the subject concerned/ allied/ related discipline.
- A minimum of ten research publications in the peer-reviewed or UGC-listed journals out of which three research papers should have been published during the assessment period.
- Evidence of having successfully guided doctoral candidate.
- A minimum of 110 Research Score as per Appendix II, Table 2.

CAS Promotion Criteria:

A teacher shall be promoted if:

- He/she gets 'satisfactory' or 'good' grade in the annual performance assessment reports of at least two of the last three years of the assessment period, as per Appendix II, Table 1, and at least 110 research score, as per Appendix II, Table 2.
- The promotion is recommended by a selection committee constituted in accordance with these Regulations.

V. Professor (Academic Level 14) to Senior Professor (Academic Level 15)

A Professor can be promoted to the post of Senior Professor under the CAS. The promotion shall be based on academic achievement, formal review from three eminent subject experts who are not of the rank lower than the rank of a Senior Professor or a Professor having at least ten years' of experience. The selection shall be based on 10 best publications during the last 10 years and interaction with a Selection Committee constituted in accordance with these Regulations.

Eligibility:

- Ten years' experience as a Professor.
- A minimum of ten publications in the peer-reviewed or UGC listed journals and Ph.D. degree has been successfully awarded to two candidates under teacher supervision during the assessment period.

3. Career Advancement Scheme (CAS) for Librarians**Note:**

- The following provisions apply only to those persons who are not involved in the teaching of Library Science. Teachers in institutions where Library Science is a teaching department shall be covered by the provisions given under sections 5.4 (B) and 5.4 (C), of these Regulations for Colleges/Institutions and for Universities, respectively.
- The Deputy Librarian in Universities shall have two levels i.e. Academic Level 13A and Academic Level 14 while College Librarians shall have five levels i.e. Academic Level 10, Academic Level 11, Academic Level 12, Academic Level 13A and Academic Level 14.

I. From University Assistant Librarian (Academic level 10)/College Librarian (Academic level 10) to University Assistant Librarian (Senior Scale/Academic level 11)/College Librarian (Senior Scale/Academic level 11):**Eligibility:**

An Assistant Librarian/ College Librarian who is in Academic Level 10 and has completed four years of service having a Ph.D. degree in Library Science/ Information Science/ Documentation Science or an equivalent degree or five years' of experience having at least a M.Phil degree, or six years of service for those without a M.Phil or a Ph.D. degree.

- He/she has attended at least one Orientation course of 21 days' duration; and
- Training, Seminar or Workshop on automation and digitalisation, maintenance and related activities, of at least 5 days, as per Appendix II, Table 4.

CAS Promotion Criteria:

An Assistant Librarian/College Librarian may be promoted if:

- He/she gets a "satisfactory" or "good" grade in the annual performance assessment reports of at least three/four/five out of the last four/five years of the assessment period as the case may be as specified in Appendix II, Table 4, and
- The promotion is recommended by a screening cum evaluation committee.

II. From University Assistant Librarian (Senior Scale/Academic level 11)/College Librarian (Senior Scale/Academic level 11) to University Assistant Librarian (Selection Grade/ Academic level 12)/ College Librarian (Selection Grade/Academic level 12):**Eligibility:**

- He/she has completed five years of service in that grade.
- He/she has done any two of the following in the last five years: (i) Training/Seminar/Workshop/Course on automation and digitalisation, (ii) Maintenance and other activities as per Appendix II, Table 4 of at least two weeks (ten days) duration or completed two courses of at least one week (five days) duration in lieu of every single course/programme of at least two weeks (ten days) duration, (iii) Taken/developed two MOOCs course in the relevant subject (with a certification), or (iv) Library up gradation course.

CAS Promotion Criteria:

An individual shall be promoted if:

- i) He/she gets a 'satisfactory' or 'good' grade in the annual performance assessment reports of at least four out of the last five years of the assessment period, as specified in Appendix II, Table 4, and;
- ii) The promotion is recommended by a screening cum evaluation committee.

III. From University Assistant Librarian (Selection Grade/Academic level 12)/ College Librarian (Selection Grade/Academic level 13) to University Deputy Librarian (Academic Level 13A)/College Librarian (Academic Level 13A)

- i) He/she has completed three years of service in that grade.
- ii) He/she has done any one of the following in the last three years: (i) Training/Seminar/Workshop/Course on automation and digitalisation, (ii) Maintenance and related activities as per Appendix II, Table 4 of at least two weeks' (ten days) duration, (iii) Completed two courses of at least one week (five days) duration in lieu of every single course/programme of at least two weeks (ten days) duration, (iv) Taken/developed one MOOC course in the relevant subject with a certification, and (v) Library up-gradation course.

CAS Promotion Criteria:

An individual shall be promoted if:

- i) He/she gets a 'satisfactory' or 'good' grade in the annual performance assessment reports of at least two out of the last three years of the assessment period, as specified in Appendix II, Table 4, and;
- ii) The promotion is recommended by a Selection Committee constituted as per these Regulations on the basis of the interview performance.

IV. The criteria for CAS Promotion from University Deputy Librarian/College Librarian (Academic Level 13A) to University Deputy Librarian/College Librarian (Academic Level 14) shall be the following:

- i) He/she has completed three years of service in that grade.
- ii) He/she has done any one of the following in the last three years: (i) Training/Seminar/Workshop/Course on automation and digitalisation, (ii) Maintenance and related activities as per Appendix II, Table 4 of at least two weeks' (ten days) duration, (iii) Completed two courses of at least one week (five days) duration in lieu of every single course/programme of at least two weeks (ten days) duration, (iv) Taken/developed one MOOC course in the relevant subject with a certification, and (v) Library up-gradation course.
- iii) Evidence of innovative library services, including the integration of ICT in a library.
- iv) A Ph.D. Degree in Library Science/Information Science/Documentation Archives and Manuscript Keeping.

CAS Promotion Criteria:

An individual shall be promoted if:

- a) He/she gets a 'satisfactory' or 'good' grade in the annual performance assessment reports of at least two out of the last three years of the assessment period, as specified in Appendix II, Table 4, and;
- b) The promotion is recommended by a Selection Committee constituted as per these Regulations on the basis of the interview performance.

E. Career Advancement Scheme (CAS) for Directors of Physical Education and Sports

Note:

- i) The following provisions apply only to those personnel who are not involved in teaching physical education and sports. Teachers in institutions where Physical Education and Sports is a teaching department shall be covered by the provisions given under sections 6.4 (B) and 6.4 (C), of these Regulations for Colleges/institutions and for Universities, respectively.
- ii) The Deputy Director Physical Education and Sports in Universities shall have two levels i.e. Academic Level 13A and Academic Level 14 while College Director Physical Education and Sports shall have five levels i.e. Academic Level 10, Academic Level 11, Academic Level 12, Academic Level 13A and Academic Level 14.

I. From Assistant Director of Physical Education and Sports (Academic Level 10)/College Director of Physical Education and Sports (Academic Level 10) to Assistant Director of Physical Education and Sports (Senior Scale/Academic Level 11)/ College Director of Physical Education and Sports (Senior Scale/Academic Level 11)

Eligibility:

- (i) He/she has completed five years of service with a Ph.D. degree in Physical Education or Physical Education & Sports or Sports Science or five years of service with an M.Phil. degree or six years of service for those without an M.Phil. or Ph.D. degree;
- (ii) He/she has attended one Orientation course of 21 days' duration; and
- (iii) He/she has done any one of the following: (a) Completed Refresher / Research Methodology Course/ workshops; (b) Teaching-Learning-Evaluation Technology Programme/ Faculty Development Programme of at least 3 days duration and (c) Taken/developed one MDOC's course (with certification).

CAS Promotion Criteria:

An individual may be promoted if:

- (i) He/she gets a 'satisfactory' or 'good' grade in the annual performance assessment reports of at least three/four/five of the last five/five/six years of the assessment period as the case may be, as specified in Appendix II, Table 5; and
- (ii) The promotion is recommended by a screening-cum-evaluation committee.

II. From Assistant Director of Physical Education and Sports (Senior Scale/Academic Level 11)/ College Director of Physical Education and Sports (Senior Scale/Academic Level 11) to University Assistant Director of Physical Education and Sports (Selection Grade/Academic Level 12) / College Director of Physical Education and Sports (Selection Grade/Academic Level 12)

- (i) He/she has completed five years of service in that grade;
- (ii) He/she has done any two of the following in the last five years: (a) Completed one course / programme from among the categories of Refresher courses, research methodology workshops; (b) Teaching-Learning-Evaluation Technology Programme / Faculty Development Programmes of at least two weeks (ten days) duration; (c) Completed two courses of at least one week/five days duration in two of every single course/programme of at least two weeks (ten days) duration; and (iv) Taken/developed one MDOC's course in the relevant subject (with certification).

CAS Promotion Criteria:

An individual may be promoted if:

- (i) He/she gets a 'satisfactory' or 'good' grade in the annual performance assessment reports of at least four out of the last five years of the assessment period as specified in Appendix II, Table 5; and
- (ii) The promotion is recommended by a screening-cum-evaluation committee.

III. From University Assistant Director of Physical Education and Sports (Selection Grade/Academic Level 12)/ College Director of Physical Education and Sports (Selection Grade/Academic Level 12) to University Deputy Director of Physical Education and Sports (Academic Level 13 A)/ College Director of Physical Education and Sports (Academic Level 13A)

- (i) He/she has completed three years of service;
- (ii) He/she has done any one of the following during last three years: (a) Completed one course / programme from among the categories of Refresher Courses, Research Methodology Workshop; (b) Teaching-Learning-Evaluation Technology Programme / Faculty Development Programmes of at least two weeks (ten days) duration; (c) Completed two courses of at least one week (five days) duration in two of every single course/programme of at least two weeks (ten days) duration; (d) Taken / developed one MDOC's course in relevant subject (with certification).

CAS Promotion Criteria:

An individual may be promoted if:

- (i) He/she gets a 'satisfactory' or 'good' grade performance assessment reports of at least two out of the last three years of the assessment period as specified in Appendix II, Table 5; and
- (ii) The promotion is recommended by a selection committee constituted as per these Regulations on the basis of the interview performance.

IV. The criteria for CAS Promotions from University Deputy Director Physical Education and Sports/College Director Physical Education and Sports (Academic Level 13A) to University Deputy Director Physical Education and Sports/College Director Physical Education and Sports (Academic Level 14) shall be the following:

- 1) Holder has completed three years of service;
- 2) Holder has done any two of the following during last three years: (i) Completed one course / programme from among the categories of Refresher Courses, Research Methodology Workshops, (ii) Teaching-Learning Evaluation Technology Programmes / Faculty Development Programmes of at least two weeks (ten days) duration (or completed two courses of at least one week (five days) duration in lieu of every single course/programme of at least two weeks (ten days) duration), (iii) Taken / developed one MOOC's course in relevant subject (with a certification);
- 3) Evidence of organising competitions and coaching camps of at least two weeks' duration;
- 4) Evidence of having produced good performance of team/athletes for competitions like state-level/university/university/inter-university, etc.
- 5) A Ph.D. in Physical Education or Physical Education and Sports or Sports Science.

CAS Promotion Criteria

An individual may be promoted if:

- (i) Holder gets a 'satisfactory' or 'good' grade performance assessment reports of at least two out of the last three years of the assessment period as specified in Appendix II, Table 5, and;
- (ii) The promotion is recommended by a selection committee constituted as per these Regulations on the basis of the interview performance.

6.5. Disciplinary award of advance increments for those who enter the profession as Associate Professor or Professor with higher merit, high number of research publications of high quality and experience at the appropriate level, shall be within the competence of the appropriate authority of the University concerned or recruiting institution based on the recommendations of a selection committee while considering the case of individual candidates in the context of the merits of such case, taking into account the pay structure of other teachers in the faculty and other more specific factors. Disciplinary award of advance increments is not applicable to those entering the profession as Assistant Professor/Assistant Librarian/Assistant Director of Physical Education and Sports and to those who are entitled for grant of advance increments for having acquired a Ph.D., M. Phil. or M.Tech. and U.M. degree. However, those entering the service as Assistant Professor/Assistant Librarian/Assistant Director of Physical Education and Sports, having a post-graduate teaching/research experience, after obtaining a Ph.D. degree and given credentials, may be eligible for disciplinary award of advanced increments to be given to the person, as decided and recorded by the Selection Committee in the minutes of its meeting.

7.8. SELECTION OF PRO-VICE CHANCELLOR / VICE - CHANCELLOR OF UNIVERSITY:

7.1. PRO-VICE-CHANCELLOR:

The Pro-Vice Chancellor shall be appointed by the Executive Council on the recommendation of the Vice-Chancellor.

7.2. It shall be the prerogative of the Vice-Chancellor to recommend a person to be the Pro-Vice-Chancellor to the Executive Council. The Pro-Vice-Chancellor shall hold office for a period, which will co-terminus with that of the Vice-Chancellor.

7.3. VICE CHANCELLOR:

1. A person possessing the highest level of competence, integrity, morals and institutional commitment is to be appointed as Vice-Chancellor. The person to be appointed as a Vice-Chancellor should be a distinguished academician, with a minimum of ten years' of experience as Professor in a University or ten years' of experience in a reputed research and / or academic administrative organization with proof of having demonstrated academic leadership.
2. The selection for the post of Vice-Chancellor should be through proper identification by a Panel of 3-5 persons by a Search cum Selection Committee, through a public notification or nomination or a talent search process or a combination thereof. The members of such Search cum Selection Committee shall be

persons' of eminence in the sphere of higher education and shall not be connected in any manner with the University concerned or its colleges. While preparing the panel, the Search and Selection Committee shall give proper weightage to the academic excellence, exposure to the higher education system in the country and abroad, and adequate experience in academic and administrative governance, to be given in writing along with the panel to be submitted to the Vice-Chancellor. One member of the Search and Selection Committee shall be nominated by the Chairman, University Grants Commission, for selection of Vice-Chancellors of State, Private and Deemed to be Universities.

iii. The Vice-Chancellor shall appoint the Vice-Chancellor out of the Panel of names recommended by the Search and Selection Committee.

iv. The term of office of the Vice-Chancellor shall form part of the service period of the incumbent, making him/her eligible for all service related benefits.

80. DUTY LEAVE, STUDY LEAVE, SABBATICAL LEAVE

81. DUTY LEAVE:

i. Duty leave upto 30 days in an academic year may be granted for the following purposes:

- (a) Attending Orientation Programme, Refresher Course, Research Methodology Workshop, Faculty Induction Programme, Conferences, Congresses, Symposia and Seminars, as a delegate nominated by the university or with the permission of the university/college;
- (b) Delivering lectures at institutions and universities at the invitation of such institutions or universities recognised by the university, and accepted by the Vice-Chancellor/Principal of the College;
- (c) Working in another Indian or foreign country, any other agency, institution or organisation, when so deputed by the university/College;
- (d) Participating in a delegation or working on a committee appointed by the Central Government, State Government, the UGC, a sister university or any other similar academic body; and
- (e) For performing any other duty assigned to him/her by the university/college.

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

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

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

v. Duty leave should be given also for attending meetings in the UGC, DST, etc. where a teacher is invited to share his/her expertise with an academic body, government agency or NGO.

82. STUDY LEAVE:

- i. The scheme of Study Leave provides an opportunity to avail of scholar ships/fellowships awarded to the faculty who wish to acquire new knowledge and to improve analytical skills. When a teacher is awarded a scholarship or stipend (or scholar-ship/stipend), for pursuing further studies, leading to a Ph.D./Post-doctoral qualification or for undertaking a research project in a higher education institution abroad, the amount of the scholarship/fellowship shall not be linked to the recipient's pay/salary paid to him/her by his/her parent institution. The amount shall be paid salary for the entire duration of scholarship/fellowship, provided, that he/she does not take up any other remunerative job, like teaching, in the host country.
- ii. A teacher on Study Leave shall not take up, during the period of that leave, any regular or part-time appointment, sector or organisation in India or abroad. He/she may, however, be allowed to accept a Fellowship or a research scholarship or an ad-hoc teaching and research assignment with remuneration or any other form of assistance, other than the regular employment in an institution either in India or abroad, provided, that the Executive Council/Syndicate of his/her parent institution says, if it so desires, sanction study leave on reduced pay and allowances to the extent of any receipt in this regard, in lieu of teaching etc., which may be determined by his/her employer.

