



GOA UNIVERSITY
Taleigao Plateau, Goa

NOTIFICATION

(No.2/155/13-Legal/Amend-Stat (New)/2013/Vol VI/1947)

It is notified for the information of all concerned that the following amendment to Statutes and Schedules relating to the revision of the scales of pay of teachers and other academic staff of the Goa University departments and affiliated institutions / colleges in accordance with 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, 2010, has been carried out by the Executive Council of the Goa University in its meeting held on 14/12/2011 and 25/3/2013 and as approved vide Government of Goa, letter no. 10/74/2012-DHE/1313 dated 06/06/2013 and assented to by the Chancellor on 19/6/2013.

It is to be noted that while approving the Statutes, the Government of Goa has conveyed that the minimum period of domicile and knowledge of Konkani language for appointment as teachers will not be applicable for one year and the issue be revisited after a period of one year by approaching the Government again.

SA -19 **Statute relating to the revision of the scales of pay of teachers and other academic staff of the Goa University departments and affiliated institutions / colleges in accordance with the UGC Regulations No.F-3-1/2009 dated 30th June, 2010 on minimum qualifications for appointment of teachers and other academic staff in Universities and colleges and measures for the maintenance of standards, 2010.**

SA-19 (i) **Basis of Statute:**
This statute has been amended in conformity with the scheme of revision of scales of pay of teachers and other academic staff of the Goa University departments and affiliated institutions/colleges (including autonomous) in accordance with the UGC Regulations No.F-3-1/2009 dated 30th June, 2010 (The Gazette of India, September 18th, 2010(Bhadra 27, 1932) Part III-Sec.4) on Revision of Pay Scales and qualifications for appointment of teachers and other academic staff in Universities and colleges with effect from 1.1.2006. The present statute which incorporates the revised scheme is, therefore, issued in supersession to the earlier statute SA-19 of this University unless and otherwise mentioned specifically.

SA-19 (ii) **Coverage:**
This Statute applies to Assistant Professors, Associate Professors and Professors / Directors in Goa University departments and all affiliated institutions / colleges (including autonomous) and Government colleges affiliated to Goa University and Principals, Directors, Assistant Directors of Physical Education, Deputy Directors of Physical Education, Directors of Physical Education, Assistant Librarians, Deputy Librarians, Librarians of Goa University and all affiliated institutions / colleges (including autonomous), and Vice-Chancellor of the Goa University.

SA-19 (iii) **Date of effect:**
The revised scales of pay shall be effective from 1.1.2006 unless any of the employees mentioned in SA-19 (ii) specifically exercise an option in writing within a period of six months from the date of the issue of this statute to remain out of the provisions of this

scheme or to accept it at a date later than 1.1.2006. Wherever such option is exercised, the provisions of the Statute existing prior to this Statute shall continue to be applicable to such employees.

SA-19 (iv)

Pay Scales:

The revised scales of pay shall be effective from 1.1.2006 and are as given in Schedule SSA – 5 as approved vide Government of Goa Order No. 5/29/AC/98/DHE/1844 dated 21/5/2009.

SA-19 (v)

The revised scales of pay are inclusive of the basic pay [Pay in the pay band plus academic grade pay (AGP)], the dearness allowance and any other allowances admissible to teachers as on 1.1.2006. The revised rate of all other applicable allowances such as House Rent Allowances, Transport Allowances, Children Education Allowances, and non-compounded increments shall take effect from 1.9.2008 in accordance with the Central Civil Services (Revised Pay) Rules, 2008 (Sixth Pay Commission) as applied to the Goa State Government employees.

SA-19 (vi)

Recruitment and Qualifications:

- (i) The direct recruitment to the posts of Assistant Professors, Associate Professors, Professors, Assistant Directors of Physical Education and Sports, Deputy Directors of Physical Education and Sports, Directors of Physical Education and Sports, Assistant Librarians, Deputy Librarians and Librarians in the University and Colleges (including autonomous) shall be on the basis of merit through all India advertisement and selection.
- (ii) The minimum qualifications required for the post of Assistant Professors, Associate Professors, Professors, Principals, Assistant Directors of Physical Education and Sports, Deputy Directors of Physical Education and Sports, Directors of Physical Education and Sports, Assistant Librarians, Deputy Librarians, Librarians will be those as prescribed by these Statutes and notified by UGC from time to time.
- (iii) NET/SLET/SET shall be the minimum eligibility condition for recruitment and appointment of Assistant Professors.

However, candidates who have been awarded a Ph. D. Degree in accordance with the University Grants Commission (Minimum Standards and Procedure for Award of Ph.D. Degree) Regulations, 2009 as incorporated in the relevant Goa University Ordinance shall be exempted from the requirement of the minimum eligibility condition of NET/SLET/SET for recruitment and appointment as Assistant Professors or equivalent positions.

- (iv) NET/SLET/SET shall not be required for such Masters Degree Programmes in disciplines for which NET/SLET/SET accredited test is not conducted.
- (v) A minimum of 55% marks (or an equivalent grade in a point scale wherever grading system is followed) will be required at the Master's level for those recruited as teachers at any level from industries and research institutions and at the entry level of Assistant Professors, Assistant Librarians, Assistant Directors of Physical Education and Sports.

- (vi) A relaxation of 5% at the graduate and master's level shall be provided for the Scheduled Caste/Scheduled Tribe/Differently-abled (Physically and visually differently-abled) categories for the purpose of eligibility and for assessing good academic record during direct recruitment to teaching positions.

The eligibility marks of 55% (or an equivalent grade in a point scale wherever grading system is followed) and the relaxation of 5% to the categories mentioned above are permissible, based on only the qualifying marks without including any grace mark.

- (vii) A relaxation of 5% shall be provided, from 55% to 50% of the marks to the Ph.D. Degree holders, who have obtained their Master's Degree prior to 19 September, 1991.
- (viii) A relevant grade, which is regarded as equivalent of 55% wherever the grading system is followed by a recognized university, shall also be considered eligible.
- (ix) The Ph.D. Degree shall be a mandatory qualification for the appointment of Professors and for promotion as Professors.
- (x) The Ph.D. Degree shall be a mandatory qualification for all candidates to be appointed as Associate Professor through direct recruitment.
- (xi) The period of time taken by candidates to acquire M.Phil. and / or Ph.D. Degree shall not be considered as teaching/ research experience to be claimed for appointment to the teaching positions.
- (xii) Good Academic Record shall mean that a candidate has secured at least a second class at graduate level in the concerned subject or has secured an average of 50% marks in the previous three examinations.
- (xiii) Percentage Equivalence of Grade Points for a Seven Points Scale:

It is hereby clarified that where the University/College/ Institution declares results in grade points which is on a scale of seven, the following mechanism shall be referred to ascertain equivalent marks in percentage:

Grade	Grade Point	Percentage Equivalent
'O' - Outstanding	5.50 - 6.00	75 - 100
'A' - Very Good	4.50 - 5.49	65 - < 75
'B' - Good	3.50 - 4.49	55 - < 65
'C' - Average	2.50 - 3.49	45 - < 55
'D' - Below Average	1.50 - 2.49	35 - < 45
'E' - Poor	0.50 - 1.49	25 - < 35
'F' - Fail	0 - 0.49	0 - < 25

(xiv) Percentage equivalence of Cumulative Grade Point Average for a Ten Point Scale:

It is hereby clarified that where the University/College/ Institution declares results in CGPA scheme on a 10-Point Scale, the following mechanism shall be referred to ascertain equivalent marks in percentage:

CGPA	Percentage of Marks
8.25	75
7.75	70
7.25	65
6.75	60
6.25	55

(xv) In case of recruitments for Government Colleges in addition to the requirements stipulated by UGC and as laid down in these Statutes, the following additional requirements shall be applicable:

- a) Minimum of 15 years of Domicile
- b) Knowledge of Konkani (Essential)
- c) Knowledge of Marathi (Desirable)

However, the above requirements as stated in (a), (b) and/or (c) may be relaxed in case of non-availability of candidates in any given discipline and not on individual basis.

(xvi) The recruitment process for Government colleges shall be through Goa Public Service Commission.

SA-19 (vii)

Direct Recruitment:

SA-19 (vii) (1)

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

(a) Professor:

- A) (i) An eminent scholar with Ph.D. qualification(s) in the concerned/allied/relevant discipline and published work of high quality, actively engaged in research with evidence of published work with a minimum of 10 publications as books and/or research/policy papers.
- (ii) A minimum of ten years of teaching experience in university/college, and/or experience in research at the University/National level institutions/industries, including experience of guiding candidates for research at doctoral level.
- (iii) Contribution to educational innovation, design of new curricula and courses, and technology - mediated teaching learning process.
- (iv) A minimum score as stipulated in the Academic Performance Indicator (API) based Performance Based Appraisal System (PBAS), set out in Tables I to IX in Schedule SSA – 6.

OR

B) An outstanding professional, with established reputation in the relevant field, who

has made significant contributions to the knowledge in the concerned/allied/relevant discipline, to be substantiated by credentials, such as position held/ professional awards received innovations, public governance, industry (Private/Public Sector).

(b) Principal:

- (i) A Master's Degree with at least 55% marks (or an equivalent grade in a point scale wherever grading system is followed) by a recognized University.
- (ii) A Ph.D. Degree in concerned/allied/relevant discipline(s) in the institution concerned with evidence of published work and research guidance.
- (iii) Associate Professor/Professor with a total experience of fifteen years of teaching/research/administration in Universities, Colleges and other institutions of higher education.
- (iv) A minimum score as stipulated in the Academic Performance Indicator (API) based Performance Based Appraisal System (PBAS), set out in Tables I to IX in Schedule SSA – 6.

(c) Associate Professor:

- (i) Good academic record with a Ph.D. Degree in the concerned / allied / relevant disciplines.
- (ii) A Master's Degree with at least 55% marks (or an equivalent grade in a point scale wherever grading system is followed).
- (iii) A minimum of eight years of experience of teaching and/or research in an academic/research position equivalent to that of Assistant Professor in a University, College or Accredited Research Institution/industry excluding the period of Ph.D. research with evidence of published work and a minimum of 5 publications as books and/or research/policy papers.
- (iv) Contribution to educational innovation, design of new curricula and courses, and technology - mediated teaching learning process with evidence of having guided doctoral candidates and research students.
- (v) A minimum score as stipulated in the Academic Performance Indicator (API) based Performance Based Appraisal System (PBAS), set out in Tables I to IX in Schedule SSA – 6.

(d) Assistant Professor:

- (i) Good academic record (minimum second class at the undergraduate level in the concerned subject) with at least 55% marks (or an equivalent grade in a point scale wherever grading system is followed) at the Master's Degree level in a relevant subject from an Indian University, or an equivalent degree from an accredited foreign university.
- (ii) Besides fulfilling the above qualifications, the candidate must have cleared the National Eligibility Test (NET) conducted by the UGC, CSIR or similar test accredited by the UGC like SLET/SET.
- (iii) However, candidates, who have been awarded a Ph. D. Degree in accordance

with the University Grants Commission (Minimum Standards and Procedure for Award of Ph.D. Degree) Regulations, 2009 as incorporated in the relevant Goa University Ordinance, shall be exempted from the requirement of the minimum eligibility condition of NET/SLET/SET for recruitment and appointment of Assistant Professor or equivalent positions in Universities / Colleges / Institutions.

- (iv) NET/SLET/SET shall also not be required for such Masters Programmes in disciplines for which NET/SLET/SET is not available.

SA-19 (vii) (2)

Music and Dance Discipline:

- (a) Professor:

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

OR

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

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

- (b) Associate Professor:

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

OR

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

- (i) 'A' grade artist of AIR/TV;
- (ii) Eight years of outstanding performing achievements in the field of specialization;

- (iii) Experience in designing of new courses and curricula;
- (iv) Participation in Seminars/Conferences in reputed institutions; and
- (v) Ability to explain the logical reasoning of the subject concerned and adequate knowledge to teach theory with illustrations in that discipline.

(c) Assistant Professor:

- A) (i) Good academic record (minimum second class at the undergraduate level in the concerned subject) with at least 55% marks (or an equivalent grade in a point scale wherever grading system is followed) at the Master's Degree level, in the relevant subject or an equivalent degree from an Indian/Foreign University.
- (ii) Besides fulfilling the above qualifications, candidates must have cleared the National Eligibility Test (NET) for lecturers conducted by the UGC, CSIR, or similar test accredited by the UGC.

However, candidates, who have been awarded a Ph. D. Degree in accordance with the University Grants Commission (Minimum Standards and Procedure for Award of Ph.D. Degree) Regulations, 2009 as incorporated in the relevant Goa University Ordinance shall be exempted from the requirement of the minimum eligibility condition of NET/SLET/SET for recruitment and appointment of Assistant Professor or equivalent positions in Universities / Colleges / Institutions.

- (iii) NET/SLET/SET shall also not be required for such Masters Programmes in disciplines for which NET/SLET/SET is not conducted.

OR

- B) A traditional and a professional artist with highly commendable professional achievement in the concerned subject, who should have:
 - (i) Studied under noted/reputed traditional masters and has thorough knowledge to explain the subject concerned;
 - (ii) A high grade artist of AIR/TV; and
 - (iii) Ability to explain the logical reasoning of the subject concerned and adequate knowledge to teach theory with illustrations in that discipline.

SA-19(vii) (3)

Drama Discipline:

(a) Professor:

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

OR

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

- (i) Twelve years of outstanding performing achievements in the field of specialization;

- (ii) Has made significant contributions in the field of specializations and has the ability to guide research;
- (iii) Participation in National/ International Seminars/ Conferences/ Workshops and/ or recipient of National/ International Awards/ Fellowships; and
- (iv) Ability to explain the logical reasoning of the subject concerned and adequate knowledge to teach theory with illustrations.

(b) Associate Professor:

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

OR

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

- (i) A recognized artist of Stage/ Radio/TV;
- (ii) Eight years of outstanding performing achievements in the field of specialization;
- (iii) Experience in designing of new courses and /or curricula;
- (iv) Participation in Seminars /Conferences in reputed institutions; and
- (v) Ability to explain the logical reasoning of the subject concerned and adequate knowledge to teach theory with illustrations in that discipline.

(c) Assistant Professor:

- A) (i) Good academic record with at least 55% marks (or an equivalent grade in a point scale wherever grading system is followed) at the Master's Degree level, in the relevant subject or an equivalent degree from an Indian/Foreign University.
- (ii) Besides fulfilling the above qualifications, candidates must have cleared the National Eligibility Test (NET) conducted by the UGC, CSIR, or similar test accredited by the UGC. However, candidates, who have been awarded a Ph. D. Degree in accordance with the University Grants Commission (Minimum Standards and Procedure for Award of Ph.D. Degree) Regulations, 2009 as incorporated in the relevant Goa University Ordinance, shall be exempted from the requirement of the minimum eligibility condition of NET/SLET/SET for recruitment and appointment as Assistant Professor or equivalent positions in Universities / Colleges / Institutions .
- (iii) Without prejudice to the above, NET/SLET/SET shall also not be required for such Masters Programmes in disciplines for which NET/SLET/SET is not conducted.

OR

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

SA-19(vii) (4)

Visual (Fine) Arts Discipline:

- (a) Professor:

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

OR

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

- (i) Twelve years of experience of holding regular regional/national exhibition/workshops with evidence;
- (ii) Significant contributions in the field of specialization and ability to guide research;
- (iii) Participation in National/International Seminars/ Conferences/ Workshops and/or recipient of National/ International Awards/ Fellowships; and
- (iv) Ability to explain the logical reasoning of the subject concerned and adequate knowledge to teach theory with illustrations in that discipline.

- (b) Associate Professor:

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

OR

- B) A Professional artist with highly commendable professional achievement in the concerned subject, who should be or have:
- (i) A recognized artist of his/her own discipline;
 - (ii) Eight years of outstanding performing achievements in the field of specialization;
 - (iii) Experience in designing of new courses and /or curricula;
 - (iv) Participation in Seminars/Conferences in reputed institutions; and
 - (v) Ability to explain the logical reasoning of the subject concerned and adequate knowledge to teach theory with illustrations in that discipline.

(c) Assistant Professor:

- A) (i) Good academic record with at least 55% marks (or an equivalent grade in a point scale wherever grading system is followed) at the Master's degree level, in the relevant subject or an equivalent degree from an Indian/Foreign University.
- (ii) Besides fulfilling the above qualifications, candidates must have cleared the National Eligibility Test (NET) for lecturers conducted by the UGC, CSIR, or similar test accredited by the UGC.

However, candidates, who have been awarded a Ph. D. Degree in accordance with the University Grants Commission (Minimum Standards and Procedure for Award of Ph.D. Degree) Regulations, 2009 as incorporated in relevant Goa University Ordinance shall be exempted from the requirement of the minimum eligibility condition of NET/SLET/SET for recruitment and appointment of Assistant Professor or equivalent positions in Universities / Colleges / Institutions.

- (iii) Without prejudice to the above, NET/SLET/SET shall also not be required for such Masters Programmes in disciplines for which NET/SLET/SET is not conducted.

OR

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

SA-19(vii) (5)

Occupational Therapy:

(a) Professor:

- (i) Masters in Occupational Therapy (M.O.T. / M.O.Th. / M.Th.O. / M.Sc. O.T.) with eleven years total experience including five years experience as Associate Professor (Occupational Therapy).