- iii. The study leave shall be granted to an entry-level appointee as Assistant Professor/Assistant Librarian/Assistant Director of Physical Education and Sports/College DPO&S (other than an Associate Professor or Professor of a University/College/Institution, who is otherwise eligible for sabbatical leave) after a minimum of three years of continuous service, to pursue a special line of study or research directly related to his/her work in the University/College/Institution or to make a special study of the various aspects of University organisation and methods of education, giving full plan of the work.
- iv. The study leave shall be granted by the Executive Council/Synod/Board on the recommendation of the Head of the Department concerned. The leave shall not be granted for more than three years in one spell, save in exceptional cases, in which the Executive Council/Synod/Board is satisfied that such extension is unavoidable or academic grounds and necessary in the interest of the University/College/Institution.
- v. The study leave shall not be granted to a teacher who is due to retire within five years of the date on which he/she is expected to return to duty after the expiry of study leave.
- vi. The study leave shall be granted not more than twice during one's entire career. However, the maximum period of study leave admissible during the entire service shall not exceed five years.
- vii. The study leave may be granted more than once, provided that not less than five years have elapsed after the termination of duty on completion of the earlier spell of study leave. For subsequent spell of study leave, the teacher shall indicate the work done during the period of earlier leave as also give details of work to be done during the proposed spell of study leave.
- viii. No teacher who has been granted study leave shall be permitted to stop substantially the course of study or the programme of research without the permission of the Executive Council/Synod/Board. In the event the course of study fails, start of study leave sanctioned, the teacher shall resume duty on the conclusion of the course of study unless the previous approval of the Executive Council/Synod/Board to treat the period of absence, till an Extra-Ordinary leave has been obtained.
- ix. Subject to the maximum period of absence from duty, on leave not exceeding three years, the study leave may be combined with the earned leave, half-pay leave, extra-ordinary leave or vacation provided that, the earned leave at the credit of the teacher shall be availed of at the discretion of the teacher. When the study leave is taken in continuation of vacation, the period of study leave shall be deemed to begin to run on the expiry of the vacation. A teacher, who is selected to a higher post during the study leave, shall be placed in that position and shall get the higher scale only after joining the post.
- x. The period of study leave shall count as service for purpose of the retirement benefits (pension/cash gratuity) provided funds, provided that the teacher rejoins the University/College/Institution on the expiry of his/her study leave, and serve the institution for the period for which the Bond has been executed.
- xi. The study leave granted to a teacher shall be deemed to have been cancelled in case it is not availed of within 12 months of its sanction, provided, that where the study leave granted has been so cancelled, the teacher may apply again for such leave.
- xii. A teacher availing himself/herself of the study leave, shall undertake that he/she shall serve the University/College/Institution for a minimum period of at least three years to be calculated from the date of his/her resuming duty on the expiry of the study leave.
- xiii. A teacher -
 - (a) who is unable to complete his/her studies within the period of study leave granted to him/her or
 - (b) who fails to rejoin the services of the University on the expiry of his/her study leave or
 - (c) who rejoins the service of the university but leaves the service without completing the prescribed period of service after regaining the service or
 - (d) who, within the said period, is dismissed or removed from the service by the University shall be liable to refund, to the University/College/Institution the amount of the leave salary and allowances and other expenses, incurred on the teacher or paid to him/her or on his/her behalf in connection with the course of study.

Explanation:

If a teacher asks for extension of the study leave and is not granted the extension he does not again duty on the expiry of the leave originally sanctioned, he/she shall be deemed to have failed to rejoin the service on the expiry of his/her leave for the purpose of recovery of dues under these Regulations.

Notwithstanding the above provision, the Executive Council/Synod may order that nothing in these Regulations shall apply to a teacher who, within three years of return to duty from study leave is permitted to retire from service on medical grounds, provided further that the Executive Council/Synod may, in any other exceptional case, waive or reduce, for reasons to be recorded the amount refundable by a teacher under these Regulations.

- xiv. After the leave has been interrupted, the teacher shall, before availing himself/herself of the leave, execute a bond in favour of the University/College/Institution, binding himself/herself for the due fulfilment of the conditions laid down in paragraph (x) to (xiii) above and give security of immovable property to the satisfaction of the Finance Officer/Treasurer or a fidelity bond of an insurance company or a guarantee by a scheduled bank or furnish security of two permanent teachers for the amount which might become refundable to the University/College/Institution in accordance with paragraph (x) to (xiii) above.
- xv. The teacher on study leave shall submit to the Registrar/Principal of his/her parent University/College/Institution six monthly reports of progress in higher studies from his/her supervisor at the Head of the Institution. Such report shall reach the Registrar/Principal within one month of the expiry of every six months of the period of the study leave. If the report does not reach the Registrar/Principal within the specified time, the payment of leave salary may be deferred till the receipt of such report.
- xvi. The teacher on leave shall submit a comprehensive report on the completion of the study leave period. A copy of the research document/monograph/academic paper produced during the period of the study leave shall be put in the public domain, preferably on the website of the University/College/Institution.
- xvii. With a view to enhancing the knowledge and skills of the faculty members, especially the junior faculty, at the level of Assistant Professor, the Heads of Universities/Colleges/Institutions and their subordinate Departments are enjoined to be generous in the award of study leave in the interest of faculty improvement, thereby impacting the academic standards of the University/College/Institution in the long run.

4.3 Sabbatical Leave:

- i. The permanent, whole-time teachers of the university and colleges who have completed seven years of service as a Reader/Associate Professor or a Professor may be granted sabbatical leave to undertake study or research or any other academic pursuit solely for the object of increasing their proficiency and usefulness to the university and higher education system. The duration of leave shall not exceed one year, or a third, and two years in the entire career of the teacher.
- ii. A teacher who has availed himself/herself of study leave, would not be entitled to the sabbatical leave, until after the expiry of five years from the date of the teacher's return from previous study leave or any other kind of training programme of duration of one year or more.
- iii. A teacher shall during the period of sabbatical leave, be paid full pay and allowances (subject to the respective conditions being fulfilled) at the same applicable to teacher immediately prior to his/her proceeding on sabbatical leave.
- iv. 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 as fee teaching and research assignments with honours or any other form of stipend, other than the regular employment in an institution of advanced studies, provided that in such cases the Executive Council/Synod may, if it so desires, sanction the sabbatical leave on reduced pay and allowances.
- v. 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/retirement provisions laid, provided that the teacher repays the university on the expiry of his/her leave.

8.4 Other Kinds of Leave Rules for Permanent Teachers of the Universities / Colleges

The following kinds of leave would be admissible to permanent teachers:

- (i) Leave treated as duty, etc. casual leave, special casual leave, and duty leave;
- (ii) Leave earned by duty, etc. earned leave, half-pay leave, and continued leave;
- (iii) Leave not earned by duty, etc. extraordinary leave, and leave not due;
- (iv) Leave not debited to leave account;
- (v) Leave for academic pursuits, etc. study leave, sabbatical leave and academic leave;
- (vi) Leave on grounds of health, etc. maternity leave and quarantine leave;
- (vii) The Executive Council/Principal may grant, in exceptional cases, for the reasons as he considered, any other kind of leave, subject to such terms and conditions as it may deem fit to impose.

I. Casual Leave

- (i) The total casual leave granted to a teacher shall not exceed eight days in an academic year.
- (ii) Casual leave cannot be combined with any other kind of leave except special casual leave. However, such casual leave may be continued with holidays including Sundays, Holidays or Sundays falling within the period of casual leave shall not be treated as casual leave.

II. Special Casual Leave

- (i) Special casual leave, not exceeding 10 days in an academic year, may be granted to a teacher:
 - (a) To conduct examination of a university/Public Service Commission/Board of Examinations or any other similar body/institution; and
 - (b) To inspect academic institutions attached to a minority board.
- (ii) In computing the 10 days' leave admissible, the days of actual journey, if any, to and from the place where work (as specified above) takes place will be excluded.
- (iii) In addition, special casual leave to the extent mentioned below, may also be granted:
 - (a) To undergo sterilisation operation (vasectomy or salpingectomy) under family welfare programme. Leave in this case shall be restricted to six working days; and
 - (b) To a female teacher who undergoes non-painful sterilisation. Leave in this case shall be restricted to 14 days.
- (iv) The special casual leave shall not accumulate, nor can it be combined with any other kind of leave except the casual leave. It may be granted in continuation with holidays or vacation by the sanctioning authority on each occasion.

III. Earned Leave

- (i) Earned leave admissible to a teacher shall be:
 - (a) 1/30th of the actual service, including vacation plus
 - (b) 1/3rd of the period, if any, during which he/she is engaged to perform duty during the vacation.

For purposes of computation of the period of actual service, all periods of leave except casual, special casual, and duty leave, shall be excluded.
- (ii) Earned leave at the credit of a teacher shall not accumulate beyond 300 days. The maximum period of earned leave that may be sanctioned at a time shall not exceed 60 days. Earned leave exceeding 60 days may, however, be sanctioned in the case of higher study, or training, or leave with medical certificate, or when the entire leave, or a portion thereof, is spent outside India.

For removal of doubt, it may be clarified:

- I. 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.

2. 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 the leave spent in India shall not, in the aggregate, exceed 120 days.
3. Encashment of earned leave shall be allowed to members of the teaching staff as applicable to the employees of the Central Government or State Government.

IV. Half-pay Leave

Half-pay leave may be sanctioned for a period of 20 days to a permanent teacher for each completed year of service. Such leave may be granted on the basis of a medical certificate from a registered medical practitioner, for any private affairs or for any academic purpose.

Explanation:

A "completed year of service" means the continuous service of a specified duration under the university, and includes the periods of absence from duty as well as leave, including the extraordinary leave.

Note: Half-pay leave shall be combined with earned leave for calculating the number of earned leaves in case the number of earned leaves are less than 100 for purpose of encashment of leave at the time of superannuation as applicable to the employees of Government of India/State Government.

V. Commuted Leave

Commuted leave, not exceeding half the amount of half-pay leave due, may be granted to a permanent teacher on the basis of medical certificate from a registered medical practitioner, 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 account 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 these Regulations, unless the authority competent to sanction leave has reason to believe that the teacher would return to duty on its expiry.

VI. Extraordinary Leave

- (i) A permanent teacher may be granted extraordinary leave when:
 - (a) No other leave is admissible; or
 - (b) Other leave is admissible and the teacher applies in writing for the grant of extraordinary leave.
- (ii) The extraordinary leave shall always be without pay and allowances. It shall not count for an increment except in the following cases:
 - (a) Leave taken on the basis of medical certificate;
 - (b) Cases where the Vice-Chancellor/Principal is satisfied that the leave was taken due to causes beyond the control of the teacher, such as inability to perform regular duty due to civil commotion or a natural calamity, and the teacher has no other kind of leave to his credit;
 - (c) Leave taken for pursuing higher studies; and
 - (d) Leave granted to accept an invitation to a teaching post or fellowship or research or teaching post or an engagement for industrial or academic work of importance.
- (iii) Extraordinary leave may be combined with any other leave except the casual leave and special casual leave, provided that the total period of continuous absence from duty on leave (including periods of vacation when such vacation is taken in conjunction with leave) shall not exceed three years, except in cases where the leave is taken on medical certificate. The total period of absence from duty shall in no case, exceed five years in the entire service period of the individual.
- (iv) The authority empowered to grant leave may commute retrospectively the periods of absence without the leave into extraordinary leave.

VII. 'Leave Not Due'

- (i) 'Leave not due' may, at the discretion of the Vice-Chancellor/Principal, be granted to a permanent teacher for a period not exceeding 360 days during the entire period of service, out of which not more than 90 days at a time and 180 days, in all, may be otherwise than on a medical certificate. Such leave shall be debited against the half-pay leave earned by teacher subsequently.
- (ii) 'Leave not due' shall not be granted, unless the Vice-Chancellor/Principal is satisfied that as far as can reasonably be ascertained, the teacher will return to duty on the expiry of the leave and save the leave granted.
- (iii) A teacher to whom 'leave not due' is granted shall not be permitted to tender his/her resignation while serving so long as the debit balance in his/her leave account is not wiped off by active service, or he/she refunds 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 illness, incapacitating the teacher for further service, refund of leave salary for the period of leave yet to be earned may be waived by the Executive Council/College Governing Body.
- Provided that the Executive Council/College Governing Body may waive off, in any other exceptional case, for reasons to be recorded in writing, the refund of leave salary for the period of leave yet to be earned.*

VIII. Maternity Leave

- (i) Maternity leave on full pay may be granted to a woman teacher for a period not exceeding 180 days, in the period of twelve 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.
- (ii) Maternity leave may be combined with any earned leave, half-pay leave or extraordinary leave, but any leave applied for in continuation of the maternity leave may be granted if the request is supported by a medical certificate.

IX. Child-care Leave

Woman teachers having any minor child/children may be granted leave up to a period of two years for taking care of the minor child/children. The child-care leave for a minimum period of two years (730 days) may be granted to the woman teachers during entire service period in line with the Central Government (woman employees). In the cases, where the child-care leave is granted for more than 45 days, the University/College/Institution may appoint a part-time / guest substitute teacher with intimation to the UGC.

X. Paternity Leave

Paternity leave of 15 days may be granted to male teachers during the confinement of their wife, and such leave shall be granted only up to two children.

XI. Adoption Leave

Adoption leave may be provided as per the rules of the Central Government.

XII. Surrogacy leave

Leave for Surrogacy shall be applicable as per the Rules, Regulations and Manual as laid down by the Government of India.

9. Research Promotion Grant

The UGC or the respective agency (Central/State Government) may provide a start-up grant at the level of Rs. 5.0 lakhs in Social Sciences, Humanities and Languages and Rs. 6.0 lakhs in Sciences and Technology to teachers and other non-vocational academic staff to take up research immediately after their appointment.

9.1 Consultancy Assignments

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

10.0 Counting of Past Services for Direct Recruitment and Promotion under CAS

Previous regular service, whether national or international, as Assistant Professor, Associate Professor or Professor or equivalent in a University, College, National Laboratories or other scientific/professional organisations such as the CSIR, ICAR, DRDO, UGC, ICSSR, ICHR, ICMR and DBT, should count for the direct recruitment and promotion under the CAS of a teacher as Assistant Professor, Associate Professor, Professor or any other institution, provided that:

- (a) The essential qualifications of the post held were not lower than the qualifications prescribed by the UGC for Assistant Professor, Associate Professor and Professor, as the case may be;
- (b) The post (even in an equivalent grade or of the prescribed scale of pay as the post of Assistant Professor (Junior), Associate Professor (Junior) and Professor;
- (c) The incumbent Assistant Professor, Associate Professor and Professor should possess the same minimum qualifications as prescribed by the UGC for appointment to the post of Assistant Professor, Associate Professor and Professor, as the case may be;
- (d) The post was filled in accordance with the prescribed selection procedure as laid down in the Regulations of the University/State Government/Central Government Institution concerned, for such appointments;
- (e) The previous appointment was not *ad hoc* or temporary for any duration;
- (f) The previous *Ad hoc* or Temporary or contractual service (by whatever nomenclature it may be called) shall be counted for direct recruitment and for promotion, provided that:
 - (i) the essential qualifications of the post held were not lower than the qualifications prescribed by the UGC for Assistant Professor, Associate Professor and Professor, as the case may be;
 - (ii) the incumbent was appointed on the recommendation of a duly constituted Selection Committee/Selection Committee constituted to get the rules of the respective university;
 - (iii) the incumbent was drawing total gross emoluments not less than the monthly gross salary of a regularly appointed Assistant Professor, Associate Professor and Professor, as the case may be; and
- (g) No distinction shall be made with reference to the nature of management of the institution where previous service was rendered (private/local body/Government), while counting the past service under this clause.

11.0 Period of Probation and Confirmation

- 11.1 The minimum period of probation of a teacher shall be one year, extendable by a maximum period of one more year in case of unsatisfactory performance.
- 11.2 The teacher on probation shall be confirmed at the end of one year, unless extended by another year through a specific order, before expiry of the first year.
- 11.3 Subject to Clause 11 of this Regulation, it is obligatory on the part of the university/the concerned institution to issue an order of confirmation to the incumbents within 45 days of completion of the probation period after following the due process of verification of satisfactory performance.
- 11.4 The probation and confirmation rules shall be applicable only at the initial stage of recruitment, issued from time to time, by the Central Government.
- 11.5 All other Central Government rules on probation and confirmation shall be applicable *mutatis mutandis*.

12.0 Creation and Filling-up of Teaching Posts

- 12.1 Teaching posts in universities, as far as feasible, may be created in a pyramidal order, for instance, for one post of Professor, there shall be two posts of Associate Professor and four posts of Assistant Professor, per department.
- 12.2 All the sanctioned/approved posts in the university system shall be filled up on an urgent basis.

13.0 Appointments on Contract Basis

The teachers should be appointed on contract basis only when it is absolutely necessary and when the regular teacher ratio does not satisfy the laid-down norms. In any case, the number of such appointments should not exceed 10% of the total number of faculty positions in a College/University. The qualifications and selection procedure for appointing them should be the same as those applicable to a regularly-appointed teacher. The

fixed appointments paid to such contract teachers should not be less than the monthly gross salary of a regularly appointed Assistant Professor. Such appointments should not be made initially for more than one academic session, and the performance of any such contract teacher should be reviewed for academic performance before reappointing him/her on contract basis for another session. Such appointments on contract basis may also be resorted to when absolutely necessary to fill vacancies arising due to maternity leave, child care leave, etc.