- (ii) Desirable: Higher Qualification such as Ph. D. in any discipline in occupational therapy recognized by the UGC/independent published work of high standard.
- (b) PRINCIPAL / DIRECTOR / DEAN:
 - (i) Masters in Occupational Therapy (M.O.T./M.Th.O./M.Oth./M.Sc. O.T.) with fifteen years experience, which shall include five years experience as Professor (Occupational Therapy).
 - (ii) Senior-most Professor shall be the Principal / Director / Dean.
 - (iii) Desirable: Higher qualification like Ph. D. in any discipline in occupational therapy recognized by the UGC / independent published work of high standard.
- (c) Associate Professor:
 - (i) Masters in Occupational Therapy (M.O.T. /M.O.Th./M.Sc. O.T.) with eight years experience as Assistant Professor.
 - (ii) Desirable: Higher Qualification such as Ph. D. in any discipline in occupational therapy recognized by the UGC / independent published work of higher standard.
- (d) Assistant Professor:

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

SA-19 (vii) (6)

Physiotherapy:

- (a) Professor:
 - (i) Masters in Physiotherapy (M.P.T. / M.P.Th. /M.Th.P. /M.Sc. P.T.) with eleven years total experience including five years experience as Associate Professor (Physiotherapy).
 - (ii) Desirable: Higher Qualification such as Ph. D. in any discipline in Physiotherapy recognized by U.G.C. / independent published work of high standard.
- (b) Principal/Director/Dean:
 - (i) Masters in Physiotherapy (M.P.T. /M.Th.P. /M.Pth. /M.Sc. P.T.) with fifteen years total experience, including five years experience as Professor (Physiotherapy).
 - (ii) Senior-most Professor shall be the Principal / Director / Dean.
 - (iii) Desirable: Higher qualification like Ph. D. in any discipline in Physiotherapy recognized by the UGC / independent published work of high standard.

- (c) Associate Professor:
- (i) Master in Physiotherapy (M.P.T. /M.P.Th. /M.Th.P/M.Sc. P.T.) with eight years total experience as Assistant Professor.
 - (ii) Desirable: Higher Qualification such as Ph. D. in any discipline in Physiotherapy recognized by U.G.C. / independent published work of high standard.
- (d) Assistant Professor:
- (i) Bachelor Degree in Physiotherapy (B.PIT.IB.Th./P./B.P.Th.), Masters in Physiotherapy (M./P.Th./M.Th./M.Sc. P.T./M.PT.) with at least 55% marks (or an equivalent grade in a point scale wherever grading system is followed) from a recognized University.

SA-19 (vii) (7)

Management /Business Administration:

(a) Professor/ Principal /Director/ Head of Institution:

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

OR

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

- (ii) Ph. D. or Fellow of Indian Institute of Management or of an Institute recognized by AICTE and declared equivalent by the AIU.
- (iii) For the post of Professor a minimum of ten years experience of teaching / industry / research / professional out of which five years must be at the level of Reader or equivalent excluding the period spent for obtaining the research degree. In the case of Principal/Director/Head of Institution, there must be a minimum of fifteen years experience of postgraduate teaching/industry/research.

OR

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

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

OR

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

- ii) The candidate should have professional work experience which is significant and can be recognized at national / International level as equivalent to Ph. D. and twelve years managerial experience in industry / profession, of which at least eight years should be at least at a level comparable to that of Reader/Assistant Professor. In case of Principal/Director/Head of Institution, the candidate should have a minimum of fifteen years experience of postgraduate teaching/industry/research, out of which five years must be at the level of Professor in the relevant discipline.

C) In addition to the above qualifications, the following shall be desirable:

- (i) Teaching or research, industrial and / or professional experience in a reputed organization;
- (ii) Published work, such as research papers, patents filed / obtained, books and/or technical reports;
- (iii) Experience of guiding project work / dissertation at PG or supervising R&D projects in industry / consultancy;
- (iv) Demonstrated leadership in planning and organizing academic, research, industrial and / or professional activities;
- (v) Capacity to undertake/lead sponsored R&D consultancy and related activities.
- (vi) In addition, for the post of Principal/Director/Head of Institution, administrative experience in senior level responsible position in the Industry / Professional Institution is also desirable.

(b) Associate Professor:

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

OR

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

- (ii) Ph.D. or Fellow of Indian Institute of Management or of an Institute recognized by AICTE and declared equivalent by the AIU.
- (iii) A minimum of eight years experience of teaching/industry/research/professional at managerial level excluding the period spent for obtaining the research degree.

OR

B) In the event the candidate is from industry and the profession, the following

requirements shall constitute as essential requirements:

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

OR

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

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

C) In addition to the above qualifications, the following shall be desirable:

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

(c) Assistant Professor:

(A) Essential:

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

OR

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

(B) Desirable:

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

SA-19(vii) (8)

Engineering and Technology Discipline:

(a) Professor:

(A) Essential:

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

OR

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

- (i) First Class Master's Degree in the appropriate branch of Engg., & Tech.;
- (ii) Significant professional work which can be recognized as equivalent to a Ph.D. Degree in appropriate branch of Engg. & Tech., and industrial / professional experience of ten years, out of which at least five years at a senior level of Assistant Professor /Reader,

Provided that the recognition for significant professional shall be valid only if the same is recommended unanimously by a 3-Member Committee of Experts appointed by the Vice-Chancellor of the University.

(B) In addition to the above qualifications, the following shall be desirable:

- (i) Teaching, research industrial and / or professional experience in a reputed organization;
- (ii) Published work, such as research papers, patents filed / obtained, books, and / or technical reports;
- (iii) Experience of guiding the project work / dissertation of PG / Research Students or supervising R&D projects in industry;
- (iv) Demonstrated leadership in planning and organizing academic, research, industrial and / or professional activities; and
- (v) Demonstrated the required capacity to undertake lead sponsored R&D, consultancy and related activities.

(b) Associate Professor:

(A) Essential:

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

OR

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

- (i) First Class Master's Degree in the appropriate branch of Engg., & Tech.;
- (ii) Significant professional work which can be recognized as equivalent to a Ph.D. Degree in appropriate branch of Engg., & Tech., and industrial /

professional experience of eight years in a position equivalent to the level of Assistant Professor,

Provided that the recognition for significant professional shall be valid only if the same is recommended unanimously by a 3-Member Committee of Experts appointed by the Vice-Chancellor of the University.

(B) In addition to the above qualifications, the following shall be desirable:

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

(c) Assistant Professor:

(A) Essential:

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

(B) In addition to the above qualifications, the following shall be desirable:

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

SA-19 (vii) (9)

Bio Technology [Engineering and Technology Discipline]:

(a) Professor:

(A) Essential:

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

OR

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

- (i) First Class Master's Degree in the appropriate branch of Engg., & Tech. / Applied Biological Sciences;
- (ii) Significant professional work which can be recognized as equivalent to a Ph.D. Degree in appropriate branch of Engg. & Tech. / Applied Biological Sciences, and industrial / professional experience of ten years, out of which at least five years at a senior level of Assistant Professor / Reader,

Provided that the recognition for significant professional shall be valid only if the same is recommended unanimously by a 3-Member Committee of Experts appointed by the Vice-Chancellor of the University.

(B) Desirable:

- (i) Teaching, industrial, research and / or professional experience in a reputed organization;
- (ii) Published work, such as research papers, patents filed / obtained, books, and / or technical reports;
- (iii) Experience of guiding project work, dissertation of post graduate or research students or supervising R&D projects in industry;
- (iv) Demonstrated leadership in planning and organizing academic, research, industrial and / or professional activities; and
- (v) Demonstrated the required capacity to undertake / lead sponsored R&D, consultancy and related activities.

(b) Associate Professor:

(A) Essential:

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

OR

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

- (i) First Class Master's Degree in the appropriate branch of Engg., & Tech./Applied Biological Sciences;
- (ii) Significant professional work which can be recognized as equivalent to a Ph.D. Degree in appropriate branch of Engg., & Tech., and industrial / professional experience of eight years in a position equivalent to the level of Lecturer,

Provided that the recognition for significant professional shall be valid only if the same is recommended unanimously by a 3-Member Committee of Experts appointed by the Vice-Chancellor of the University.

(B) Desirable:

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

(c) Assistant Professor

(A) Essential:

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

OR

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

OR

Good academic record with at least 55% marks (or an equivalent grade) and at the Master's Degree level, in the relevant subject or an equivalent degree from an Indian / Foreign University.

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

(B) Desirable:

(i) Teaching, research, industrial and / or professional experience in a reputed organization;

(ii) Papers presented at Conferences and / or published in refereed journals;

SA-19(vii)(10)

Pharmacy Discipline:

(a) Professor:

(A) Essential:

(i) A basic degree in Pharmacy (B. Pharm.).

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

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

OR

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

(i) First Class Master's Degree in the appropriate branch of specialization in Pharmacy; and

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

Provided that the recognition for significant professional shall be valid only if the same is recommended unanimously by a 3-Member Committee of Experts appointed by the Vice-Chancellor of the University.

(B) Desirable:

- (i) Teaching, industrial research and / or professional experience in a reputed organization;
- (ii) Published work, such as research papers, patents filed / obtained, books, and / or technical reports;
- (iii) Experience of guiding the project work, dissertation of post graduate or research students or supervising R&D projects in industry;
- (iv) Demonstrated leadership in planning and organizing academic, research, industrial and / or professional activities; and
- (v) Demonstrated the required capacity to undertake / lead sponsored R&D, consultancy and related activities.

(b) Associate Professor:

(A) Essential:

- (i) A basic degree in Pharmacy (B. Pharm.).
- (ii) Registration as a pharmacist under the Pharmacy Act, 1948, as amended from time to time, including any succeeding enactments.
- (iii) A Ph.D. Degree with First Class at Bachelor's or Master's Degree in the appropriate branch of specialization in Pharmacy, and experience of eight years in teaching, research, industry and / or profession at the level of Lecturer or equivalent grade; excluding period spent on obtaining the research degree.

OR

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

- (i) First Class Master's Degree in the appropriate branch of specialization in Pharmacy;
- (ii) Significant professional work which can be recognized as equivalent to a Ph.D. Degree in appropriate branch of specialization in Pharmacy and industrial / professional experience of eight years in a position equivalent to the level of Lecturer,

Provided that the recognition for significant professional shall be valid only if the same is recommended unanimously by a 3-Member Committee of Experts appointed by the Vice-Chancellor of the University.

(B) Desirable:

- (i) Teaching, research, industrial and / or professional experience in a reputed organization;

- (ii) Published work, such as research papers, patents filed / obtained, books and / or technical reports; and
 - (iii) Experience of guiding the project work, dissertation of post graduate or research students or supervising R&D projects in industry.
- (c) Assistant Professor:
- (A) Essential:
- (i) A basic degree in Pharmacy (B. Pharm.).
 - (ii) Registration as a pharmacist under the Pharmacy Act, 1948, as amended from time to time, including any succeeding enactments.
 - (iii) First Class Master's Degree in appropriate branch of specialization in Pharmacy.
- (B) Desirable:
- (i) Teaching, research, industrial and / or professional experience in a reputed organization; and
 - (ii) Papers presented at Conferences and / or published in refereed journals.

Explanation:

1. If Class or Division is not declared at the Bachelor's or Master's Degree levels, an aggregate of $\geq 60\%$ or equivalent Cumulative Grade Point Average (CGPA) is to be considered as equivalent to First Class.
2. In respect of CGPA awarded to the candidates on a 10-Point Scale, the Table of equivalence followed for determining the Class obtained by them as per (1) cited above, shall be provided by the university concerned.

SA-19(vii)(11)

Education [Under NCTE]:

A. Institutions/Colleges offering only B. Ed. Course:

(a) Principal / Head (in multi-faculty institution):

- i) Academic and professional qualification shall be as prescribed for the post of Assistant Professor;
- ii) Ph.D. in Education; and
- iii) Ten years teaching experience out of which at least five years teaching experience in a Secondary Teacher Educational Institution.

(b) Assistant Professor:

Foundation Courses:

- A) i) A Master's Degree in Science / Humanities / Arts with 50% marks (or an equivalent grade in a point scale wherever grading system is followed);
- ii) M. Ed. with at least 55% marks (or an equivalent grade in a point scale wherever grading system is followed) and must have cleared the National Eligibility Test (NET) for lecturers conducted by the UGC or similar test

accredited by the UGC.

- iii) However, candidates, who are or have been awarded a Ph. D. Degree in accordance with the University Grants Commission (Minimum Standards and Procedure for Award of Ph.D. Degree) Regulations, 2009 as incorporated in the relevant Goa University Ordinance shall be exempted from the requirement of the minimum eligibility condition of NET/SLET/SET.

OR

- B) (i) M. A. in Education with 55% marks (or an equivalent grade in a point scale wherever grading system is followed);
- (ii) B. Ed. with at least 55% (marks or an equivalent grade in a point scale wherever grading system is followed); and must have cleared the National Eligibility Test (NET) for lecturers conducted by the UGC or similar test accredited by the UGC.
- (iii) However, candidates, who are or have been awarded a Ph. D. Degree in accordance with the University Grants Commission (Minimum Standards and Procedure for Award of Ph.D. Degree) Regulations, 2009 as incorporated in the relevant Goa University Ordinance shall be exempted from the requirement of the minimum eligibility condition of NET/SLET/SET.

Methodology Courses:

- (i) A Master's Degree in subject with 50% marks (or an equivalent grade in a point scale wherever grading system is followed);
- (ii) M. Ed. Degree with at least 55% marks (or an equivalent grade in a point scale wherever grading system is followed) and must have cleared the National Eligibility Test (NET) for lecturers conducted by the UGC or similar test accredited by the UGC.
- (iii) However, candidates, who are or have been awarded a Ph. D. Degree in accordance with the University Grants Commission (Minimum Standards and Procedure for Award of Ph.D. Degree) Regulations, 2009 as incorporated in relevant Goa University Ordinance shall be exempted from the requirement of the minimum eligibility condition of NET/SLET/SET.

B. Institutions/Colleges offering M. Ed. Course:

a) Professor / Head:

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

OR

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

- (ii) Ph. D. in Education; and
- (iii) At least ten years of teaching experience in University department of education or College of Education of which a minimum of five years at the M. Ed. level with published work in the area of his specialization.

(b) **Associate Professor:**

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

OR

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

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

(c) **Assistant Professor:**

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

OR

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

- (ii) Besides fulfilling the above qualifications, candidates must have cleared the National Eligibility Test (NET) for lecturers conducted by the UGC, or similar test accredited by the UGC.
- (iii) However, candidates, who are or have been awarded a Ph. D. Degree in accordance with the University Grants Commission (Minimum Standards and Procedure for Award of Ph.D. Degree) Regulations, 2009 as incorporated in relevant Goa University Ordinance shall be exempted from the requirement of the minimum eligibility condition of NET/SLET/SET.

C. Institutions/Colleges offering M.P.Ed. Course:

(a) **Principal / Head:**

- (i) A Master's degree in Physical Education with 55% marks (or an equivalent grade in a point scale wherever grading system is followed);
- (ii) Ph.D. in Physical Education or equivalent published work in Physical Education; and
- (iii) Ten Years teaching experience out of which five years experience shall be in a college Physical Education.

(b) **Professor:**

- (i) A Master's Degree in Physical Education with a minimum of 55% (marks or an equivalent grade in a point scale wherever grading system is

followed);

- (ii) Ph.D. in Physical Education or equivalent published work; and
- (iii) At least ten years teaching / research experience in a department / college of Physical Education out of which at least five years in the post graduate institution / University department.

(c) Associate Professor:

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

(d) Assistant Professor:

- (i) A Master's Degree in Physical Education with at least 55% marks (or an equivalent grade in a point scale wherever grading system is followed); and
- (ii) Besides fulfilling the above qualifications, candidates must have cleared the National Eligibility Test (NET) for lecturers conducted by the UGC, or similar test accredited by the UGC.

However, candidates, who are or have been awarded a Ph. D. Degree in accordance with the University Grants Commission (Minimum Standards and Procedure for Award of Ph.D. Degree) Regulations, 2009 as incorporated in relevant Goa University Ordinance shall be exempted from the requirement of the minimum eligibility condition of NET/SLET/SET.

SA-19(vii)(12)

Library:

(a) University Librarian:

- (i) A Master's Degree in Library Science /Information Science/documentation with at least 55% marks or its equivalent grade of B in the UGC seven points scale and consistently good academic record.
- (ii) At least thirteen years as a Deputy Librarian in a university library or eighteen years' experience as a College Librarian.
- (iii) Evidence of innovative library service and organization of published work.

Desirable: A M.Phil./Ph.D. Degree in library science/information science /documentation/ archives and manuscript-keeping.

(b) University Deputy Librarian:

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

(c) University Assistant Librarian / College Librarian:

- (i) A Master's Degree in Library Science /Information Science/ Documentation with at least 55% marks or its equivalent grade of B in the UGC seven points scale and consistently good academic record.
- (ii) Qualifying in the national level test conducted for the purpose by the UGC or any other agency approved by the UGC.
- (iii) However, candidates, who are or have been awarded a Ph. D. Degree in accordance with the University Grants Commission (Minimum Standards and Procedure for Award of Ph.D. Degree) Regulations, 2009 as incorporated in relevant Goa University Ordinance shall be exempted from the requirement of the minimum eligibility condition of NET/SLET/SET.

SA-19(vii)(13)

Physical Education and Sports:

(a) University Director of Physical Education and Sports:

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

(b) University Deputy Director of Physical Education and Sports:

- (i) A Ph.D. in Physical Education. Candidates from outside the university system, in addition, shall also possess at least 55% marks (or an equivalent grade in a point scale wherever grading system is followed) at the Master's Degree level by the university concerned.