14.6 Teaching Days

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

The above provision is summarised as follows:

Component	Number of weeks : 6-days a week pattern		Number of weeks : 5-days a week pattern	
	University	College	University	College
Teaching and Learning Process	30 (180 days) weeks	30 (180 days) weeks	30 (180 days) weeks	30 (180 days) weeks
Admission, Examinations, and preparation for Examination	12	10	8	8
Vacations	8	10	5	6
Public Holidays (to increase and adjust teaching days accordingly)	2	2	2	2
Total	52	52	52	52

- 14.2 In case of the encashment of vacation by 2 weeks, the university teachers may be entitled with 1/3rd of the period of their earned leave. However, colleges may have an option of a total vacation of 10 weeks in a year and no earned leave except when required to work during the vacations for which, as in the case of University teachers, 1/3rd of the period shall be credited as Earned Leave.

15.0 Workload

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

Assistant Professor 15 hours per week

Associate Professor/Professor 18 hours per week

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

16.0 Service Agreement and Fixing of Seniority

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

16.2. The self-assessment methodology, as per Clause 6(X) and its sub-clauses and Clause 6.1 to 6.4 and all the sub-clauses contained therein, and as per Tables 1 to 2 of Appendix II, as per applicability, shall form part of the service agreement/record.

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

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

17.0. Code of Professional Ethics

I. Teachers and their Responsibilities :

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

Teachers should:

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

II. Teachers and Students

Teachers should:

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

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

III. Teachers and Colleagues

Teachers should:

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

IV. Teachers and Authorities :

Teachers should:

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

V. Teachers and Non-Teaching Staff :

Teachers should :

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

VI. Teachers and Guardians

Teachers should:

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

VII. Teachers and Society

Teachers should:

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

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

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

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

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

College Principal should:

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

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

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

- (C) Refrains from allowing considerations of caste, creed, religion, sex, gender or sex in their professional credit rate.

18.0 Maintenance of Standards in Higher-Educational Institutions:

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

- The process of evaluation for Ph.D. shall be uniform in all the universities in accordance with the respective 'JCA' Regulations and their amendments from time to time, in this regard. The Universities shall adopt these Regulations within six months of their institution.
- There shall be special provision of supernumerary Ph.D. seats not exceeding 10% of the total seats available in the department, if there is no vacant seat available with the eligible Supervisors in that department, to the in-service teachers for encouraging the faculty members of colleges and universities for getting a Ph.D. degree.
- In order to encourage research and increase country's research output, Universities shall accord permission and provide need-based facility for college teachers to supervise Ph.D./M.Phil. scholars. Universities shall amend their Statutes and Ordinances accordingly.
- All newly-recruited faculty members shall be provided one-time seed participation to government grant for establishing a basic research/computational facility as per the provisions laid down in these regulations.
- The Ph.D. degree shall be made a mandatory requirement for recruitment and promotions in accordance with the provisions laid down in these Regulations.
- Research clusters shall be created amongst the universities/colleges/research institutions within the state for sharing research facilities, human resources, skills and infrastructure to ensure optimal utilization of resources and to create synergies among higher education institutions.
- An induction programme of one month shall be introduced for all newly-recruited Assistant Professors in the universities/colleges/institutions ideally before the starting of their teaching work, but definitely within one year of the recruitment of the new faculty members. In addition to the Human Resource Development Centres of the UGC, Universities/Institutions with the Ponds Madan Mohan Malviya National Mission on Teachers and Teaching (PMMNM/NTT) scheme shall also organize such induction programmes as per their mandate.
- These induction programmes shall be treated at par with the Orientation Programmes already being run by the Human Resource Development Centres of the UGC for the purpose of the CAS requirements. Universities/Colleges/Institutions shall send the faculty members to such programmes in a phased manner so that the teaching work does not suffer.
- All short-term and long-duration capacity building programmes for teachers/faculty ranging from one week to one month as well as seminars, workshops in different pedagogic and discipline-specific areas being conducted by centres such as Schools of Education (SoE), Teaching Learning Centres (TLCs), Faculty Development Centres (FDCs), Centres for Excellence in Science and Mathematics (CESMEs), Centres for Academic Leadership and Education Management (CALEMs) under the PMNM/NTT scheme shall be taken into consideration for fulfilment of the requirements as laid down in Career Advancement Scheme of these Regulations.

19.0 Other Terms and Conditions

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

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

discipline of employment and has been awarded by a University complying with the process prescribed by the UGC in respect of candidature, course-work, evaluation, etc.

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

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

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

6. Teachers who acquire M.Phil. Degree or a post-graduate degree in a professional course recognised by the relevant Statutory Body / Council, while in service, shall be entitled to one advance increment fixed at increment applicable at entry level only.

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

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

(b) However, persons in posts of Assistant Librarian/College Librarian in higher positions who have already been awarded Ph.D. in library science at the time of coming into force of these Regulations or having already undergone course-work as well as evaluation, if any, and only Notification in regard to the award of Ph.D. is awarded, shall also be entitled to the award of three non-compounded increments fixed at increment applicable at entry level only.

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

9. Assistant Librarian/College Librarian and others in higher library positions in service who have not yet enrolled for Ph.D. shall therefore, derive the benefit of three non-compounded increments fixed at increment applicable at entry level only on award of Ph.D. while in service only if such award is with a university which complies with the entire process, including that of enrolment as prescribed by the UGC.

10. Two non-compounded advance increments shall be admissible for Assistant Librarian/College Librarian with M.Phil. degree in Library Science at the entry level. Assistant Librarian/College Librarian and those in higher positions acquiring M.Phil. degree in library science at any time during the course of their service shall be entitled to one advance increment fixed at increment applicable at entry level only.

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

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

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

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

19.2 Promotion

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

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

19.3 Allowances and Benefits

I. Other allowances and benefits, such as Home-town Travel Concession, Leave Travel Concession, Special Compensatory Allowances, Children's Education Allowance, Transport Allowance, House Rent Allowance, House Building Allowance, Dependent Allowance, Travelling Allowance, Dearness Allowance, Area based Special Compensatory Allowance etc. for teachers and Library and Physical Education and Sports Cadres, shall be as applicable to the Central Government employees and be governed by the relevant rules as notified by the Government of India from time to time.

II. Pension, Gratuity, ex-gratia compensation etc. as applicable to Central/State Government employees shall also be applicable to teachers and Library and Physical Education and Sports Cadres of Central/State Universities and Colleges including affiliated and constituent Colleges as the case may be.

III. Medical Benefits All medical benefits for teachers and Library and Physical Education Cadres, shall be as applicable to the Central Government employees. Further, the Teachers and Library and Physical Education Cadres may be placed under Central Government Health Scheme or any other such scheme of the Central Government/ Health Scheme of respective State Government, as the case may be, for Central/State Universities/Colleges respectively.

APPENDICES

Appendix I	Fitment Tables for fixation of pay of the existing incumbents, who were in position as on 01.01.2016, in various categories of posts indicated in the tables (MHRD Notification MHRD letter No. Con/ignition F.No.1-7/2015-03(1) dated 08.11.2017)
Appendix II	<u>Assessment Criteria and Methodology</u> Table 1 to 3 - For University and College Teachers Table 4 - For Assistant Librarian, Deputy Librarian, Librarian etc. Table 5 - For Assistant Director/Deputy Director/Director Physical Education and Sports etc.

SANJEEV KUMAR NARAYAN, Under Secy.

[ADVT. 4024/Eng. (A)/08]

Appendix I

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

GOVERNMENT OF INDIA
Ministry of Human Resource Development
Department of Higher Education,
University Education,
University Education

New Delhi
Date: 11.11.2017

Consent

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

In the month of the Government of India in the Ministry of Human Resource Development (Department of Higher Education) no. 1-1/2017 (C-2) dated 2.11.2017 in the Annexure (Page 4) appended to the above letter, signed accordingly as

- (a) Civil Academics level 12, pay 5,40,000 has been revised to "54,100" amount of "54,100"
(b) Civil Academics level 12, pay 5,40,000 has been revised to "54,100" amount of "54,100"
(c) Civil Academics level 12, pay 5,40,000 has been revised to "54,100" amount of "54,100"

2. The cost of the contract of the above order remains the same.

(Dr. R. S. Thakur)
Secretary

To:

1. The Secretary, University Grants Commission, Bahadur Shah Zafar Marg, New Delhi - 110002.
2. Vice-Chancellors of all Central Universities/ Institutions/ Research Institutes/ Autonomous Institutions funded by the Central Government.
3. Principal Secretary to Government, North Block, Central Secretariat, New Delhi.
4. Secretary (Higher Education), Office of the Secretary, Higher Education, New Delhi.
5. Secretary, Department of Higher Education, North Block, New Delhi.
6. Secretary, Department of Higher Education, North Block, New Delhi.
7. Secretary, Department of Higher Education, North Block, New Delhi.
8. Secretary, Ministry of Health and Family Welfare, Bahadur Shah Zafar Marg, New Delhi.
9. Member Secretary, All India Council for Technical Education, New Delhi.
10. Chairperson/Member of all State Universities.
11. With Market, Ministry of Human Resource Development for publication in the Gazette of India Ministry, signed by the National Information Centre.

Annexure-I

Pay Band for

Pay Band (Rs.)	15,000-26,000	27,000-37,000	38,000-47,000	48,000-57,000	58,000-70,000
Grade Pay (Rs.)	6,000	7,000	8,000	9,000	10,000
Index of	2.07	2.07	2.07	2.07	2.07
Hybridisation					
Entry Pay (Rs.)	21,000	26,000	31,000	36,000	41,000
Promotion Lump	10	11	12	13A	14
Subordinate Entry	37,000	48,000	59,000	70,000	81,000
Pay Band (Rs.)					
1	38,000	49,000	60,000	71,000	82,000
2	39,000	50,000	61,000	72,000	83,000
3	40,000	51,000	62,000	73,000	84,000
4	41,000	52,000	63,000	74,000	85,000
5	42,000	53,000	64,000	75,000	86,000
6	43,000	54,000	65,000	76,000	87,000
7	44,000	55,000	66,000	77,000	88,000
8	45,000	56,000	67,000	78,000	89,000
9	46,000	57,000	68,000	79,000	90,000
10	47,000	58,000	69,000	80,000	91,000
11	48,000	59,000	70,000	81,000	92,000
12	49,000	60,000	71,000	82,000	93,000
13	50,000	61,000	72,000	83,000	94,000
14	51,000	62,000	73,000	84,000	95,000
15	52,000	63,000	74,000	85,000	96,000
16	53,000	64,000	75,000	86,000	97,000
17	54,000	65,000	76,000	87,000	98,000
18	55,000	66,000	77,000	88,000	99,000
19	56,000	67,000	78,000	89,000	1,00,000
20	57,000	68,000	79,000	90,000	1,01,000
21	58,000	69,000	80,000	91,000	1,02,000
22	59,000	70,000	81,000	92,000	1,03,000
23	60,000	71,000	82,000	93,000	1,04,000
24	61,000	72,000	83,000	94,000	1,05,000
25	62,000	73,000	84,000	95,000	1,06,000
26	63,000	74,000	85,000	96,000	1,07,000
27	64,000	75,000	86,000	97,000	1,08,000
28	65,000	76,000	87,000	98,000	1,09,000
29	66,000	77,000	88,000	99,000	1,10,000
30	67,000	78,000	89,000	1,00,000	1,11,000
31	68,000	79,000	90,000	1,01,000	1,12,000
32	69,000	80,000	91,000	1,02,000	1,13,000
33	70,000	81,000	92,000	1,03,000	1,14,000
34	71,000	82,000	93,000	1,04,000	1,15,000
35	72,000	83,000	94,000	1,05,000	1,16,000
36	73,000	84,000	95,000	1,06,000	1,17,000
37	74,000	85,000	96,000	1,07,000	1,18,000
38	75,000	86,000	97,000	1,08,000	1,19,000
39	76,000	87,000	98,000	1,09,000	1,20,000
40	77,000	88,000	99,000	1,10,000	1,21,000
41	78,000	89,000	1,00,000	1,11,000	1,22,000
42	79,000	90,000	1,01,000	1,12,000	1,23,000
43	80,000	91,000	1,02,000	1,13,000	1,24,000
44	81,000	92,000	1,03,000	1,14,000	1,25,000
45	82,000	93,000	1,04,000	1,15,000	1,26,000
46	83,000	94,000	1,05,000	1,16,000	1,27,000
47	84,000	95,000	1,06,000	1,17,000	1,28,000
48	85,000	96,000	1,07,000	1,18,000	1,29,000
49	86,000	97,000	1,08,000	1,19,000	1,30,000
50	87,000	98,000	1,09,000	1,20,000	1,31,000
51	88,000	99,000	1,10,000	1,21,000	1,32,000
52	89,000	1,00,000	1,11,000	1,22,000	1,33,000
53	90,000	1,01,000	1,12,000	1,23,000	1,34,000
54	91,000	1,02,000	1,13,000	1,24,000	1,35,000
55	92,000	1,03,000	1,14,000	1,25,000	1,36,000
56	93,000	1,04,000	1,15,000	1,26,000	1,37,000
57	94,000	1,05,000	1,16,000	1,27,000	1,38,000
58	95,000	1,06,000	1,17,000	1,28,000	1,39,000
59	96,000	1,07,000	1,18,000	1,29,000	1,40,000
60	97,000	1,08,000	1,19,000	1,30,000	1,41,000
61	98,000	1,09,000	1,20,000	1,31,000	1,42,000
62	99,000	1,10,000	1,21,000	1,32,000	1,43,000
63	1,00,000	1,11,000	1,22,000	1,33,000	1,44,000
64	1,01,000	1,12,000	1,23,000	1,34,000	1,45,000
65	1,02,000	1,13,000	1,24,000	1,35,000	1,46,000
66	1,03,000	1,14,000	1,25,000	1,36,000	1,47,000
67	1,04,000	1,15,000	1,26,000	1,37,000	1,48,000
68	1,05,000	1,16,000	1,27,000	1,38,000	1,49,000
69	1,06,000	1,17,000	1,28,000	1,39,000	1,50,000
70	1,07,000	1,18,000	1,29,000	1,40,000	1,51,000
71	1,08,000	1,19,000	1,30,000	1,41,000	1,52,000
72	1,09,000	1,20,000	1,31,000	1,42,000	1,53,000
73	1,10,000	1,21,000	1,32,000	1,43,000	1,54,000
74	1,11,000	1,22,000	1,33,000	1,44,000	1,55,000
75	1,12,000	1,23,000	1,34,000	1,45,000	1,56,000
76	1,13,000	1,24,000	1,35,000	1,46,000	1,57,000
77	1,14,000	1,25,000	1,36,000	1,47,000	1,58,000
78	1,15,000	1,26,000	1,37,000	1,48,000	1,59,000
79	1,16,000	1,27,000	1,38,000	1,49,000	1,60,000
80	1,17,000	1,28,000	1,39,000	1,50,000	1,61,000
81	1,18,000	1,29,000	1,40,000	1,51,000	1,62,000
82	1,19,000	1,30,000	1,41,000	1,52,000	1,63,000
83	1,20,000	1,31,000	1,42,000	1,53,000	1,64,000
84	1,21,000	1,32,000	1,43,000	1,54,000	1,65,000
85	1,22,000	1,33,000	1,44,000	1,55,000	1,66,000
86	1,23,000	1,34,000	1,45,000	1,56,000	1,67,000
87	1,24,000	1,35,000	1,46,000	1,57,000	1,68,000
88	1,25,000	1,36,000	1,47,000	1,58,000	1,69,000
89	1,26,000	1,37,000	1,48,000	1,59,000	1,70,000
90	1,27,000	1,38,000	1,49,000	1,60,000	1,71,000
91	1,28,000	1,39,000	1,50,000	1,61,000	1,72,000
92	1,29,000	1,40,000	1,51,000	1,62,000	1,73,000
93	1,30,000	1,41,000	1,52,000	1,63,000	1,74,000
94	1,31,000	1,42,000	1,53,000	1,64,000	1,75,000
95	1,32,000	1,43,000	1,54,000	1,65,000	1,76,000
96	1,33,000	1,44,000	1,55,000	1,66,000	1,77,000
97	1,34,000	1,45,000	1,56,000	1,67,000	1,78,000
98	1,35,000	1,46,000	1,57,000	1,68,000	1,79,000
99	1,36,000	1,47,000	1,58,000	1,69,000	1,80,000
100	1,37,000	1,48,000	1,59,000	1,70,000	1,81,000
101	1,38,000	1,49,000	1,60,000	1,71,000	1,82,000
102	1,39,000	1,50,000	1,61,000	1,72,000	1,83,000
103	1,40,000	1,51,000	1,62,000	1,73,000	1,84,000
104	1,41,000	1,52,000	1,63,000	1,74,000	1,85,000
105	1,42,000	1,53,000	1,64,000	1,75,000	1,86,000
106	1,43,000	1,54,000	1,65,000	1,76,000	1,87,000
107	1,44,000	1,55,000	1,66,000	1,77,000	1,88,000
108	1,45,000	1,56,000	1,67,000	1,78,000	1,89,000
109	1,46,000	1,57,000	1,68,000	1,79,000	1,90,000
110	1,47,000	1,58,000	1,69,000	1,80,000	1,91,000
111	1,48,000	1,59,000	1,70,000	1,81,000	1,92,000
112	1,49,000	1,60,000	1,71,000	1,82,000	1,93,000
113	1,50,000	1,61,000	1,72,000	1,83,000	1,94,000
114	1,51,000	1,62,000	1,73,000	1,84,000	1,95,000
115	1,52,000	1,63,000	1,74,000	1,85,000	1,96,000
116	1,53,000	1,64,000	1,75,000	1,86,000	1,97,000
117	1,54,000	1,65,000	1,76,000	1,87,000	1,98,000
118	1,55,000	1,66,000	1,77,000	1,88,000	1,99,000
119	1,56,000	1,67,000	1,78,000	1,89,000	2,00,000
120	1,57,000	1,68,000	1,79,000	1,90,000	2,01,000
121	1,58,000	1,69,000	1,80,000	1,91,000	2,02,000
122	1,59,000	1,70,000	1,81,000	1,92,000	2,03,000
123	1,60,000	1,71,000	1,82,000	1,93,000	2,04,000
124	1,61,000	1,72,000	1,83,000	1,94,000	2,05,000
125	1,62,000	1,73,000	1,84,000	1,95,000	2,06,000
126	1,63,000	1,74,000	1,85,000	1,96,000	2,07,000
127	1,64,000	1,75,000	1,86,000	1,97,000	2,08,000
128	1,65,000	1,76,000	1,87,000	1,98,000	2,09,000
129	1,66,000	1,77,000	1,88,000	1,99,000	2,10,000
130	1,67,000	1,78,000	1,89,000	2,00,000	2,11,000
131	1,68,000	1,79,000	1,90,000	2,01,000	2,12,000
132	1,69,000	1,80,000	1,91,000	2,02,000	2,13,000
133	1,70,000	1,81,000	1,92,000	2,03,000	2,14,000
134	1,71,000	1,82,000	1,93,000	2,04,000	2,15,000
135	1,72,000	1,83,000	1,94,000	2,05,000	2,16,000
136	1,73,000	1,84,000	1,95,000	2,06,000	2,17,000
137	1,74,000	1,85,000	1,96,000	2,07,000	2,18,000
138	1,75,000	1,86,000	1,97,000	2,08,000	2,19,000
139	1,76,000	1,87,000	1,98,000	2,09,000	2,20,000
140	1,77,000	1,88,000	1,99,000	2,10,000	2,21,000
141	1,78,000	1,89,000	2,00,000	2,11,000	2,22,000
142	1,79,000	1,90,000	2,01,000	2,12,000	2,23,000
143	1,80,000	1,91,000	2,02,000	2,13,000	2,24,000
144	1,81,000	1,92,000	2,03,000	2,14,000	2,25,000
145	1,82,000	1,93,000	2,04,000	2,15,000	2,26,000
146	1,83,000	1,94,000	2,05,000	2,16,000	2,27,000
147	1,84,000	1,95,000	2,06,000	2,17,000	2,28,000
148	1,85,000	1,96,000	2,07,000	2,18,000	2,29,000
149	1,86,000	1,97,000	2,08,000	2,19,000	2,30,000
150	1,87,000	1,98,000	2,09,000	2,20,000	2,31,000
151	1,88,000	1,99,000	2,10,000	2,21,000	2,32,000
152	1,89,000	2,00,000	2,11,000	2,22,000	2,33,000
153	1,90,000	2,01,000	2,12,000	2,23,000	2,34,000
154	1,91,000	2,02,000	2,13,000	2,24,000	2,35,000
155	1,9				