- (ii) Eight years experience as University Assistant DPES/College DPES, with a benefit of two years and one year for Ph.D. and M.Phil. Degree holders.
 - (iii) Evidence of organizing competitions and conducting coaching camps of at least two weeks duration.
 - (iv) Evidence of having produced good performance teams/athletes for competitions like state / national / inter-university / combined university, etc.
 - (v) Passed the physical fitness test.
 - (vi) Consistently good appraisal reports.
- (c) University Assistant Director of Physical Education/College Director of Physical Education and Sports:
- (i) A Master's Degree in Physical Education or Master's Degree in Sports Science with at least 55% marks (or an equivalent grade in a point scale wherever grading system is followed) with a consistently good academic record.
 - (ii) Record of having represented the university / college at the inter-university /intercollegiate competitions or the State and/ or national championships.
 - (iii) Passed the physical fitness test.
 - (iv) Qualifying in the national level test conducted for the purpose by the UGC or any other agency approved by the UGC.
 - (v) However, candidates, who are or have been awarded a Ph. D. Degree in accordance with the University Grants Commission (Minimum Standards and Procedure for Award of Ph.D. Degree) Regulations, 2009 as incorporated in relevant Goa University Ordinance shall be exempted from the requirement of the minimum eligibility condition of NET/SLET/SET.

SA-19(vii)(13) (i) Physical Fitness Test Norms:

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

Norms for Men			
12 Minutes Run/Walk Test			
Up to 30 years	Up to 40 years	Up to 45 years	Up to 50 years
1800 metres	1500 metres	1200 metres	800 metres

Norms for Women

8 Minutes Run / Walk Test			
Up to 30 years	Up to 40 years	Up to 45 years	Up to 50 years
1000 Metres.	800 metres.	600 metres.	400 metres.

SA-19(vii)(14)

Appointments on Contract Basis:

The teachers should be appointed on contract basis only when it is absolutely necessary and when the student-teacher ratio does not satisfy the laid down norms. The qualifications and selection procedure for appointing them should be the same as those applicable in a regularly appointed teacher. The emoluments paid to such contract teachers shall be as notified by the Government from time to time. Such appointments should not be made initially for more than one academic session, and the performance of any such entrant teacher should be reviewed for academic performance before reappointing her/him on contract basis for another session. Such appointments on contract basis may also be resorted to when absolutely necessary to fill vacancies arising due to child care leave; sabbatical leave etc.

SA-19 (viii)

Incentives for Ph.D./ M. Phil and other higher qualification to take effect from 01/09/2008:

- (i) 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 the relevant discipline by a University following the process of admission, registration, coursework and external evaluation as prescribed by the UGC.
- (ii) M. Phil degree holders at the time of recruitment to the post of Assistant Professor shall be entitled to two non-compounded advance increments.
- (iii) Those possessing Post Graduate degree in a professional course such as LL.M./M. Tech / M. Arch./ M.E./M.V.Sc./ M.D., recognized by the relevant Statutory Body/Council, shall also be entitled to two non-compounded advance increments at the entry level.
- (iv) (a) Teachers who complete their Ph.D. degree while in service shall be entitled to three non-compounded increments if such Ph.D. is in a relevant discipline and has been awarded by a University complying with the process prescribed by the UGC

for enrolment, such as course-work and evaluation.

- (iv) (b) However, teachers in service who have been awarded Ph.D. at the time of coming into force of these regulations, or having been enrolled for Ph.D. have already undergone course-work, if any, as well as evaluation, and only notification in regard to the award of Ph.D. is awaited, shall also be entitled to the award of three non-compounded increments even if the University awarding such Ph.D. has not yet been notified by the UGC as having complied with the process prescribed by the Commission.
- (v) In respect of every other case, a teacher who is already enrolled for Ph.D. shall avail the benefit of three non-compounded increments only if the University awarding the Ph.D. has been notified by the UGC to have complied with the process prescribed by the Commission for the award of Ph.D. in respect of either course-work or evaluation or both, as the case may be.
- (vi) Teachers in service who have not yet enrolled for Ph.D. shall therefore derive the benefit of three non-compounded increments on award of Ph.D., while in service only if such enrolment is with a University which complied with the entire process, including that of enrolment as prescribed by the UGC.
- (vii) 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.
- (viii) Five non-compounded advance increments shall be admissible to Assistant Librarian/College Librarian who are recruited at entry level with Ph.D. degree in the discipline of library science from a University complying with the process prescribed by the UGC in respect of enrolment, course-work and evaluation process for the award of Ph.D. in library science.
- (viii)(a)(1) Assistant Librarian/College Librarian and other Library personnel acquiring the degree of Ph.D. at any time while in service, in the discipline of library science from a university complying with the process prescribed by the UGC in respect of enrolment course-work and evaluation shall be entitled to three non-compounded advance increments.
- (viii)(a)(2) However, persons in posts of Assistant Librarian/ College Librarian or higher positions who have already been awarded Ph.D. in library science at the time of coming into force of these Regulation, or having already undergone course-work, as well as evaluation, if any, and only notification in regard to the award of Ph.D. is awaited, shall also be entitled to the award of three non-compounded increments even if the University awarding such Ph.D. has not yet been notified by the UGC as having complied with the process prescribed by the Commission.
- (viii)(b) In respect of every other case of persons in the posts of Assistant Librarian/College Librarian or higher positions who are already enrolled for Ph.D. shall avail the benefit of three non-compounded increments only if the University awarding the Ph.D. has been notified by the UGC to have complied with the process prescribed by the Commission for the award of Ph.D. in respect of either course-work or evaluation or both, as the case may be.
- (viii)(c) 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 on award of Ph.D., while in service only if such enrolment is with the University which complies with the entire process, including that of enrolment as prescribed by the UGC.

- (viii)(d) 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.
- (ix) Five- non-compounded advance increments shall be admissible to Assistant Director of Physical Education and Sports/College Director of Physical Education & Sports who are recruited at entry level with Ph.D. degree in the discipline of Physical education from a University complying with the process prescribed by the UGC in respect of enrolment, course-work and evaluation process for the award of Ph.D. in Physical Education.
- (x) Notwithstanding anything in the foregoing clauses, those who have already availed the benefits of advance increments for possessing Ph.D./M.Phil at the entry level under the earlier scheme shall not be entitled to the benefit of advance increments.
- (xi) Teachers, Library and Physical education cadres who have already availed the benefits of increments as per the then existing policy for acquiring Ph.D./M.Phil while in service, would not be entitled to benefits of advance increments.
- (xii) For posts at the entry level where no such advance increments were admissible for possessing Ph.D./M.Phil under the earlier scheme, the benefit of five advance increments for possessing Ph.D./M.Phil shall be available to only those appointments which have been made on or after the coming into force of this statute.

SA-19 (ix)

Career Advancement Scheme:

(a) Stages of Promotion Under Career Advancement Scheme of Incumbent and Newly Appointed Assistant Professors/ Associate Professors/ Professors.

1. Entry level Assistant Professors (Stage 1) would be eligible for promotion under the Career Advancement Scheme (CAS) through two successive stages (stage 2 and Stage 3), provided they are assessed to fulfill the eligibility and performance criteria laid out in Statute SA – 20.
2. An entry level Assistant Professor, possessing Ph. D. Degree in the relevant discipline shall be eligible, for moving to the next higher grade (stage 2) after completion of four years service as Assistant Professor.
3. An entry level Assistant Professor possessing M.Phil. Degree or post-graduate Degree in professional courses, approved by the relevant statutory body, such as LL.M. / M. Tech., shall be eligible for the next higher grade (stage 2) after completion of five years service as Assistant Professor.
4. An entry level Assistant Professor who does not have Ph.D. or M.Phil, or a Master's Degree in the relevant professional course, shall be eligible for the next higher grade (stage 2) only after completion of six years service as Assistant Professor.
5. The upward movement from the entry level grade (stage 1) to the next higher grade (stage 2) for all Assistant Professors shall be subject to their satisfying the API based PBAS conditions as stipulated in Schedule SSA – 6.

6. Assistant Professors who have completed five years of service in the second grade (stage 2) shall be eligible to move up to next higher grade (stage 3), subject to meeting the API based PBAS requirements as stipulated in Schedule SSA –6.
7. Assistant Professors completing three years of teaching in third grade (stage 3) shall be eligible to move to the next higher grade (stage 4) and to be designated as Associate Professor, subject to meeting the qualifying conditions and the API based PBAS requirements as stipulated in Schedule SSA – 6.
8. Associate Professor completing three years of service in stage 4 and possessing a Ph.D. Degree in the relevant discipline shall be eligible to be appointed and designated as Professor and be placed in the next higher grade (stage 5), subject to (a) satisfying the required credit points as per API based PBAS methodology provided in Table I-III stipulated in Schedule SSA – 6, and (b) an assessment by a duly constituted selection committee as suggested for the direct recruitment of Professor. Provided that no teacher, other than those with a Ph.D., shall be promoted or appointed as Professor.
9. In the case of Associate Professors in affiliated Colleges, promotion to the post of Professor under CAS shall be further subject to statute SA-19 (xi).
10. Ten percent of the positions of Professors in Goa University, with a minimum of ten years of teaching and research experience as Professor either in the pre-revised scale of Professor's pay or the revised scale pay will be eligible for promotion to the HAG scale of Rs. 67,000 (Annual Increment @ 3%)- 79,000 with no Grade Pay, on satisfying the required API score as per Tables I and II in Schedule SSA – 6 through the PBAS methodology through a duly constituted Expert Committee, and such teachers promoted to the higher grade shall continue to be designated as 'Professor'. As this HAG scale elevation for Professor is applicable to only Goa University departments, additional credentials are to be evidenced by:
 - (a) post-doctoral research outputs of high standard;
 - (b) awards / honours /and recognitions;
 - (c) Additional research degrees like D.Sc., D.Litt., LID; patents and IPR on products and processes developed /technology transfer achieved in the case of teachers in science and technology.