Annex II

Table 1
Assessment Criteria and Methodology for University/College Teachers

S.No.	Activity	Grading Criteria
1.	Teaching (Number of classes (night/dayal classes assigned) x 100%) (Classes taught includes sessions on tutorials, lab and other teaching related activities).	80% & above - Good Below 80% but 70% & above - Satisfactory Less than 70% - Not satisfactory
2.	Involvement in the University/College students related activities/research activities: (a) Administrative responsibilities such as Head, Chairperson/ Dean/ Director/ Co-ordinator, Warden etc. (b) Examination and evaluation duties assigned by the college / university or attending the examination paper evaluation. (c) Student related co-curricular, extension and field based activities such as student clubs, career counselling, study visits, student seminars and other events, cultural, sports, NCC, NSS and community services. (d) Organising seminars/ conferences/ workshops, other college/university activities. (e) Evidence of actively involved in guiding Ph.D students. (f) Conducting minor or major research project sponsored by national or international agencies. (g) At least one single or joint publication in peer-reviewed or UGC list of Journals.	Good - Involved in at least 3 activities Satisfactory - 1-2 activities Not-satisfactory - Not involved / undertaken any of the activities Note: Number of activities can be within or across the broad categories of activities
Overall Grading: Good: Good in teaching and satisfactory or good in activity at S.No.2 Or Satisfactory: Satisfactory in teaching and good or satisfactory in activity at S.No.2. Not Satisfactory: If neither good nor satisfactory in overall grading. Note: For the purpose of assessing the grading of Activity at Serial No. 1 and Serial No. 2, all such periods of duration which have been spent by the teacher on different kinds of paid leaves such as Maternity Leave, Child Care Leave, Study Leave, Medical Leave, Extraordinary Leave and Deposition shall be excluded from the grading assessment. The teacher shall be assessed for the remaining period of duration and the same shall be extrapolated for the entire period of assessment to arrive at the grading of the teacher. The teacher on such leaves or deposition as mentioned above shall not be put at any disadvantage for promotion under CAS due to his/her absence from his/her teaching responsibilities subject to the condition that such intervention was undertaken with the prior approval of the competent authority following all procedures laid down in these regulations and as per the acts, statutes and ordinances of the parent institution.		

Table 2

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

Assessments must be based on evidence produced by the teachers such as copy of publications, project sanction letter, affiliation and completion certificates issued by the University and acknowledgements for project filing and approval letters, students' Ph.D. award letter, etc.]

S.N.	Academic/Research Activity	Faculty of Sciences / Engineering / Agriculture / Medical / Veterinary Sciences	Faculty of Languages / Humanities / Arts / Social Sciences / Library / Education / Physical Education / Commerce / Management & other related disciplines
1.	Research Papers in Peer-Reviewed or UGC Listed Journals	10 per paper	10 per paper
2.	Publications (other than Research papers):		
	(a) Books authored which are published by:		
	International publishers	12	12
	National Publishers	10	10
	Chapter in Edited Book	05	05
	Editor of Book by International Publisher	15	10
	Editor of Book by National Publisher	08	08
	(b) Translation works in Indian and Foreign Languages by qualified localities		
	Chapter or Research paper	03	03
	Book	08	08
3.	Creation of ICT mediated Teaching Learning pedagogy and content and development of new and innovative courses and curricula		
	(a) Development of Innovative pedagogy	05	05
	(b) Design of new curricula and courses	02 per curricula/course	02 per curricula/course
	(c) MOOCs		
	Development of complete MOOCs in 4 quadrants (C1) credit course/16 hrs of MOOCs of 16 hrs credit (C1) credit/course		20
	MOOCs developed in 4 quadrants per semester/course	05	05
	Content developed/author input for each module of MOOCs (at least one semester)		02
	Course Credit/hrs for MOOCs (4 quadrants) 16 hrs credit/course		08
	(d) e-Content		
	Development of e-Content in 4 quadrants for complete course/book	12	12
	e-Content developed in 4 quadrants per module	05	05
	Contribution to development of content module (02 complete course/paper/book (at least one quadrant)	02	02
	Editor of e-content for complete course/paper/book	15	15
4.	(i) Research guidance		

Sl. No.	10 per degree awarded 05 per degree submitted	10 per degree awarded 05 per degree submitted
15. Ph.D. Dissertation	05 per degree awarded 02 per degree submitted	05 per degree awarded 02 per degree submitted
(b) Research Projects Completed		
More than 10 lakhs	10	10
Less than 10 lakhs	05	05
(c) Research Projects Ongoing		
More than 10 lakhs	05	05
Less than 10 lakhs	02	02
(d) Consultancy	05	05
5. (i) Patents		
International	10	10
National	05	05
(ii) *Public Document (Submitted to an International body/organisation like UNESCO/WHO/World Bank/International Monetary Fund etc. or Central Government or State Government)		
International	10	10
National	05	05
State	04	04
(iii) Awards/Fellowship		
International	05	05
National	05	05
6. *Invited lectures / Invited Paper/ paper presentation in Seminars/ Conferences/Invited paper in Conference Proceedings (Paper presented in Seminars/Conferences and also published as full paper in Conference Proceedings will be counted only once)		
International (Abroad)	10	10
International (within country)	05	05
National	05	05
State/University	03	03

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

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

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

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

(b) More than two authors: 70% of total value of publication for the First/Principal/Corresponding author and 10% of total value of publication for each of the joint authors.

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

Notes:

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

Table 3A**Criteria for Short-listing of Candidates for Interview for the Post of Assistant Professors in Universities**

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

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

Notes:

- (A) (i) M.Phil + Ph.D. Maximum = 30 Marks
(ii) JRF/NET/SET Maximum = 07 Marks
(iii) In merit category Maximum = 05 Marks
- (B) Number of candidates to be called for interview shall be decided by the concerned universities.

(C)

Academic Score	=	80
Research Publications	=	10
Teaching Experience	=	10
Total	=	100

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

Table 2-B**Criteria for Short-listing of candidates for Interview for the Post of Assistant Professors in Colleges**

S.N.	Academic Record	Score			
1.	Graduation	80% & Above = 21	60% or less than 80% = 19	55% or less than 60% = 18	45% or less than 55% = 15
2.	Post-Graduation	80% & Above = 25	60% or less than 80% = 23	55% (50% in case of SC/ST/OBC (non-creamy layer)/PwD) or less than 60% = 20	
3.	M.Phil.	60% & above = 07	55% or less than 60% = 05		
4.	Ph.D.	25			
5.	NET with JRF	10			
	NET	08			
	SLET/SET	05			
6.	Research Publications (3 marks for each research publications published in Peer-Reviewed orUGC-Listed Journals)	06			
7.	Teaching / Post Doctoral Experience (2 marks for one year each)	10			
8.	Awards				
	International / National Level (Awards given by International Organisations/ Government of India / Government of India recognised National Level Bodies)	10			
	State-Level (Awards given by State Government)	02			

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

Note:

(A)

(i)	M.Phil. + Ph.D.	Maximum	=	25 Marks
(ii)	TRP/NET/SET	Maximum	=	10 Marks
(iii)	In research category	Maximum	=	03 Marks

- (B) Number of candidates to be called for interview shall be decided by the college.
- (C)
- | | |
|-----------------------|-----|
| Academic Score | 34 |
| Research Publications | 06 |
| Teaching Experience | 10 |
| TOTAL | 100 |
- (D) SET/SET score shall be valid for appointment in respective State Universities/Colleges/Institutions only.

Table 4

Assessment Criteria and Methodology for Librarians

S.N.	Activity	Grading Criteria
1.	Regularity of attending library (calculated in terms of percentage of days attended to the total number of days liable to reported as attend). While attending in the library, the individual is expected to undertake, inter alia, following items of work: - Library Resource and Organization and maintenance of books, journals and reports - Provision of Library reader services such as literature retrieval services to researchers and analysis of reports. - Assistance towards updating institutional website	90% and above - Good Below 90% but 80% and above - Satisfactory Less than 80% - Not satisfactory
2.	Conduct of seminars/workshops related to library activity or on specific books or genres of books.	Good - 1) National level seminar/ workshop + 1 State/Institution level workshop/Seminar Satisfactory - 1 National level seminar/ workshop or 1 state level seminar/ workshop + 1 Institution level seminar/ workshop or 2 Institution seminar / workshop Unsatisfactory - Not falling in above two categories
3.	If library has a computerized database then OK If library does not have a computerized database	Good - 100% of physical books and journals in computerized database. Satisfactory - At least 90% of physical books and journals in computerized database. Unsatisfactory - Not falling under good or satisfactory OR Good - 100% Catalogue database made up to date Satisfactory- 90% catalogue database made up to date Unsatisfactory - Catalogue database not upto mark. (To be verified in random by the CAS Promotion Committee)

4.	Checking inventory and extent of missing books	Good : Checked inventory and missing book less than 0.5% Satisfactory : Checked inventory and missing book less than 1% Unsatisfactory : Did not check inventory Or Checked inventory and missing books 1% or more.
5.	(i) Digitisation of books database in Institute having no computerised database; (ii) Promotion of library network; GDSystem is place for dissemination of informative relating to books and other resources. (iii) Assistance in college admission and programme related work including work done during activities, examinations and extracurricular activities. (iv) Design and offer short-term courses for users. (v) Publication of at least one research paper in UGC approved journals.	Good : Involved in any two activities Satisfactory : At least one activity Not Satisfactory : Not involved/undertake any of the activities.
Overall Grading	Good : Good in Item 1 and satisfactory/good in any two other items including Item 4. Satisfactory : Satisfactory in Item 1 and satisfactory/good in any other two items including Item 4. Not satisfactory : If neither good nor satisfactory in overall grading.	
Notes : (1) It is recommended to use ICT technology to monitor the attendance of library staff and compute the criteria of assessment. (2) The Librarian must submit evidence of published paper, participation certificate for refresher or methodology course, successful research guidance from Head of Department of the concerned department, project completion. (3) The system of tracking user grievances and the extent of grievances redressed needs may also be made available to the CAE promotion committee.		

Table 1**Assessment Criteria and Methodology for Directors of Physical Education and Sports**

S. No.	Activity	Grading Criteria
1.	Attendance calculated in terms of percentage of days attended to the total number of days he is expected to attend.	90 and above - Good Above 80 but below 90 - Satisfactory Less than 80 - Not satisfactory.
2.	Organising inter college competition.	Good - Inter college competition in more than 2 disciplines. Satisfactory - Inter college competition in 1-2 disciplines. Unsatisfactory - Neither good nor satisfactory.

2.	Institution participating in external competitions	Good - National level competition in at least one discipline plus State/District level competition in at least 3 disciplines. Satisfactory - State level competition in at least one discipline plus district level competition in at least 3 disciplines. Or District level competition in at least 5 disciplines. Unsatisfactory - Neither good nor satisfactory.
4.	Up-gradation of sports and physical training infrastructure with scientific and technological inputs. Development and maintenance of sports and physical Education facilities.	Good/Satisfactory/Not-Satisfactory to be assessed by the Promotion committee.
5.	(i) At least one student of the institution participating in national/state university (for college levels only) /state Organizing state/national/state university/state college level competition. (ii) Coaching provided for coaching at state/national level. (iii) Organizing at least three workshops in a year. (iv) Publications of at least one research paper in UGC approved journal. Assistance in college administration and governance related work including work concerning admissions, examinations and extracurricular college activities.	Good: Involved in any two activities. Satisfactory: 1 activity. Not Satisfactory: Not involved/undertaken any of the activities.
Overall Grading	Good: Good in item 1 and satisfactory/good in any two other items. Satisfactory: Satisfactory in item 1 and satisfactory/good in any other two items. Not Satisfactory: If neither good nor satisfactory in overall grading.	
Notes: i) It is recommended to use ICT technology to monitor the standards of sports and physical education and compare the criteria of assessment. ii) The institution must obtain student feedback. The feedback must be shared with the concerned Director of Physical and Education and Sports and also the CAS Promotion committee. iii) The system of tracking and grievances and the extent of grievance redressal details may also be made available to the CAS Promotion Committee.		

HATSINGIMARI COLLEGE, HATSINGIMARI

Hatsingimari, South Salmara-Mankachar, Assam-783136

Ph- 9678524962,

E-mail :hatsingimaricollege@gmail.com

Website:hatsingimaricollege.ac.in



FIRST CYCLCLE NAAC ACCREDITATIONN 2023

CRITERION VI

Governance, Leadership and Management

6.3.1 Institutions Performance Appraisal System for Teaching and Non-Teaching Staff

Promotion related Office Memorandum of Govt. of Assam

Submitted to



THE NATIONAL ASSESSMENT AND ACCREDITATION
COUNCIL

GOVERNMENT OF ASSAM
OFFICE OF THE DIRECTOR OF HIGHER EDUCATION, ASSAM
KAHILIPARA.....GUWAHATI-781 019

GC/32/2010/PL/54

Dated Kahilipara, the 06-01-2014

From:- Sri P. Jibang, B.A., M.A., Ph.D.
Director, Higher Education, Assam
Kahilipara, Guwahati-19.

To:- The Principal,
College/ Mahavidyalaya
P.O. District

Sub:- Placement in Senior Scale and Selection Grade Scale of pay.

Ref:- 1) Govt. O.M. No.AHE.162/2012/Pl/46, dated 13-11-2013
2) Govt. letter No.AHE.162/2012/Pl/47, dated 13-11-2013.
3) Govt. corrigendum No.AHE.162/2012/Pl/75, dated 27-12-2012.
4) Govt. corrigendum No.AHE.162/2012/Pl/76, dated 27-12-2013.

Sir,

In furthering a reference to the subject cited above, I like to forward herewith copies of Govt. Office Memorandum and Corrigendum in connection with placement of teachers/ librarians in the Senior Scale/ Selection Grade Scale/ Associate Professorship for favour of information and necessary action.

Yours faithfully


Director, Higher Education, Assam
Kahilipara, Guwahati - 19.

Memo No.G(8) UGC.132/2010/PL/54-A
Copy to:

Dated Kahilipara, the 06-01-2014

- 1) The Commissioner and Secretary to the Govt. of Assam, Education (Higher) Department, Dispur, Guwahati-6.
- 2) Guard file.


Director, Higher Education, Assam
Kahilipara, Guwahati - 19.

GOVERNMENT OF ASSAM
HIGHER EDUCATION DEPARTMENT
DISPUR, CAMPAHAT-105

NSAHE/114/2013/P/76.

Dated: Dispur the 27th December, 2013

C O N T E N T S

The order appears in the following para clause in the Govt. Order Memorandum No. 114/2013/P/76, dated Dispur the 13th 12 2013 is hereby corrected as follows:

- 1) Para -2: Read as 31-12-2013 instead of 30-06-2010.
- 2) Para -4: Read as 31-12-2013 instead of 31-12-2009.
- 3) Clause 2(a)(iii): Read as 31-12-2013 instead of 30-06-2010.
- 4) Clause 2(a)(iv): Read as 31-12-2013 instead of 30-06-2010.
- 5) Clause 2(a): Read as 31-12-2013 instead of 31-12-2008.
- 6) Clause 2(b): Read as 31-12-2013 instead of 31-12-2008 as appeared in the last line.

The other terms and condition as laid down in the O.M. No. AHE/114/2013/P/76, dated 11-12-2013 will remain the same.

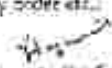
Sd/- (Prof. Sharma, IAS)
Commissioner & Secretary to the Govt. of Assam
Higher Education Department.

Myms No. AHE/114/2013/P/76-4.
Copy circulated for information to:-

Dated: Dispur the 27th December, 2013

1. The Principal Accountant General, (ASG), Assam, Majumgong, Sonita, Guwahati-26.
2. P.A. to Chief Minister, Assam, Dispur, Guwahati-6.
3. O.D. to Minister Education, Assam, Dispur, Guwahati-6.
4. P.S. to Additional Chief Secretary to the Govt. of Assam, Education Department, Dispur, Guwahati-6.
5. P.S. to Commissioner & Secretary to the Govt. of Assam, Higher Education Department, Dispur, Guwahati-6.
6. The Deputy Secretary to the Govt. of Assam, Political (Citizens Cell) Department, Dispur, Guwahati-6.
7. The Under Secretary to the Govt. of Assam, Finance (P&J) Department, Dispur, Guwahati-6.
8. The Director of Higher Education, Assam, Jorhat, Guwahati-19 for information and necessary action. He is also requested to inform all concerns.
9. The Director of Technical Education, Assam, Nalbari, Guwahati-19 for information and necessary action. He is also requested to inform all concerns.
10. The Director of Education, BTC, Kokrajhar, Assam.
11. The President/General Secretary, Assam College Teachers' Association, Tezpur, Guwahati-6.

By order etc.,


Deputy Secretary to the Govt. of Assam
Higher Education Department

GOVERNMENT OF ASSAM
HIGHER EDUCATION DEPARTMENT
DISPUR, GUWAHATI-06

No.AHE-182/2012/P/76

Dated Dispur the 21st December, 2012

C O R R E C T I O N

The date appeared in the following para/ clause in the Govt. Office Memorandum No.AHE-182/2012/P/47, dated Dispur, the 13-11-2012 is hereby corrected as follows:

- 1) Para-2: Read as to be effective from 13-11-2012 instead of 01-01-2009.
- 2) Para-3 Clause 1 - Read as "Thus, if a teacher is considered for Career Advancement Scheme (CAS) promotion in 2014, one year Academic Performance Indicator (API) scores for the year 2013 alone will be required for assessment. In case of a teacher being considered for Career Advancement Scheme (CAS) promotion in 2015, two years average API scores for these categories will be required for assessment and so on, learning progressively for the complete assessment period. For category III (research and academic contribution) Academic Performance Indicator (API) score for this category will be applied for the entire assessment period."

Instead of

"Thus, if a teacher is considered for Career Advancement Schemes (CAS) promotion in 2009, one year Academic Performance Indicator (API) scores for the year 2008 alone will be required for assessment. In case of a teacher being considered for Career Advancement Schemes (CAS) promotion in 2010, two years average of Academic Performance Indicator (API) scores for these categories will be required for assessment and so on, learning progressively for the complete assessment period. For Category II (teaching and academic contribution) Academic Performance Indicator (API) score for the category will be applied for the entire assessment period."

CAREER ADVANCEMENT SCHEME (CAS) TIME APAS

(Number)

- i) Read as per UGC guideline instead of off campus Degree/for comparables.
- ii) Read as per UGC guideline instead of off campus Degree/for comparables.
- iii) Appendix II (Appendix-I) - 1304- NR.
- iv) Please read 110401 year and 110402 year separately respectively for 11-04-01 and 11-04-02.
Degree
Adjust appendix II, Table VI for assessment of API in respect of Duration for CAS promotion.

The other terms and condition as laid down in the G.O. No.AHE-182/2012/P/47, dated 13-11-2012 will remain the same.

Sd/- H. K. Sharma, (AS)
Commissioner & Secretary to the Govt. of Assam
Higher Education Department

Copy No.AHE-182/2012/P/76-A
Copy forwarded for information to:

Dated Dispur, the 21st December, 2012

1. The Principal Academic Officer (AS&E), Assam, Madanagar, Boritola, Guwahati-29
2. P.O. to Chief Minister, Assam, Dispur, Guwahati-6
3. OSG to Member Education, Assam, Dispur, Guwahati-6
4. P.O. to Additional Chief Secretary to the Govt. of Assam, Education Department, Dispur, Guwahati-6
5. P.O. to Commissioner & Secretary to the Govt. of Assam, Higher Education Department, Dispur, Guwahati-6
6. The Deputy Secretary to the Govt. of Assam, Political (Capital Cell) Department, Dispur, Guwahati-6
7. The Deputy Secretary to the Govt. of Assam, Finance (H&U) Department, Dispur, Guwahati-6
8. The Director of Higher Education, Assam, Kalyanika, Guwahati-9 for information and necessary action. He is also requested to inform all concerned.
9. The Director of Technical Education, Assam, Kalyanika, Guwahati-9 for information and necessary action. He is also requested to inform all concerned.
10. The Director of Technical Education, Assam, Kalyanika, Guwahati-9 for information and necessary action.
11. The Resident General Secretary, Assam College Teachers' Association, Dispur, Guwahati-6

Deputy Secy.
Deputy Secretary to the Govt. of Assam
Higher Education Department

**GOVERNMENT OF ASSAM
HIGHER EDUCATION DEPARTMENT
DISPHE: GUWAHATI-6**

No.AHL/03/2012/P043

Dated Dispur the 13th November, 2013

OFFICE MEMORANDUM

The Govt. of India vide their letter No 1-37/2005-U H/O/G, dated 31-12-2008 and letter number 1-37/2005-U H/O/G dated 31-12-2008 allowed the University Grant Commission (UGC) to award to the teachers in the Universities and Colleges and the All India Council for Technical Education (AICTE) pay scale to teachers of the Engineering Colleges and other Technical Institutions w.e.f. 01-01-2010. As per new UGC guidelines, the Career Advancement Schemes (CAS) promotion to the teachers and Librarians would be subject to the Academic Performance Indicator (API) criteria Performance Based Appraisal System (PBAS) norms laid out in these UGC regulations, i.e., 30th June, 2010. In pursuance of the above, the Govt. of Assam has decided to issue a guideline regarding career advancement of college teachers in Assam.

Guidelines for Career Advancement Schemes (CAS) promotion of College Teachers (Assistant Professor to re-designated Librarians, Non-Technical faculties of Engineering Colleges/other Technical Institutions as per specified UGC guidelines dated 30-06-2010 to be effective from 01-01-2009.

1. In order to facilitate to implement of the Regulations 2010, in the Universities and Colleges in the Career Advancement Schemes (CAS) promotion, the Academic Performance Indicator (API) based Performance Based Appraisal System (PBAS) will be progressively and prospectively rolled out. Accordingly, the Performance Based Appraisal System (PBAS) based on the Academic Performance Indicator (API) norms of categories I and II as mentioned in these tables is to be implemented for one year only, with the minimum annual scores as described in Table II(a) for college teachers. This annualized Academic Performance Indicator (API) scores can then be compounded progressively as per when the teacher becomes eligible for Career Advancement Schemes (CAS) promotion in the next cadre. Thus, if a teacher is considered for Career Advancement Schemes (CAS) promotion in 2009, one year Academic Performance Indicator (API) scores for the year 2008 alone will be required for assessment. In case of a teacher being considered for Career Advancement Schemes (CAS) promotion in 2010, two years average of Academic Performance Indicator (API) scores for these categories will be required for assessment and so on leading progressively for the complete assessment period. For Category III (research and academic contributions), Academic Performance Indicator (API) score for this category will be applied for the entire assessment period.

2. A teacher who wishes to be considered for promotion under Career Advancement Schemes (CAS) may submit in writing to the college, with three months in advance of the due date that he/she fulfils all qualifications under Career Advancement Schemes (CAS) and submits to his college the Performance Based Appraisal System (PBAS) proforma duly supported by all credentials as per the Academic Performance Indicator (API) guidelines set out in these Regulations. In order to avoid delays in holding Selection Committee meetings in various institutions under Career Advancement Schemes (CAS), the college should immediately initiate the process of screening/selection and shall complete the process within six months from the date of application.

3. Candidates who do not fulfill the minimum score requirement under the Academic Performance Indicator (API) Scoring System proposed in the Regulations as per Tables I(a) and B) of Appendix B) or those who obtain less than 60% in the next assessment of the selection process will have to be re-assessed only after a minimum period of one year. The date of promotion shall be the date on which he/she has successfully got re-assessed.

4. Career Advancement Schemes (CAS) promotions from a lower grade to a higher grade of Assistant Professor shall be conducted by the same "Screening-and-Evaluation Committee" adhering to the criteria laid out as Academic Performance Indicator (API) norms in Performance Based Appraisal System (PBAS).

5. Career Advancement promotions from Assistant Professor to Associate Professor will be conducted by the Selection Committee.

(Contd./2)

6. Assessment of Academic Performance Indicator (API) scoring shall be processed and made by the IQAC cell of the respective colleges as per Appendix and Table prescribed by UGC.

7. The "Screening cum Evaluation Committee" for Career Advancement Schemes (CAS) promotion of Assistant Professors/equivalent cadres in Librarians/Physical Education from one AGP to the other higher AGP shall consist of:

(A) COMPOSITION:

- i) The Principal of the college
- ii) Head of the concerned department from the college not below the rank of Associate Professor.
- iii) Two subject experts in the concerned subject nominated by the Vice-Chancellor from the University panel of experts.

(B) DUTIES & FUNCTIONS:

- i) To verify API Score
- ii) To verify other relevant documents
- iii) To report their findings for consideration of the Selection Committee

8. The question for these competitions mentioned above shall be direct including the new subject expert/university nominee used to be present.

9. All the selection proceedings outlined above, shall be completed on the day of the selection committee meeting. Whereas the minutes are recorded along with PBAS scoring performa and recommendations made on the basis of merit and duly signed by all members of the selection committee in the minutes.

10. Career Advancement Schemes (CAS) promotion being a personal promotion to the incumbent teacher holding a substantive sanctioned post, on superannuation of the individual incumbent, the said post shall revert back to its original holder.

11. The incumbent teacher must be on the roll and active service of the Universities/Colleges on the date of consideration by the Selection Committee for Selection Career Advancement Schemes (CAS) Promotion.

12. Candidates shall offer themselves for nomination for promotion, if they fulfill the minimum Academic Performance Indicator (API) scores indicated in the appropriate Academic Performance Indicator (API) system tables by submitting an application and the respective Performance Based Appraisal System (PBAS) performa. They can do so three months before the due date if they consider themselves eligible. Candidates who do not consider themselves eligible can also apply at a later date.

13. In the final assessment, if the candidates do not either fulfill the minimum Academic Performance Indicator (API) scores in the criteria as per Performance Based Appraisal System (PBAS) performa or obtain less than 50% in expert assessment, wherever applicable, such candidates will be re-assessed.

14. The Director of Higher Education, Assam shall issue order after obtaining approval of the Committee comprising Commissioner & Secretary/Secretary, Higher Education, Diphu, Assam (Chairman), Director of Higher Education, Assam, (Member Secretary) and Sr. P.A., Higher Education, (Member) will scrutinize, verify and approve the promotional issues. The Committee shall sit as and when necessary but at least once in every quarter.

Assistant Professor/ Librarian and equivalent cadres will be eligible for stage promotion through a procedure if he/she has fulfilled the following conditions:

CAREER ADVANCEMENT SCHEME (CAS) TIME SPAN

1. (a) Assistant Professor with AGP of Rs.6000 to (stage I to II) Rs.7000

DURATION

- i) 4 years with Ph.D. (off campus Degree not admissible)
- ii) 2 years with M.Phil. (off campus Degree not admissible)
- iii) 0 years regular service without M.Phil/Ph.D.

- (b) Minimum Requirement for Career Advancement Scheme (CAS) from stage I to stage II

- i) Minimum API scores using PBAS-scoring performa enclosed as per the schema provided to Taha II(A)/II(B) Appendix III.
- ii) One Orientation and one Refresher Research Methodology Course of 2/3 weeks duration
- iii) Screening cum Verification process for recommending promotions. (Appendix III - Table: III).

(Contd.)

2. Assistant Professor with AGP of Rs.7000 to (stage 2 to 3) Rs.9000.

Duration: 5 years

i) Minimum API scores using PDS5 scoring pattern enclosed as per the norms provided in Table IIIA/IIIB of Appendix III.

ii) One course / programme from among the categories of refresher courses, methodology workshops, Training, Teaching-Learning-Evaluation Technology Programmes, Soft Skills development Programmes and Faculty Development Programmes of 1/2 week duration.

iii) Scrutiny and Verification process for recommending promotion. (Appendix-4) – Table: IIIB)

3. Assistant Professor with AGP of Rs.9000 to (stage 3 to 4) Rs.9000

Duration: 5 years

i) Minimum API scores using PDS5 scoring pattern enclosed as per the norms provided in Table IIIA/IIIB of Appendix III.

ii) At least three publications in the entire period as Assistant Professor (twelve years). However, in the case of College teachers, an exemption of one publication will be given to M. Phil. holders and an exemption of two publications will be given to P. D. holders.

iii) One course / programme from among the categories of methodology workshops, Training, Teaching-Learning-Evaluation Technology Programmes, Soft Skills development Programmes and Faculty Development Programmes of minimum one week duration.

iv) A selection committee process as stipulated in the UGC regulation and in Table IIIA of Appendix III (Appendix-4) – Table: IIIB)

Appendix-4 Table-1				
	Assistant Professor (Assistant Lecturer) Stage 1 to Stage 2 (AGP Rs.7000 to Rs.9000)	Assistant Professor (Assistant Lecturer) Stage 2 to Stage 3 (AGP Rs.9000 to Rs.9000)	Assistant Professor (Assistant Lecturer) Stage 3 to Stage 4 (AGP Rs.9000 to Rs.9000)	Assistant Professor (Assistant Lecturer) Stage 4 to Stage 5 (AGP Rs.9000 to Rs.9000)
i)	Teaching-Learning-Evaluation Method (TLE) (100%)	Teaching-Learning-Evaluation Method (TLE) (100%)	Teaching-Learning-Evaluation Method (TLE) (100%)	Teaching-Learning-Evaluation Method (TLE) (100%)
ii)	Publication (at least three publications in the entire period as Assistant Professor (twelve years). However, in the case of College teachers, an exemption of one publication will be given to M. Phil. holders and an exemption of two publications will be given to P. D. holders.	Publication (at least three publications in the entire period as Assistant Professor (twelve years). However, in the case of College teachers, an exemption of one publication will be given to M. Phil. holders and an exemption of two publications will be given to P. D. holders.	Publication (at least three publications in the entire period as Assistant Professor (twelve years). However, in the case of College teachers, an exemption of one publication will be given to M. Phil. holders and an exemption of two publications will be given to P. D. holders.	Publication (at least three publications in the entire period as Assistant Professor (twelve years). However, in the case of College teachers, an exemption of one publication will be given to M. Phil. holders and an exemption of two publications will be given to P. D. holders.
iii)	One course / programme from among the categories of methodology workshops, Training, Teaching-Learning-Evaluation Technology Programmes, Soft Skills development Programmes and Faculty Development Programmes of minimum one week duration.	One course / programme from among the categories of methodology workshops, Training, Teaching-Learning-Evaluation Technology Programmes, Soft Skills development Programmes and Faculty Development Programmes of minimum one week duration.	One course / programme from among the categories of methodology workshops, Training, Teaching-Learning-Evaluation Technology Programmes, Soft Skills development Programmes and Faculty Development Programmes of minimum one week duration.	One course / programme from among the categories of methodology workshops, Training, Teaching-Learning-Evaluation Technology Programmes, Soft Skills development Programmes and Faculty Development Programmes of minimum one week duration.
iv)	A selection committee process as stipulated in the UGC regulation and in Table IIIA of Appendix III (Appendix-4) – Table: IIIB)	A selection committee process as stipulated in the UGC regulation and in Table IIIA of Appendix III (Appendix-4) – Table: IIIB)	A selection committee process as stipulated in the UGC regulation and in Table IIIA of Appendix III (Appendix-4) – Table: IIIB)	A selection committee process as stipulated in the UGC regulation and in Table IIIA of Appendix III (Appendix-4) – Table: IIIB)

This is issued in partial modification of clause (d) of the Govt. Notification dated No. F.C. 10/9/71, dated 18th September, 1971.