The selection is to be conducted by the university by receiving duly filled PBAS proformas from eligible professors based on seniority, three times in number of the available vacancies in each faculty. In case the number of candidates available is less than three times the number of vacancies, the zone of consideration will be limited to the actual number of candidates available. The assessment process shall be through an Expert-Committee evaluation of all credentials submitted as stipulated in Table-II (A) in Schedule SSA – 6 for teachers in Goa University departments. No separate interview need to be conducted for this category.

11. The Selection Committee may recommend the award of advance increments for those who enter the profession as Associate Professors or Professors with higher merit, high number of research publications and experience at the appropriate level while negotiating with individual candidates in the context of the merits of each case, taking into account the pay structure of other teachers in the faculty and other merit- specific factors.

Such recommendations shall require the approval of the Government of Goa.

In respect of teachers of affiliated Colleges, such recommendations shall require the approval of the Government of Goa.

However, the discretionary award of advance increments shall not be 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 Ph. D., M. Phil., M.Tech., etc.

However, those entering service as Assistant Professor/Assistant Librarian/Assistant Director of Physical Education and Sports with post-doctoral teaching/research experience after Ph.D. and proven credentials may be eligible for discretionary award of advanced increments to be decided and recorded by the selection committee in its minutes.

(b) Stages of Promotion Under the Career Advancement Scheme for Assistant Librarians, etc.:

1. Assistant University Librarian / College Librarian in the entry level grade, possessing Ph.D. in Library Science, after completing service of four years in the lowest grade, if otherwise eligible as per API scoring system and PBAS methodology laid down in these Statutes, shall be eligible for the higher grade (stage 2).
2. Assistant Librarian / College Librarian in the entry level grade, not possessing Ph.D. but only M.Phil. in Library Science at the entry level after completing service of five years in the lowest grade, if otherwise eligible as per API scoring system and PBAS methodology, shall become eligible for the next higher grade (stage 2).
3. Assistant Librarian / College Librarian in the entry level grade, without the relevant Ph.D. or M.Phil. shall, after completing six years in the lowest grade, if otherwise eligible as per API scoring system and PBAS methodology, move to the next higher grade (stage 2).
4. On completion of service of five years, Assistant Librarian (Sr. Scale) / College Librarian (Sr. Scale) shall be eligible for the post of Deputy Librarian/ equivalent posts and being placed in the next higher grade (stage 3), subject to their fulfilling other conditions of eligibility (such as Ph.D. Degree, etc. for Deputy Librarian) as per API scoring system based PBAS methodology laid down for CAS promotion. They shall be designated as Deputy Librarian / Assistant Librarian (Selection Grade) / College Librarian (Selection Grade), as the case may be.
5. After completing three years in the above grade, Deputy Librarians /equivalent positions shall move to the next higher grade (stage 4), subject to fulfilling other conditions of eligibility as per API scoring system and PBAS methodology laid down for CAS promotion.

(c) Stages of Promotion Under Career Advancement Scheme for Physical Education and Sports Personnel:

1. Assistant DPE&S in the entry level grade/College DPE&S, at the entry level grade, possessing Ph.D. in Physical Education shall, after completing service of four years in the entry level stage (stage 1), and if otherwise eligible as per API

scoring system and PBAS methodology prescribed by the Goa University for CAS promotion, shall move to next higher grade (stage 2).

2. Assistant DPE&S/College DPE&S in the entry level grade, possessing M.Phil. in Physical Education shall, after completing service of the five years in the entry level stage (stage 1), be eligible for the next higher grade (stage 2) on satisfying the API scoring system and PBAS methodology prescribed for CAS promotion.
3. Assistant DPE&S/ College DPE&S in the entry level grade, without the relevant Ph.D. and M.Phil. shall, after completing service of six years as Assistant DPE&S/College DPE&S in the entry level stage, and if otherwise eligible as per API scoring system and PBAS methodology prescribed for CAS promotion shall be placed in the next higher grade (stage 2).
4. After completing service of five years in the second stage and subject to satisfying API scoring system and PBAS methodology, Assistant DPE&S (Senior Scale) / College DPE&S (Senior scale) shall be promoted to the next higher grade (stage 3). They shall be designated as Deputy DPE&S/ Assistant DPE&S (Selection Grade) / College DPE&S (Selection Grade), as the case may be.
5. After completing service of three years in stage 3 and subject to satisfying API scoring system and PBAS methodology, Deputy DPE&S/Assistant DPE&S (Selection Grade) College DPE&S (Selection Grade) shall move to the next higher grade (stage 4). They shall continue to be designated as Deputy DPE&S/Assistant DPE&S (Selection Grade) / College DPE&S (Selection Grade).

SA-19 (x)

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

1. 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 Organizations such as the CSIR, ICAR, DRDO, UGC, ICSSR, ICHR, ICMR, DBT, etc., should be counted for direct recruitment and promotion under CAS of a teacher as Assistant Professor, Associate Professor, Professor or any other nomenclature these posts are described as per Table No. II in Schedule SSA – 6, provided that:
 - a) The essential qualifications of the post held were not lower than the qualifications prescribed by the UGC / Goa University Statutes for Assistant Professor, Associate Professor and Professor as the case may be.
 - b) The post is/was in an equivalent grade or of the pre-revised scale of pay as the post of Assistant Professor (Lecturer) Associate Professor (Reader) and Professor.
 - c) The candidate for direct recruitment has applied through proper channel only.
 - d) The concerned Assistant Professor, Associate Professor and Professor should possess the same minimum qualifications as prescribed by the UGC / Goa University for appointment to the post of Assistant Professor, Associate Professor and Professor, as the case may be.
 - e) The post was filled in accordance with the prescribed selection procedure as laid down in the relevant Statutes of Goa University / State Public Service Commission for such appointments.

- f) The previous appointment was not as guest lecturer for any duration, or an ad hoc or in a leave vacancy of less than one year duration. Ad hoc or temporary service of more than one year duration can be counted provided that:
 - i. the period of service was of more than one year duration;
 - ii. the incumbent was appointed on the recommendation of duly constituted Selection Committee; and
 - iii. the incumbent was selected to the permanent post in continuation to the ad hoc or temporary service, without any break.
- 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 past services under this clause. However, in such cases, the guidelines formulated and notified by the University shall be followed.

SA-19 (xi)

Professors in Under Graduate and Post Graduate Colleges:

1. Ten percent of the number of posts of Associate Professor in an Under Graduate College shall be that of Professors and shall be subject to the same criterion for selection/ appointment as that of Professors in Universities, provided that there shall not be more than one post of Professor in each Department; and provided further that One-fourth (25%) of the posts of Professor in UG Colleges shall be directly recruited or filled on deputation by eligible teachers and the remaining three-fourths (75%) of posts of Professors shall be filled by CAS promotion from among eligible Associate Professors of the relevant department of the Under Graduate College.

For avoidance of doubts, it is clarified that sanctioned posts include the posts approved under both direct recruitment and CAS promotion.

2. Identification of posts of Professor in an Under Graduate College for being filled through direct recruitment/deputation shall be within the competence of the University acting in consultation with the College. Where the number of posts of Professor worked out as a percentage of the number of posts of Associate Professor for CAS promotion or direct recruitment/ deputation is not an integer, the same shall be rounded off to the next higher integer.
3. The selection process is to be conducted by the University by receiving PBAS proformas from eligible Associate Professors based on seniority and three times in number of the available vacancies. In case the number of candidates available is less than three times the number of vacancies, the zone of consideration will be limited to the actual number of candidates available. The selection shall be conducted through the API scoring system with PBAS methodology and Selection Committee process stipulated for the appointment of Professors. For direct recruitment of the 25% of the posts, the 'Rota-Quota system' shall be followed starting with promotion and the direct recruitment quota shall be rotated in an alphabetical order.
4. There shall be one post of Professor in each Department of a Post Graduate College and shall be subject to the same criterion for selection/ appointment as that of Professors in Universities, provided that One-fourth (25%) of the posts of Professor shall be filled on deputation/direct recruitment from among eligible teachers and the remaining three-fourths (75%) of posts shall be filled through CAS promotion from among the eligible Associate Professors in the relevant department of the Post Graduate College. Identification of posts of Professor in a Post Graduate College for being filled through direct recruitment/deputation shall

be within the competence of the University acting in consultation with the College. Where the number of posts of professor for CAS promotion or direct recruitment/deputation worked out as a percentage of the total number of posts in a Post Graduate College is not an integer, the same shall be rounded off to the next higher integer.