The guidelines specified above should be read with notifications, amendments and guidelines issued by UGC from time to time in this regard.

Sd/-
(H. K. Sharma, IAS)
Commissioner & Secretary to the Govt. of Assam
Higher Education Department

(Form 4)

Memo No. AHE/GE/2012/P/47-A

Dated Dispur the 1st November, 2012

Copy forwarded for information to:

1. The Principal Accounts General, (AAG), Assam, Maidamgaon, Belula, Guwahati-29.
2. P.S. to Chief Minister, Assam, Dispur, Guwahati-5.
3. OSD to Minister Education, Assam, Dispur, Guwahati-4.
4. P.S. to Additional Chief Secretary to the Govt. of Assam, Education Department, Dispur, Guwahati-6.
5. P.S. to Commissioner & Secretary to the Govt. of Assam, Higher Education Department, Dispur, Guwahati-6.
6. The Deputy Secretary to the Govt. of Assam, Political (Cabinet Cell) Department, Dispur, Guwahati-4.
7. The Under Secretary to the Govt. of Assam, Finance (PRL) Department, Dispur, Guwahati-6.
8. The Director of Higher Education, Assam, Kohilipara, Guwahati-19 for information and necessary action. He is also requested to inform all concerned.
9. The Director of Technical Education, Assam, Kohilipara, Guwahati-19 for information and necessary action. He is also requested to inform all concerned.
10. The Director of Education, BTC, Kohilipara, Assam.
11. The President/General Secretary, Assam College Teachers' Association, Selapara, Guwahati-8.

By order etc.

Deputy Secretary to the Govt. of Assam
Higher Education Department

**GOVERNMENT OF ASSAM
HIGHER EDUCATION DEPARTMENT
DISPIDE, GUWAHATI-78**

No. AHE-164/2012/PA/46

Dated: Dibrugarh 13th November, 2013

OFFICE MEMORANDUM

The Govt. of India vide their letter No. 1-22/2006-11/3115, dated 31-12-2008 and letter number 1-12/2006-11/101 (G), dated 31-12-2008 allowed the University Grants Commission (UGC) pay scale to the teachers in the Universities and Colleges and the All India Council for Technical Education (AICTE) pay scale to teachers of the Engineering Colleges and other Technical Institutions w.e.f. 01-01-2006. As per new U.G.C. guideline No. 7.3-1/2009 dated 30th June, 2010, the Career Advancement Scheme (CAS) promotion to the teachers and Librarians would be subject to the Academic Performance Indicator (API) criteria Performance Based Appraisal System (PBAS) norms laid out in these U.G.C. regulations, i.e. 30th June, 2010.

* There are some teachers and librarians who have participated in Orientation Course (O.C.) and Refresher Course (R.C.) within the stipulated time but could not avail benefit for placement in the senior scale and selection grade due to some administrative constraints in time. As a result some teachers are deprived from the benefit of the career advancement schemes.

The Govt. of Assam, Higher Education Department has considered the entire number of career advancement schemes and the conditions and accountability imposed in the guidelines issued by the UGC from time to time. The following procedures will be adopted for placement of teachers/librarians in senior + selection grade scale of pay working against vacant sanctioned post/ appointment approved by the competent authorities who have fulfilled the required criteria before 31-12-2010.

The if practitioners of the Career Advancement Scheme (CAS) for Lecturers/ Librarians in colleges, who have acquired eligibility as on before 31-12-2010, but have not fulfilled the requirement of completion of Orientation Course (O.C.) and Refresher Course (R.C.) will be considered in terms of UGC guidelines, if the requirement of completion of Orientation Course (O.C.) and Refresher Course (R.C.) is fulfilled within 31-12-2010. Financial benefits for the Career Advancement Scheme (CAS) will be admissible from the date of eligibility as on before 31-12-2010.

It should be strictly followed that the qualifying criteria as specified below shall not be relaxed under any circumstances.

- 1) (a) Lecturer will be considered for placement in the senior scale of pay if he/she has fulfilled the following conditions:
 - i. Completed minimum 4 years of service after regular appointment with relaxation of one year and 2 years, respectively, for those with M.Phil and Ph.D.
 - ii. Participated in one Orientation Course (O.C.) and one Refresher Course (R.C.) of approved duration, or engaged in other approved continuing education programmes of comparable quality as may be specified or approved by the University Grants Commission (U.G.C.) with Ph.D. degree would be exempted from one Refresher Course within the stipulated time.
 - iii. Consistently satisfactory performance in the work appraisal reports as specified in the norms.
 - iv. The Departmental Promotion Committee (D.P.C.) constituted in every college will scrutinize the relevant documents of the lecturers and recommend the names for placement in the senior scale of pay as per Govt. Notification No. AHE-44/2011/11, dated 21-02-2011.
 - v. The Governing Body (G.B.) of the college will accord approval on the recommendation of the Departmental Promotion Committee (D.P.C.) and send to the Director of Higher Education, Assam for placement in the senior scale of pay as per Govt. letter No. AHE-44/2011/11, dated 21-02-2011.
 - vi. The Lecturer who becomes eligible for consideration for placement in the senior scale, the Director of Higher Education, Assam shall issue order after obtaining approval of the Committee comprising Commissioner & Secretary/Secretary, Higher Education Department (Chairman), Director of Higher Education, Assam, (Member Secretary) and Sr. P.A., Higher Education (Member) will scrutinize, verify and approve the promotional status. The Committee shall sit at least once in every quarter.
- 1) (b) Librarian will be considered for placement in the senior scale of pay if he/she has fulfilled the following conditions:
 - i. Completed minimum 4 years of service after regular appointment with relaxation of one year and 2 years, respectively, for those with M.Phil and Ph.D.

(Contd./2)

- iv) Participated in one Orientation Course (O.C.) and one Refresher Course (R.C.) of approved duration or engaged in other appropriate continuing education programmes of comparable quality as may be specified or approved by the University Grants Commission (those with Ph.D. degree would be exempted from one Refresher Course within the stipulated time).
- v) Consistently satisfactory performance in the works appraisal reports as specified in the Rules.
- vi) The Departmental Promotion Committee (D.P.C.) constituted in every college will consider the relevant documents of the Librarian and recommend the names for placement in the senior scale of pay as per Govt. Notification No.AJHE-44201/171, dated 21.02.2011.
- vii) The Governing Body (G.B.) of the colleges will accord approval on the recommendation of the Departmental Promotion Committee (D.P.C.) and send to the Director of Higher Education, Assam for placement in the Senior Scale of pay as per Govt. letter No.AJHE-44201/171 dated 21-02-2011.
- viii) The Librarian who becomes eligible for consideration for placement in the senior scale, the Director of Higher Education, Assam shall issue order after obtaining approval of the Committee comprising Commissioner & Secretary/Secretary, Higher Education Department, Chairman, Director of Higher Education, Assam, (Member Secretary) and Sr. P.A., Higher Education (Member) will scrutinize, verify and approve the promotional cases. The Committee shall sit as and when necessary but at least once in every quarter.
- 2) (a) Librarian in senior scale will be eligible for placement in the selection grade scale of pay if he/she has
- Completed minimum 5 years of continuous service in the senior scale.
 - Two R.C. after placement in the senior scale, but must have participated on or before 30-06-2016 as per Govt. O.M. vide No.BR24422/2005/158, dated 12-03-2012.
 - Consistently satisfactory performance in the works appraisal reports.
 - Recommendation of the D.P.C. constituted by the College.
 - The Governing Body (G.B.) of the colleges will accord approval on the recommendation of the Departmental Promotion Committee (D.P.C.) report.
 - The Director of Higher Education, Assam will issue order after obtaining approval of the Committee comprising Commissioner & Secretary/Secretary, Higher Education Department, Chairman, Director of Higher Education, Assam, (Member Secretary) and Sr. P.A., Higher Education (Member) will scrutinize, verify and approve the promotional cases. The Committee shall sit as and when necessary but at least once in every quarter.
- 2) (b) Librarian in senior scale will be eligible for placement in the selection grade scale of pay if he/she has
- Completed minimum 5 years of continuous service in the senior scale.
 - Two R.C. after placement in the senior scale, but must have participated on or before 30-06-2016 as per Govt. O.M. vide No.BR24422/2005/158, dated 12-03-2012.
 - Consistently satisfactory performance in the works appraisal reports.
 - Recommendation of the D.P.C. constituted by the College.
 - The Governing Body (G.B.) of the colleges will accord approval on the recommendation of the Departmental Promotion Committee (D.P.C.) report.
 - The Director of Higher Education, Assam will issue order after obtaining approval of the Committee comprising Commissioner & Secretary/Secretary, Higher Education Department, Chairman, Director of Higher Education, Assam, (Member Secretary) and Sr. P.A., Higher Education (Member) will scrutinize, verify and approve the promotional cases. The Committee shall sit as and when necessary but at least once in every quarter.
- 3) (a) Librarian (new Assistant Professor, Selection Grade) who have not completed three years in the pay scale of Rs.15,600-18,700 on or after 1st January,2016 shall be placed at the appropriate stage in the Pay Band of Rs.15,600-Rs.20,100- with A.G.P of Rs.3,200 till they complete three years of service in the grade of Librarian (new Assistant Professor) (Selection Grade) and thereafter shall be placed in the higher Pay Band IV of Rs.21,400-27,000 and accordingly re-designated as Associate Professor with A.G.P 6000 provided if he/she has completed 5 (five) years of service in the Selection Grade scale of pay within 31-12-2008.
- 3) (b) Librarian (Selection Grade) who have not completed three years in the pay scale of Rs.12,000-18,800 on or after 1st January,2016 shall be placed at the appropriate stage in the Pay Band of Rs.15,600-Rs.20,100- with A.G.P of Rs.3,200 till they complete three years of service in the grade of Librarian (Selection Grade) and thereafter shall be placed in the higher Pay Band IV of Rs.21,400-27,000 with A.G.P 6000 provided if he/she completed 3(three) years of service in the Selection Grade Scale of pay within 31-12-2008.

The guidelines notified above should be read with modifications, amendments and guidelines issued by UGC from time to time in this regard.

SG-

(H.K.Sharma, IAS)

Commissioner & Secretary to the Govt. of Assam
Higher Education Department

(Contd.-2)

Memo No. AHE/162/2013/4936-A

Dated Dispur the 10th November, 2013

Copy forwarded for information to:

1. The Principal Accountant General, (A&F), Assam, Maidamgon, Bellala, Guwahati-29.
2. P.S. to Chief Minister, Assam, Dispur, Guwahati-6.
3. OSD to Minister Education, Assam, Dispur, Guwahati-6.
4. P.S. to Additional Chief Secretary to the Govt. of Assam, Education Department, Dispur, Guwahati-6.
5. P.S. to Commissioner & Secretary to the Govt. of Assam, Higher Education Department, Dispur, Guwahati-6.
6. The Deputy Secretary to the Govt. of Assam, Political (Cabinet Cell) Department, Dispur, Guwahati-6.
7. The Under Secretary to the Govt. of Assam, Finance (PRU) Department, Dispur, Guwahati-6.
8. The Director of Higher Education, Assam, Kohilpara, Guwahati-19 for information and necessary action. He is also requested to inform all concerned.
9. The Director of Technical Education, Assam, Kohilpara, Guwahati-19 for information and necessary action. He is also requested to inform all concerned.
10. The Director of Education, BTC, Kokrajhar, Assam.
11. The President/General Secretary, Assam College Teachers' Association, Satepara, Guwahati-8.

By order etc.;

Deputy Secretary to the Govt. of Assam
Higher Education Department

HATSINGIMARI COLLEGE, HATSINGIMARI

Hatsingimari, South Salmara-Mankachar, Assam-783136

Ph- 9678524962,

E-mail :hatsingimaricollege@gmail.com

Website:hatsingimaricollege.ac.in



FIRST CYCLCLE NAAC ACCREDITATIONN 2023

CRITERION VI

Governance, Leadership and Management

6.3.1 Institutions Performance Appraisal System for Teaching and Non-Teaching Staff

PBAS Proforma for Promotion under CAS

Submitted to



THE NATIONAL ASSESSMENT AND ACCREDITATION
COUNCIL

PLEASE NOTE: During filling up of the proforma, use TAB key to move from one item to the next, never use ENTER key.

Page size: A4, Orientation: Landscape, Print: Fit to page.

SECTION-III: FURTHER INFO: PBAS Proforma for Promotion under CAS

- (i) **Assessment APT**
- (ii) Assessment APT for 1 year (Jan 1st - Dec 31st) based on the APT system will be assessed for 1 year only with the assessment APT system. If a teacher is eligible for CAS Promotion from 12.11.2013 to 12.12.2013, APT system for one year will only be required for assessment.
- (iii) Assessment APT for 2 years: The PBAS based on the APT system will be assessed for 2 years only with the assessment APT system. If a teacher is eligible for CAS Promotion from 12.11.2013 to 12.12.2013, APT system for 2 years will only be required for assessment.
- (iv) Assessment by JCB Statistic: The statistical APT data will be required for assessment only with the assessment APT system category which is mentioned in the Appendix Table.
- (v) **PTP Institute** shall have to produce a certificate from appropriate authority certifying the candidate's assessment and satisfactory progress of work for which teacher has been fully engaged. To give the candidate credit during the assessment, accordingly, he/she will have to be engaged by period of assessment, teacher shall have to produce necessary action on three appropriate authority duly authenticated by the principal to get the benefit of PTP credit for the period involved. The PBAS proforma for promotion under CAS must be filled up by the college teachers/Institute in every year. The certificate will verify and confirm the APT system and will keep it ready for DPT in due time.
- (vi) **Procedure for Promotion**
- (vii) **From stage 1 to stage 2**
- (viii) 4 years with BEd / 5 years with MPhil Degree / 6 years regular service without PDC/MPhil, (PDC/MPhil) according to per UGC guideline.
- (ix) Teachers may work 10 years from either category I or category II to achieve the minimum requirement under category I + II.
- (x) There must be a working Committee for assessment of the APT points in each College as per PDC guideline.
- (xi) One OC and One MC (External methodology) must be of 25 words duration without PDC and with PDC one OC.
- (xii) **From stage 2 to stage 3**
- (xiii) 5 years / (i) There must be a working committee for assessment of the APT points in each college as per UGC guideline.
- (xiv) One Course Program from among the categories of Richard Course, methodology workshops, Training, Learning Evaluation Program, self study Development program, self study Development program of 55 words duration.
- (xv) **From stage 3 to stage 4**
- (xvi) 5 years / (i) There must be a selection committee for final assessment of the results for assessment for CAS promotion out of which the candidate must have obtained 50% of marks in the report assessment, if teacher or final assessment candidate do not fulfil 50% of the minimum criteria under Rule III and IV of Table (A) and II (B) it shall be that 50% in the report assessment, they will be considered only after a time period of one year.
- (xvii) One Course Program from among the category methodology workshops, training, methodology workshop, evaluation programme, self study Development program and faculty development program of 1, each duration.
- (xviii) At least 5 publications in the subject period as Assistant Professor. However in the case of College teachers and acceptance of 5 publications will be given to MPhil holder and an acceptance of 3 publications will be given to PhD holder.
- (xix) Total marks = 100
- (xx) 11.20% = Core faculty is correct. (i) 60% = Assessment of breadth, knowledge and teaching practice, 11.20% = Academic performance.