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

SA-19 (xii)

Terms and Conditions of service of Teachers appointed in the Goa University departments and affiliated colleges/ institutions:

SA-19 (xii)(1)

Period of Probation and Confirmation:

(A) For Teachers

- (a) The minimum period of probation shall be one year extendable by a maximum period of one more year in case of unsatisfactory performance. The confirmation at the end of one year shall be automatic, unless extended for another year by a specific order, before expiry of the first year.
- (b) The Vice-Chancellor/Principal shall maintain assessment reports of a teacher on probation in the form prescribed for this purpose, at the end of every four months from the date of joining. The assessment report(s) with a definite recommendation shall be sent to the Executive Council of the University / Governing Council of the College at least two months prior to the completion of probation period. The decision of the Executive Council / Governing Council shall be conveyed to the teacher in writing not later than 30 days prior to the completion of the probation period.
- (c) If a teacher is not to be confirmed at the end of the probationary period, a confidential report justifying the recommendations should be attached and such cases shall be referred to the Executive Council / Chairman of Governing Council for further action.
- (d) Subject to Clause (a) it is obligatory on the part of the university/the concerned institution / College to issue an order of confirmation to the incumbents within 45 days of completion of probationary period after due process of verification of satisfactory performance.
- (e) If the University/ College Governing Council terminates the services of a teacher on probation on the ground of reduction in work load of or abolition of the post and if he is reappointed on probation in the same college or under the same management subsequently within a year, the period spent by a teacher on probation during the previous appointment(s) shall be counted towards the total period of probation. He/she shall be eligible for annual increments, condonation of break in service and confirmation, subject to satisfactory assessment report of his/her work in the college(s) in which he/she has served.
- (f) A teacher whose service is terminated during the period of probation on the ground of unsatisfactory assessment report shall not be reappointed by the

University/Governing Council.

- (g) Probation and confirmation rules are applicable only at the initial stage of recruitment, issued from time to time, by UGC / Central / State Government.
- (h) All other Central / State Government rules on probation and confirmation shall be applicable *mutatis mutandis*.
- (i) During the period of probation a teacher may apply through the University/concerned institution any number of times for alternative employment, unless withholding is considered justified in public interest. However, upon confirmation he/she shall be permitted to apply for alternative employment for not more than four times in an academic year, unless there are compelling grounds of public interest to withhold them. The application shall have to be sent through proper channel.

(B) For Principals

- (a) The minimum period of probation shall be one year extendable by a maximum period of one more year in case of unsatisfactory performance. The confirmation at the end of one year shall be automatic, unless extended for another year by a specific order, before expiry of the first year.
- (b) The assessment report of the Principal of a college shall be maintained by the Chairman of the Governing Council in a Format prescribed for the purpose by the University and the same shall be placed before the Governing Body at least two months before the date of expiry of the period of probation with a definite recommendation. If the Principal is not recommended for confirmation, his case along with the assessment report and the recommendation of the Chairman shall be placed before the Governing Council for consideration and decision.
- (c) If during the period of probation, the work of the Principal is not found to be satisfactory, his/her services are liable to be terminated by the Governing Body by giving him/her one month's notice or in lieu there of one month's Pay, D.A. and other permissible allowances without assigning any reason. However, if the work of the Principal who is appointed from amongst the teachers of the College is not found to be satisfactory, he is liable to be reverted by the Governing body to his original post of teacher.
- (d) If during the period of probation the Principal wishes to relinquish his/her post on his own accord for personal or other reasons he/she shall give one month's notice there of to the Governing Body; provided always that the date of expiry of such notice shall not fall within either academic term. The period of the required notice shall run from the date of receipt of the notice. In default, the Governing Body may claim from him/her an amount equivalent to the Pay, D.A. and other permissible allowances for the period till the end of the term, whichever is more.
- (e) A Principal who is appointed from amongst the teachers of the College shall have an option to seek reversion as a teacher in the department to which he/she belonged originally within a period of one year from the date of his/her joining duties as Principal. If he resumes his/her duties as a teachers the pay shall be fixed in such a way as will enable him to draw the same pay which he/she would have ordinarily drawn had he normally continued in the post of a teacher prior to his appointment as Principal. The Governing Body shall also give him the benefit of the prevalent pay-scale applicable to the post on his resumption if he fulfills the conditions of prescribed qualifications and length of service.
- (f) If the Principal, whose services are confirmed, wished to relinquish his post of his own accord for personal or other reasons, he shall be relieved by the Governing

Body on his giving three months notice thereof to the Governing body; provided always that the date of expiry of such notice shall not fall within either academic term. The period of the required notice shall run from the date of receipt of the notice. In default the Governing Body may claim from him/her an amount equivalent to the Pay, D.A. and other permissible allowances from the period of notice, or Pay, D.A. and other permissible allowances for the period till the end of the term, whichever is more.

- (g) A Principal who is confirmed in service is liable to be suspended/ compulsorily retired or removed/ dismissed from services or his/her service are liable to be terminated on any of the grounds mentioned in Statute SC-5(x) and according to the procedure prescribed in that behalf.

SA-19 (xii)(2)

Service Book:

A Service Book shall be maintained by the Registrar/ Principal in respect of each teacher in the prescribed form as laid by the Goa Government to its employees. The teacher shall have the right to access to his/her service book. Any remarks pertaining to the duties/service of a teacher shall be shown to him/her and signature to that effect shall be taken.

SA-19 (xii)(3)

Increments:

- (i) A yearly increment shall be drawn as a matter of routine, unless it is withheld / postponed by the Executive Council/Governing Council on the recommendation of the Vice-Chancellor/Principal for a valid reason as established in conduct of an inquiry as per the relevant rules and regulations and after the teacher has been given an opportunity to make his/her written representation.
- (a) Each annual increment shall be equivalent to 3% of the sum total of pay in the relevant Pay Band and the AGP as applicable for the respective stage in the Pay Band
- (b) Each advance increment shall also be at the rate of 3% of the sum total of pay in the relevant Pay Band and the AGP as applicable and shall be non-compoundable.
- (c) The number of additional increment(s) on placement at each higher stage of AGP shall be as per the existing Schemes / Regulations of increment on promotion from lower Pay Scale to higher Pay Scale; however, in view of the considerable raise in effective pay between the two Pay Bands, there shall be no additional increment on movement from the Pay Band of Rs.15, 600 - Rs. 39,100 to the Pay Band of Rs.37,400 -Rs. 67,000.
- (d) All issues relating to grant of advance increments to teachers engaged in engineering / technical courses in the university system shall be subject to recommendations of the Committee separately constituted by the Central Government for pay review of teachers in technical education.
- (ii) Service as laid-down in the following clauses shall count for increments in the time-scale of pay :
- (a) All duty in a post on a time-scale of pay shall be counted for increment in that time scale of pay provided that service rendered in a post carrying lower time scale of pay shall not count for increment in the time scale of pay of a higher post.
- (b) Leave shall count for increment in the time scale of pay of the post in which the

teacher has confirmed. If, however, the teacher, on extra-ordinary leave without pay, fails to join his/her duty on the due date, he/she shall not be entitled to the increments.

- (c) Should a teacher while holding one post be appointed to officiate in a higher post, his/her officiating or temporary service in the higher post shall, if he/she is reverted to the original post, count for increments in the time-scale of pay applicable to such post.
- (d) Should a teacher while holding one post be deputed / appointed to officiate in a higher post, his officiating or temporary service in the higher post shall, if he/she is re-appointed to the higher post in a substantive capacity, count for increments in the time-scale of pay applicable to such post.
- (e) Service rendered in a post on a time-scale of pay during the period of probation shall count as service towards increment(s).
- (f) Service rendered on a temporary post shall count for increment, provided that the post is on a prescribed time-scale of pay.
- (g) Whenever a teacher who is allowed to keep a lien reverts back to his original post, the period of lien shall count for increment(s).

SA-19 (xii) (4)

Seniority of Teachers:

Seniority of teachers in the University/affiliated college shall be determined as under:-

- a) There shall be only three cadres in respect of teachers in university departments and affiliated colleges, namely, Assistant Professors, Associate Professors and Professors. Teachers who are already in service under the provisions of pre-amended SA-19 with designations namely Lecturer shall be re-designated as Assistant Professor; Lecturer (Selection Grade) and Reader shall be re-designated as Associate Professors as per provisions of Schedule SSA-5. However, there shall be no change in the present designation in respect of Library and Physical Education Personnel at various levels.
- b) Seniority of teachers in the University department/centre/affiliated college in a cadre and in a subject in which the appointments/promotion are made shall be determined on the basis of date of joining/promotion in the University/College.
- c) Whenever two or more teachers are selected at the same interview and for the same subject and they join the University on the same date the inter-se-seniority will be determined on the basis of the order of merit accorded to the said teachers at the time of selection by the Selection Committee.
- d) Inter-cadre seniority wherever necessary shall be worked in relation to the date of joining of persons belonging to the same cadre. If however, teachers are selected at different interviews and for different subjects and join on the same date the seniority shall be determined on the basis of their age. The older will be senior.
- e) If a teacher accepts appointments in some other University or college or an academic institution keeping his/her lien on the original post, period of service put in by him/her in his/her new post shall be counted for the purpose of seniority as the period of continued service in the University / College till the date his/her lien is terminated.
- f) Seniority of teachers in the college shall be determined on the basis of the date of joining and length of continuous service in the same college or in the colleges run by the same Governing Body. Provided, however, that if a teacher accepts

appointment in some other University / College keeping his/her lien on the original post, the period of service put in by him/her in his / her new post shall be counted for the purpose of seniority as the period of his/her continuous service in the college in which he/she has retained lien.