PBAS Proforma for Promotion under CAS

Name of the Institution:

Submitted by:-

Name:

Present Designation:

Department:

Date of Submission:

Signature with date:

Name of the Institution:

PRAS Profiles for Promotion under CAS

PART A : GENERAL INFORMATION AND ACADEMIC BACKGROUND

01. Name (in BLOCK Letters)	:	
02. Father's Name/Mother's Name	:	
03. Department	:	
04. Educational Qualifications	:	
05. Current Designation and Academic Grade Pay	:	AGP - Rs.
06. Date of last Promotion	:	
07. Which position and	:	
AGP are you an applicant under CAS?	:	
08. Date of eligibility for promotion	:	
09. Date and Place of birth	:	Place of birth
10. Sex	:	
11. Marital status	:	
12. Nationality	:	Indian
13. Indicate whether belongs to SC/ST/OBC category	:	
14. Address for correspondence:-	15. Permanent Address:-	
House No./Home No.	:	
Road / Lane	:	
Town / Village	:	
P.S.	:	
P.O.	:	
Circle	:	
Pin	:	
Telephone No. / Mobile No.	:	
Fax No.	:	

PRAS Profiles for Promotion under CAS Page No. 1

16. Academic Qualifications (B.Sc. till Post Graduation)

Examination	Name of the Board / University	Year of Passing	Division / Class/Grade	Subjects
B.Sc.				
B.A.				
B.Com.				
M.A.				
M.Com.				
M.Sc.				
Others				

17. Research Degree(s)

Degree	Title	Date of Award	University
M.Phil.			
Ph.D.			
Others			

PRAS Profiles for Promotion under CAS Page No. 2

18. Appointment held prior to joining the institution:-

Designation	Name of Employer	Date of		Scale of Pay with AGP	Reason of leaving
		Joining	Leaving		

19. State brief after appointment at the institution:-

Designation	Department	Date of arrival / leaving		Scale of Pay with AGP
		From	To	

20. (To be filled after completion of 1st year) Page No. _____

20. Period of teaching experience:-

P.G. Classes (in years) : _____

B.Sc. Classes (in years) : _____

21. Research Experience including years spent in M.Phil / Ph.D. (in years) : _____

22. Fieldwork / Specialisation under the Subject / Discipline (if any) :-

a. _____

b. _____

23. Academic Staff College / Graduate Programme (GPG) / Refresher Course (RC) / Summer School (SSS) / Any other course attended:-

Name of the Course / School Institution/Institute	Place (Address not to be given)	Duration		Sponsoring Agency
		From	To	

24. (To be filled after 3 months from 01.07.2024) Page No. _____

PART: B / ACADEMIC PERFORMANCE INDICATORS
(Please see detail instructions of this PFIAS/ problem before filling on this section)

94

CATEGORY: I

TEACHING, LEARNING AND EVALUATION RELATED ACTIVITIES (From 1 to 15)

(1) Lectures, Seminars, Tutorials, Practical, Contact Hours (also seminar/work/Conth, where necessary)

Sl.No	Course / Paper	Level (UG / PG)	Mode of teaching*	Hours per week classroom taken	% of classes/ practicals taken as per documented record
01					%
02					%
03					%
04					%
05					%
06					%
07					%
08					%
09					%
10					%
11					%
12					%
13					%
14					%
15					%
*Lecture (L), Seminar (S), Tutorial (T), Practical (P), Contact Hours (C)				TOTAL =	%

(2) (a) Classes Taken from 70 for 100 % performance & proportionate scoring to 80% performance,
(b) below which no score may be given)
(3) Teaching Load in excess of UHC norm (max score: 10)

API Score

TOTAL of Category I / Item No. (1) =

94 (1) Problem for Transformation Table Page No. 94

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

Sl.No	Course / Paper	Level (UG / PG)	Consulted	Prescribed	Additional Resource provided
01					
02					
03					
04					
05					
06					
07					
08					
09					
10					
11					
12					
13					
14					
15					

API Score based on Preparation and Imparting of Knowledge / Instruction as per curriculum and syllabus enrichment by providing additional resources to students (max. scores 20)

API Score of Category II / Item No. (II) =

(No additional sheets whether necessary)

94 (2) Problem for Transformation Table Page No. 94

B0. Use of Participatory and Innovative Teaching-Learning Methodologies / Audio-Visual Teaching Aids, Updating of Subject Content, Course Improvement etc.

Sl. No.	Short Description	API Score			
01					
02					
03					
API Score for Category: I / Item No. (iii) (Max. Score = 20)		Total API Score of Category: I / Item No. (B0) =			
(iv) Enumeration Dates Assigned and Performed					
Sl. No.	Type of Enumeration Dates	Dates Assigned	Dates carried out	Extent to which carried out (%)	API Score
01				%	
02				%	
03				%	
04				%	
05				%	
06				%	
API Score for Category: I / Item No. (iv) (Max. Score = 25)		Total API Score of Category: I / Item No. (iv) =			

Certificate from the Head of the Department:

This is to certify that:

Assistant / Associate Professor of _____ attended all the allotted classes. He / She gives regular instructions as per

Convention with the prescribed curricular syllabus curriculum by providing additional resources to the student. He / She carried out Seminars / Annual Examination work as per schedule.

Signature of HOD:

B0 (I) *Signature for Enumeration* Page No. 8

CATEGORY: II

CO-CURRICULAR, EXTRACURRICULAR, PROFESSIONAL DEVELOPMENT RELATED ACTIVITIES (Form - II)

Sl. No.	Type of Activity	Average Score / Grade	API Score
01.	(i) Extension, Co-curricular & Field based Activities		
02.			
03.			
04.			
API Score for Category: I / Item No. (i) (Max. Score = 20)		Total API Score of Category: I / Item No. (i) =	
Sl. No.	Type of Activity	Yearly / Semi-Annual contribution	API Score
01.	(ii) Contribution to Corporate Life and Management of the Institution		
02.			
03.			
04.			
API Score for Category: I / Item No. (ii) (Max. Score = 15)		Total API Score of Category: II / Item No. (ii) =	
Sl. No.	Type of Activity	Yearly / Semi-Annual contribution	API Score
01.	(iii) Professional Development Activities		
02.			
03.			
04.			
API Score for Category: II / Item No. (iii) (Max. Score = 15)		Total API Score of Category: II / Item No. (iii) =	
API Score for Category: II (i + ii + iii) (Max. Score = 50)		Total API Score of Category: II (i + ii + iii) =	

B0 (II) *Signature for Enumeration* Page No. 9

CATEGORY-III

SEPARATE PUBLICATIONS AND ACADEMIC CONTRIBUTIONS (Item No. 3)

A. Published Papers in Journals

Sl. No.	Title with page nos.	Journal	ISSN (ISSN)	Whether Peer Reviewed	Impact Factor (If any)	Number's of co-authors	Whether you are the main author	API Score
01.								
02.								
03.								
04.								
05.								
06.								

Total API Score of Category: III / Item No. A =

(Use additional sheets wherever necessary)

SRM Institute of Science and Technology Page No. 12

B. (i) Articles / Chapters Published in Books

Sl. No.	Title with page nos.	Book Title, editor and publisher	ISSN (ISBN)	Whether Peer Reviewed	Impact Factor (If any)	Number's of co-authors	Whether you are the main author	API Score
01.								
02.								
03.								
04.								
05.								
06.								

Total API Score of Category: III / Item No. B (i) =

(Use additional sheets wherever necessary)

SRM Institute of Science and Technology Page No. 13

B. (B) Full Papers in Conference Proceedings

Sr. No.	Title with page nos.	Details of Conference/Publisher etc.	ISSN / ISBN	Whether Peer Reviewed	Impact Factor, if any	Presence of co-authors	Whether you are the main author	API Score
01								
02								
03								
04								
05								
06								

Total API Score of Category: B / Item No. B (B) =

The additional sheet's submission necessary

B012 Professor Dr. Sumit Kumar Singh Page No. 12

B. (B) Books Published as SINGLE AUTHOR or as EDITOR

Sr. No.	Title with page nos.	Type of Book and Authorship	Publisher and ISSN / ISBN	Whether Peer Reviewed	Impact Factor, if any	Presence of co-authors	Whether you are the main author	API Score
01								
02								
03								
04								
05								
06								

Total API Score of Category: B / Item No. B (B) =

Total API Score of Category: B / Item Nos. (A + B. (b) + B. (B) + B. (B)) =

The additional sheet's submission necessary

B012 Professor Dr. Sumit Kumar Singh Page No. 13

C. Ongoing and Completed Research Projects and Contributions

C. (I and II) Ongoing Projects / Contributions

Sl. No.	Title	Agency	Period		Grant / Annual Mobilized (Rs. lakh)	API Score
			From	To		
01.						
02.						

Total API Score of Category: II / Item No. C. (I and II) =

C. (III and IV) Completed Projects / Contributions

Sl. No.	Title	Agency	Period		Grant / Annual Mobilized (Rs. lakh)	API Score
			From	To		
01.	Ministry whether policy document / patent is submitted for the above completed Projects / Contributions					
02.	Ministry whether policy document / patent is submitted for the above completed Projects / Contributions					
03.	Ministry whether policy document / patent is submitted for the above completed Projects / Contributions					
04.	Ministry whether policy document / patent is submitted for the above completed Projects / Contributions					

Total API Score of Category: III / Item No. C. (III and IV) =

Total API Score of Category: II / Item No. (C. (I and II) + C. (III and IV)) =

BB-13, Workbook for Assessment of IITs, Page No. 14

D. Research Guidance

Sl. No.	Degree	Master Thesis/ed	Thesis Supervised	Degree awarded	API Score
01.	M.Phil or equivalent				
02.	PhD or equivalent				

Total API Score of Category: III / Item No. D =

E. (A) Training Courses, Teaching-Learning-Evaluation Technology Programmes, Faculty Development Programmes (not less than one week duration)

Sl. No.	Programme	Duration	Organized by	API Score
01.				
02.				
03.				
04.				
05.				
06.				

Total API Score of Category: III / Item No. E. (I) =

BB-13, Workbook for Assessment of IITs, Page No. 15

E. (B) Papers presented in Conferences, Seminars, Workshops, Programs

Sl. No.	Title of the Paper presented	Title of Conference / Seminar	Organized by	Whether international seminar/ state organized meeting or program held	API Score
01.					
02.					
03.					
04.					
05.					
06.					
Total API Score of Category: II / Item No. E. (B) =					

E. (B) Involvement and Chairmanship of national or international conferences/seminars etc.

Sl. No.	Title of Lecture/Seminar/Session	Title of Conference / Seminar	Organized by	Whether international /national	API Score
01.					
02.					
03.					
Total API Score of Category: III / Item No. E. (B) =					

Total API Score of Category: III / Item Nos. (E. i + E. ii + E. iii) =

For additional items wherever applicable

BB-13 (Revised for Assessment Cycle I & II) Page No. 13

E. (iv) - SUMMARY OF API SCORES

Sl. No.	Category / Criteria	Last Academic Year	Total API Score for Assessment Period	Average API Score for Assessment Period
(i) CATEGORY: I: Teaching, Learning and Evaluation Related Activities			Item No. (i)	
			Item No. (ii)	
			Item No. (iii)	
			Item No. (iv)	
			CATEGORY: I: Total	
(ii) CATEGORY: II: Co-supervisor, Extension, Professional Development Related Activities etc.			Item No. (v)	
			Item No. (vi)	
			Item No. (vii)	
			CATEGORY: II: Total	
Total of Categories I + II =				
(iii) CATEGORY: III: Research, Publications and Academic Contributions			Item No. A	
			Item No. B(i)	
			Item No. B(ii)	
			Item No. B(iii)	
			Item No. C (i and ii)	
			Item No. C (iii and iv)	
			Item No. D	
			Item No. E (i)	
			Item No. E (ii)	
			Item No. E (iii)	
Total of Category: III =				
Total of Categories: (I + II + III) =				

BB-13 (Revised for Assessment Cycle I & II) Page No. 13

FIP holders will have to produce an authentic certificate from appropriate authority certifying the candidate's uninterupted and satisfactory progress of work, for which he/she has been duly engaged

The FBAS performs the promotion under CAS must be filled up by the college teacher/librarians in every year. The authority will verify and finalize the API scores and will keep it ready for DPC in due time.

[illegible]

PART C: OTHER RELEVANT DOCUMENTATION

†† See "Healthy Children on Time" in the box, where relevant.

- 01
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- 18
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- 19
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- 20

For additional views, please contact:

LIST OF ENCLOSURES (From which, copies of certificates, sanction orders, papers etc. shall be extracted)

Sl. No. / Description of certificate/sanction/papers etc.

01.
02.
03.
04.
05.
06.
07.
08.
09.
10.
11.
12.
13.
14.
15.
16.
17.
18.
19.
20.

Use additional sheets wherever necessary

FD-13 (Prescribed for Transmittal) Part I of All India Page No. 18

Declaration by the incumbent:-

I certify that the information provided is correct as per records available with the University/College and/or and documents enclosed along with this duly filled FD-13 proforma.

Signature of the Faculty

Name

Designation

Place

Date

Report of

Principal of the College and Convener, IQAC

All the documents submitted by

Assistant / Associate Professor of the College

are verified and found authentic. The AHS fees mentioned above are correct.

*Signature of the
Principal*

*Signature of the
Convener, IQAC*

Name of the College

Place

Date

Name of the College

Place

Date

N.B. The individual FD-13 proforma for CAS-procedure duly filled along with all enclosures, will be duly verified by the DPC and shall be placed before the Screening cum Evaluation Committee or Telecom Committee for Promotion.

FD-13 (Prescribed for Transmittal) Part I of All India Page No. 18

HATSINGIMARI COLLEGE, HATSINGIMARI

Hatsingimari, South Salmara-Mankachar, Assam-783136

Ph- 9678524962,

E-mail :hatsingimaricollege@gmail.com

Website:hatsingimaricollege.ac.in



FIRST CYCLCLE NAAC ACCREDITATIONN 2023

CRITERION VI

Governance, Leadership and Management

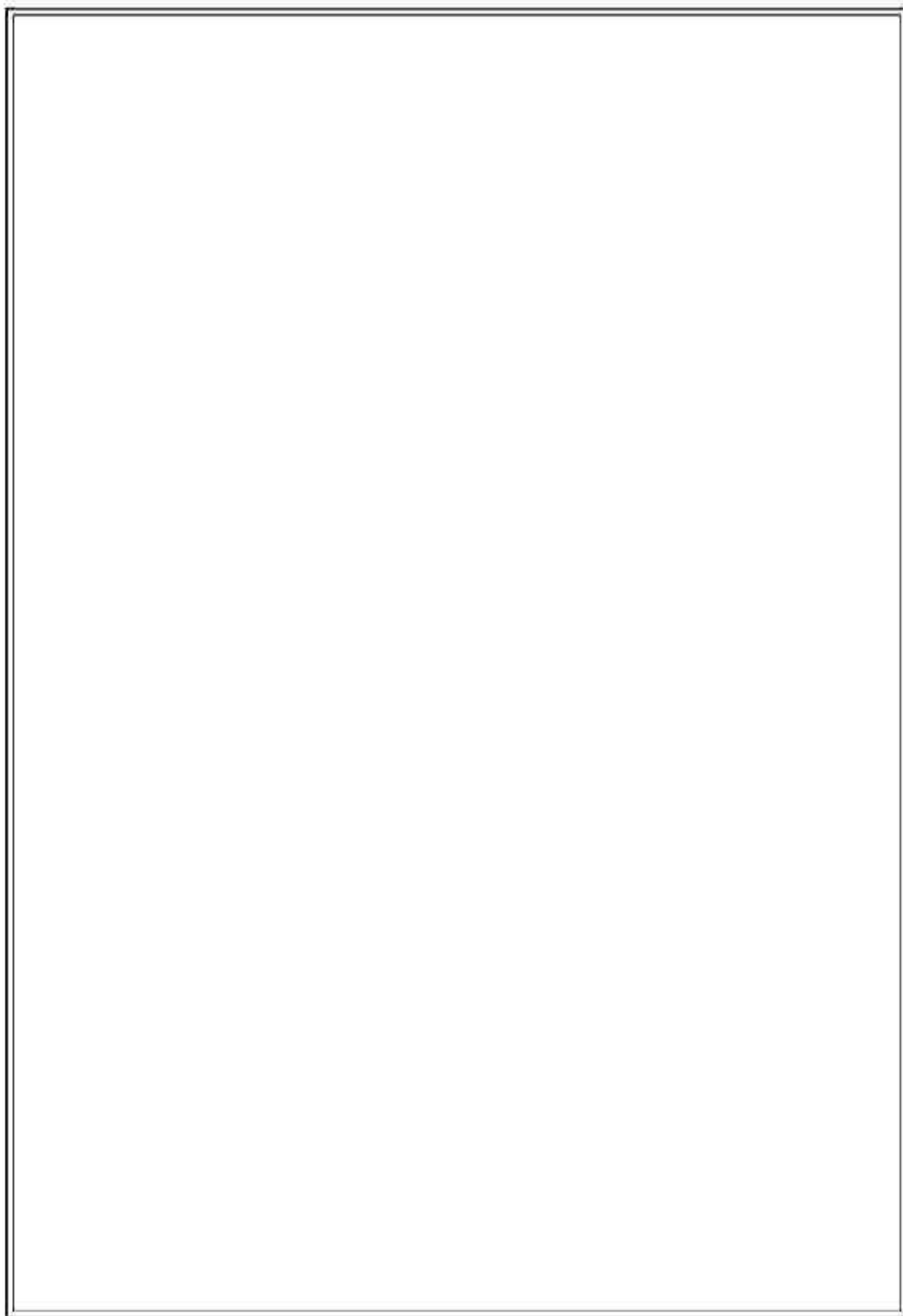
6.3.1 Institutions Performance Appraisal System for Teaching and Non-Teaching Staff

Performance Appraisal Report for Teaching Staff

Submitted to



THE NATIONAL ASSESSMENT AND ACCREDITATION
COUNCIL



PERFORMANCE APPRAISAL REPORT

(To be filled up as per clause 25 of Assam College Employees (Preventive) Rules, 2010)

Report for the year-2018

(To be submitted under sealed cover)

PART-I

(Personal Data)

- | | |
|--|--|
| 1. Name of the Employee | ATUL CHANDRA NATH |
| 2. Name of the service to which belongs | Assistant Professor, Deptt. of Assamese |
| 3. Educational Qualification | M.A. |
| 4. Professional Qualification | Nil |
| 5. Name of the institution/College with Full address | Mayang Anchalik College,
P.O.- Rajamayang
Dist.- Moriganj, Assam, Pin-782431 |
| 6. Date of Birth | 01-04-1971 |
| 7. Date from which appointment has been
As Teacher/Librarian by the DHE, Assam | 04-01-2014 (with effect from 01-01-2013) |
| p) In the UGC Scale of Pay | 01-01-2013 |
| q) In the fixed pay (if any) | N/A |
| r) Without condition with condition | Without condition |
| 8. Date of Confirmation | 04-01-2014 |
| 9. Whether the Teacher/Librarian had
Any break in service or granted extra-
ordinary leave without pay in the service
period. | Nil |
| 10. Any special knowledge / experience
Training which facilitates to discharge
The all around work of the officer/
Employee | Nil |
| 11. Date of obtaining Senior Scale/ Selection
Grade Scale of pay | Not promoted till date |
| 12. Date of eligible for placement in the
Senior Scale/Selection Grade Scale/
Assamese Scale of Pay | 01-01-2019 |

Certified that the particulars furnished above are correct.

Signature of Recording Authority
(Principal)

Principal
Mayang Anchalik College
Date: _____

PART-II

(Assessment by the Recording Authority)

1. Name(s) and Designation of the Recording Authority: Dr. Mahmuda Nosh (Principal)
2. Period of service of the incumbent under the Recording Authority: 1 year 6 months.
(Separate forms to be used by different Recording Authority)
3. State of Health: Sound.
- What is your opinion about his/her
a) Aptitude, initiative, drive and efficiency for:
 xi) Arrangement of work: Very good
 xii) Execution of work: Very good
 b) Intelligence: Very good
 c) Attendance/Conduct and approachability to discipline: Regular & punctual
 d) Character with particular reference to reliability and integrity: Very good
 e) Capacity of supervision, inspection and to create team spirit (wherever applicable): Very good
 f) General remarks (if any): Very good
 4. Character and conduct of the Teacher/Librarian:
 i. Relationship with:
 a. Principal: Excellent
 b. Teaching Staff: Excellent
 c. Library Staff: Very good
 d. Office Staff: Very good
 e. Students: Very good
 f. Others: Very good
 5. Regularity and punctuality in attending College: Very good
 As well as Classes:
 7. a) Spirit of co-operation in the corporate life extension activities, examinations, etc.: Very good
 b) Involvement in University and College examinations: Very good
 c) Spirit of obedience to the higher authority: Very good
 8. Comments on the performance of the Senior Lecturer as well as a teacher: Excellent
 9. Special academic achievement of the Teacher/Librarian, if any: Excellent
 10. Performance of duties (as per UGC Regulations, 2010)

Year-wise

Year	Total working days	Class Allotted	Class taken
2018	275	220	210

11. Recommendation about his/her fitness or otherwise for advancement for next higher rank

He is recommended for next higher rank.

Signature of Recording Authority
(Principal)
Mehnaz Akbari College
Lahore

HATSINGIMARI COLLEGE, HATSINGIMARI

Hatsingimari, South Salmara-Mankachar, Assam-783136

Ph- 9678524962,

E-mail :hatsingimaricollege@gmail.com

Website:hatsingimaricollege.ac.in



FIRST CYCLCLE NAAC ACCREDITATIONN 2023

CRITERION VI

Governance, Leadership and Management

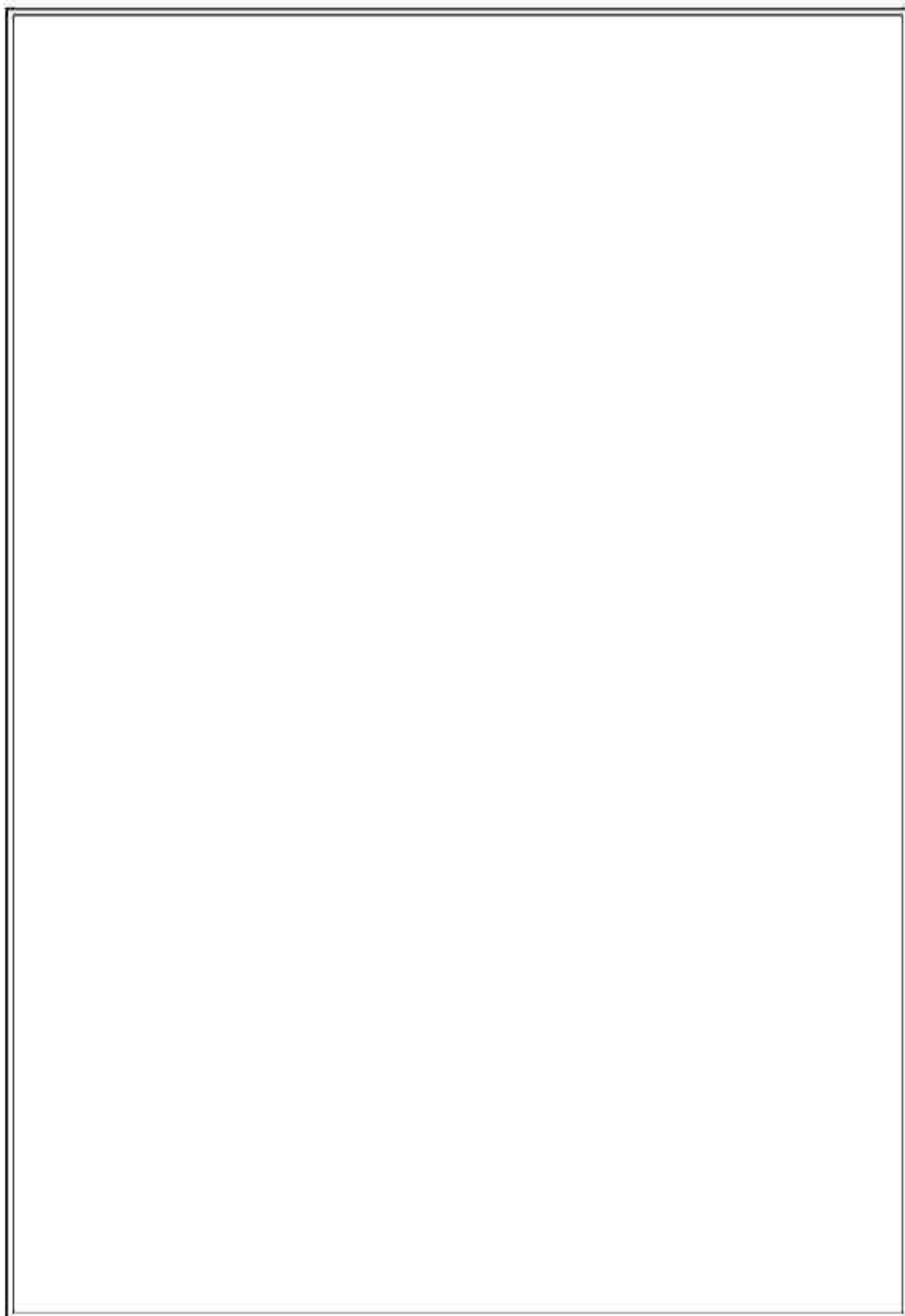
6.3.1 Institutions Performance Appraisal System for Teaching and Non-Teaching Staff

Performance Appraisal System for Non-Teaching Staff

Submitted to



THE NATIONAL ASSESSMENT AND ACCREDITATION
COUNCIL





MAYANG ANCHALK COLLEGE

Rajamayang, Morigaon, Assam

Student Feedback Form

Dear Students,

Please put your observation against the following parameters which the College needs to analyse for the betterment of our teaching learning process. Your observation is very much essential for future improvement of academic environment of Mayang Anchalk College. Put your observation in the form of numbers ranging from 5 till 1 in the appropriate position described in the following tables.

★ Rating: 5- Outstanding; 4-Excellent; 3- Good; 2-Satisfactory; 1- Not- Satisfactory

★ Please write NA against the points where you find it 'not applicable' to you.

★ Please skip any part that you have not observed or about which you can't make judgment.

Section -I (a)- Evaluation of Teacher

Sl. No	Name of Faculty	Department	Subject Knowledge	Accuracy of teaching material	Responsiveness to Student's queries	Adequacy of coverage of course content	Regularity & Punctuality
1	Dr. Guneswar Debn	Pol. Sc					
2	Mrs. Kalita Medhi	Edn.					
3	Robin K. Kalin	Eco.					
4	Dr. Minakshi Tamuli	MIL					
5	Atul Ch. Nath	Ass.					
6	Dhanya Ram Roy	His.					
7	Rena Shudailah Ahmad	Edn.					
8	Briza Kalita	Ass.					
9	Charu Prava Chaliha	Ass.					
10	Paban Kumar Bishaya	Pol.Sc					
11	Ranjan Tiwaria	Eng					
12	Sarat Ch. Sarma	Hist.					
13	Samir Kumar Nath	En g					
14	Rafiqueul Islam	Pol. Sc					
15	Leena Kumari Borah	Eco					
16	Dr. Utpal Nath	Eco					
17	Tilak Nath	Eco					
18	Bijay Medhi	Pol. Sc.					
19	Utpal Saitia	His					
20	Dr. Rumi Patar	Hir					
21	Abhinav Sarkar	Ass					

Section-1(b): General Observations

1. Quality of Handouts provided by the Teacher, if any ☐
2. Effectiveness of delivery of lectures ☐
3. Availability of Teacher after class hours for guidance ☐
4. Transparency and fairness of Evaluation system / Internal Examinations ☐
5. Completion of course on time ☐
6. Degree of satisfaction with Conferences / Seminars conducted at the College ☐
7. Percentage of teaching days

100-80%	80-60%	60-40%	less than 40%
☐	☐	☐	☐
8. Your suggestion for improvement:

Section-2: Infrastructure

1. Adequacy and effectiveness of Teaching Aids (LCD/OHP/White board) ☐
2. Overall general environment ☐
3. Adequate classroom facility ☐
4. Utility of Seminar Hall by the students ☐
5. Departmental library facility ☐
6. Your Suggestions for improvement

Section-3 : Administration

1. Responsiveness to your issues by Administrative Departments:

a. Principal ☐b. Vice Principal ☐c. Head of the Department ☐d. Library staff ☐e. Office Staff ☐f. Gate keeper ☐g. Any other ☐

2. Rules for imposition of fine in regards to attendance ☐

3. Policy for library penalty charges ☐

4. Degree of satisfaction with the Fee Structure wherever applicable (Your stream only)

a. BA ☐ b. B.Sc ☐ c. B.Com ☐ d. MTM/PGDCA ☐

5. Notice Board updation ☐

6. Office Staff politeness and support ☐

7. Level of satisfaction with the information provided from the Principal's office ☐

8. Cleanliness of -

a. Classrooms ☐ b. Library ☐ c. Corridors ☐

d. Toilets ☐ e. Drinking Water ☐ f. General area ☐

g. Labs (for students having Practical subject) ☐

9. Suggestions for improvement

Section-4: Library

1. Timely delivery of books
2. Quality of books offered in the Book Bank
3. Adequacy of books for all subjects
4. Availability of reference books
5. Quality of Books
6. Relevance books to syllabus
7. Availability of Daily News Paper
8. Availability of Journals
9. Availability of proper sitting arrangements
10. Timings for library
11. Support and Cooperation of the library staff
12. Utilization of the Library
13. Your suggestions for improvement

Section-5: Computer Lab (If you really use it)

1. Timings of computer lab
2. Adequacy of software loaded on PC's
3. Internet facility
4. Initiative of the Computer lab Staff
5. Percentage of teaching days

On which a computer lab is visited

6. Purpose of visit to computer lab :-

- a. Course work
- b. Project work
- c. Case studies
- d. Web browsing
- e. Class assignment
- f. Chatting for course materials
- g. E-mailing

7. Your Suggestions:

[Redacted]

Section-6: Canteen (If you utilize the College Canteen)

1. Availability of meals
2. Prices of eatables
3. Quality of eatables
4. Cleanliness and maintenance of the Canteen
5. Standard of services
6. Hygiene and sanitation
7. Accommodation as per students capacity
8. Suggestions for improvements

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Section-7: Hostels (If you are staying in hostel)

1. Availability of accommodation
2. Selection criteria of allotment of seats in the hostel
3. Amenities provided in hostel
4. Responsiveness of hostel staff (such as at the occasion of sickness)
5. Quality of food
6. Pure Drinking water facility
7. Facilities for games and sports
8. Suggestions for improvement

--

Section-8: Co-curricular Activities

1. Wall Magazines
2. Annual College Magazine
3. Literary and Debating
4. Provisions for indoor games
5. Provisions for outdoor games
6. Cultural Activities
7. NCC/NSS/Scout and Guide
8. Suggestions for improvement

--

Section-9: Common Room:

1. Accommodations
2. Playing equipment
3. Water supply facility
4. Toilet facility

Section-10: You as a student

1. Punctuality for the classes and other activities.
2. Showing up at campus in uniform.
3. Maintaining discipline within the campus.
4. Politeness with classmates, Office Staff & Teachers.
5. Attitudes towards classmates and Juniors/Seniors.
6. Attitudes towards students with special needs.
7. Timely submission of assignments / assignments.
8. Participation in career and competitive examination coaching.
9. Suggestions for improvement:

--

Section-11: Your Observations about Maysang Anchalik College

--

Signature _____

Thank you for completing and returning the Feedback Form

Feedback Analysis of Non- Teaching Staff

ADMINISTRATION

2018-19	Outstanding	Excellent	Good	Satisfactory	Not Satisfactory	Total
Responsiveness to issues by Principal	64 89%	6 8%	2 3%			72 100%
Responsiveness to issues by Head of the Department	36 51%	32 45%	3 4%			71 100%
Responsiveness to issues by Library Staff	40 58%	23 33%	6 9%			69 100%
Responsiveness to issues by Office Staff	24 35%	33 48%	12 17%			69 100%
Responsiveness to issues by Gate Keeper	28 41%	9 14%	14 22%	9 14%	3 5%	63 100%
Rules for imposition of fine in regards to attendance	32 49%	14 22%	6 9%	13 20%		65 100%
Policy for library penalty charges	22 34%	24 37%	18 28%		1 2%	65 100%
Degree of satisfaction with the fee structure	33 58%	23 38%	2 3%			60 100%
Nonce Board Opinion	36 59%	15 22%	16 24%	1 2%		68 100%
Office Staff politeness and support	17 25%	21 31%	30 44%			68 100%
Level of satisfaction with the information provided from the Principal's office	14 22%	34 53%	16 25%			64 100%
Cleanliness of Classrooms	23 29%	17 29%	35 45%	3 4%		78 100%
Cleanliness of Library	35 44%	35 44%	6 8%	3 4%		79 100%
Cleanliness of Corridors	17 26%	11 17%	30 42%	2 3%	6 9%	66 100%
Cleanliness of Toilets	13 19%	6 8%	30 38%	20 29%	7 9%	79 100%

						%
Cleanliness of Drinking Water	19	7	16	14	20	76
	23%	9%	21%	18%	26%	100%
Cleanliness of General Area	12	22	36	5	3	78
	15%	28%	45%	6%	1%	100%
Cleanliness of labs (for students with Practical Subjects)	9	8	7		2	26
	25%	31%	27%		8%	100%

Administration (2018-19)