- g) The inter-se seniority of a direct recruit shall be determined with reference to the date of joining and for teachers promoted under 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 State Government shall apply, for all other matters of seniority.
- h) The Principal of the college shall be considered senior to all other teachers only for the period during which he/she holds the said post.
- i) As between a confirmed teacher and a teacher on probation a confirmed teacher shall be considered senior. As between a teacher on probation and a temporary teacher, a teacher on probation shall be considered senior irrespective of the length of service.
- j) (i) A teacher appointed on probation in a permanent vacancy shall be treated as senior to one appointed on a temporary basis; and
(ii) Seniority among temporary teachers shall be determined on the basis of their dates of joining duties and lengths of service
- k) In respect of teachers whose continuous length of service is the same, a teacher senior in age shall be treated as senior.

SA-19(xii)(5)

Working Days:

- (i) The total number of actual teaching days shall not go below 180 days in an academic year, that is, there should be a minimum of 30 weeks of actual teaching with a 6-day week schedule. Of the remaining period, 12 weeks shall be devoted to admission and examination activities, non-instructional days for co-curricular, sports, college day and such, 8 weeks for vacations and 2 weeks may be attributed to various public holidays.
- (ii) **Explanation:** The working days shall not include holidays and vacation, the time set apart for completing normal admission, time required for the preparation and conduct of the examinations, but shall include the days on which classes such as lecture, tutorials, seminars, practicals, are held or conducted.
- (iii) If the University/College adopts a 5 day week pattern, then the number of weeks should be increased correspondingly to ensure equivalent of 30 weeks of actual teaching with a 6 day week.

The above is summarized as follows:

	Number of weeks: 6 day a week pattern		Number of weeks: 5 day a week pattern	
Categorization	University	College	University	College
Teaching and Learning Process	30 (180 days) weeks	30 (180 days) weeks	36 (180 days) weeks	36 (180days) weeks
Admissions/Examinations /preparation for Examination	12	10	8	8
Vacation	8	10	6	6
Public Holidays (to increase and adjust teaching days accordingly)	2	2	2	2
Total	52	52	52	52

SA-19(xii)(6)

Vacation:

- (a) Teachers shall be expected to utilize their vacation to update their knowledge, to participate in curricular, extra-curricular, extra-mural or extension activities and work for the University/ college if needed.
- (b) The Calendar for an academic year including vacation shall be drawn by the University from time to time.

(c) For University:

- (i) The University will have a vacation of 8 weeks in an academic year provided it adopts a 6-day week pattern (or 6 weeks of vacation in case of 5-day week pattern). All teachers are entitled for vacation in an academic year, provided, however, they shall make themselves available for University duty as and when their services are required.
- (ii) In lieu of curtailment of vacation by 2 weeks, the university teachers shall be credited with $1/3^{\text{rd}}$ of the period of earned leave.
- (iii) If the University requisitions the services of any teacher during vacation for any work, he/she shall, be entitled to earned leave equal to one-third of number of days on which he/she works during the vacation/vacations, provided however, earned leave cannot be accumulated for more than 300 days. Further, if he/she is required to come back from outstation for such duties, he/she be paid TA/DA as

per University rules, unless he/she is recalled to finish the work assigned to him/her.

- (iv) Ordinarily, the Head of Department is required to be in station during vacation, if he/she does so he/she will be entitled to earned leave as specified above. In case he/she avails of the vacation, the senior most teachers in the Department and failing him/her, the next senior teacher shall be recommended by the Head of the Department to the Vice-Chancellor for being appointed as Officiating Head, provided, however, in the event the Head of the Department avails of vacation for a period for more than two weeks, the Officiating Head shall only look after day-to-day work of the department.

(d) For Colleges:

- (i) A teacher, other than Principal who is holding a non-vacation Post, is entitled to 10 weeks vacation if the College adopts 6-day week pattern (or 6 weeks in case of 5-day week pattern) during the period of 12 months commencing from the beginning of the academic year. Every teacher shall be expected to undertake such work in the college during the vacation relevant to his/her duties as a teacher as may be assigned to him/her by the Principal provided that every teacher shall enjoy over the year a total of 60 days vacation.
- (ii) A teacher shall be considered to have availed himself/herself a vacation or a portion of a vacation unless he/she has received instructions in writing from the Principal of the college to remain on duty during the vacation or a portion thereof before the commencement of that vacation. In such cases, the teacher who remains on duty shall be entitled to earned leave equal to one-third of number of days on which he/she worked during the vacation/vacations, provided however, earned leave cannot be accumulated for more than 300 days. Further, if he/she is required to come back from outstation for such duties, he/she be paid TA/DA as per Goa Government rules, unless he/she is recalled to finish the earlier work assigned to him/her.
- (iii) Colleges shall 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, 1/3 of the period will be credited as Earned Leave; or opt for eight weeks of vacation and 1/3rd of the period of earned leave in view of curtailment of two weeks of vacation.

SA-19(xii)(7)

Vacation Salary:

A teacher who ceases to be a member of the staff in the University / college at the end of the first term or at the end of the second term / academic year, as the case may be, shall be paid his/her pay and allowances in the following manner :-

- (i) If he/she has served for the whole of the first term or for the major part of the first term, he/she shall be paid his/her pay and allowances for 15 days at the end of the first term in lieu of the vacation earned by him/her.
- (ii) If he/she has served for the whole of the second term or for the major part of the second term and has not availed his/her vacation at the end of the first term he/she shall be paid his/her pay and allowances for 30 days at the end of the second term.
- (iii) If he / she has served for the whole of the academic year or for the major part of the whole year, he / she shall be paid his / her pay and allowances upto the last day of the second vacation following the end of the second term.

Major part means more than one-half period. Provided that any such teacher shall be entitled to the pay and allowances for the vacation only for a part or whole of the vacation period, as the case may be, if he/she is not gainfully employed elsewhere.

- (iv) If a teacher is not present either on the first working day or on the last working day of a term without a valid reason, the University / college shall be entitled to deduct his / her pay and allowances for 15 days.
- (v) If a teacher is not present on the first working day of a term as well as on the last working day of a term without a valid reason, the University / college shall be entitled to deduct the pay and allowances for 30 days.
- (vi) If a teacher is not present on the first working day and/or the last working day of a term for a valid reason, the University / college shall not make any deduction from his/her pay and allowances.

SA-19 (xii) (8)

Leave:

- (a) The following kinds of leave would be admissible to permanent teachers:
 - (i) Leave treated as duty, viz. Casual leave, Special Casual leave, and Duty leave;
 - (ii) Leave earned by duty, viz. Earned leave, Half Pay leave, and Commuted leave;
 - (iii) Leave not earned by duty, viz. Extraordinary leave; and Leave not due;
 - (iv) Leave not debited to leave account -
 - a. Leave for academic pursuits, viz. Study leave and Sabbatical leave/Academic leave;
 - b. Leave on grounds of health, viz. Maternity leave, Special Disability Leave, T.B & Cancer Leave and Quarantine leave.
 - c. Leave for other purpose, viz. Paternity Leave, Child Adoption Leave, Child Care Leave.
- (b) The Executive Council/ College Governing Council may grant, in exceptional cases, for the reasons to be recorded, any other kinds of leave, subject to such terms and conditions as it may deem fit to impose.

1.Casual Leave:

- (i) Total casual leave granted to a teacher shall not exceed 8 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 combined with holidays including Sundays. Holidays or Sundays falling within the period of casual leave shall not be counted as casual leave.
- (iii) As far as possible all applications for casual leave shall be sent before date from which the casual leave required.
- (iv) A record of all casual leave of all teachers in a Department shall be maintained by the Head of the Department. The record of casual leave of the Heads of the Department and the Deans of the Faculties shall be maintained by the Registrar. In case of colleges, the record of all casual leave shall be maintained by the Principal of the college.
- (v) Full pay with all admissible allowances shall be given to a teacher during the period of casual leave.

2. 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 examination or other similar bodies/institutions; and
 - (b) To inspect academic institutions attached to a statutory board, etc.
- (ii) In computing the 10 days leave admissible, the days of actual journey, if any, to and from the places where activities specified above, take place, will be excluded.
- (iii) In addition, special casual leave to the extent mentioned below, may also be granted;
 - (a) To undergo sterilization operation (vasectomy or salpingectomy) under family welfare programme. Leave in this case will be restricted to 6 working days; and
 - (b) To a female teacher who undergoes non-puerperal sterilization. Leave in this case will be restricted to 14 days.
- (iv) Special casual leave cannot be accumulated, nor can it be combined with any other kind of leave except casual leave. It may be granted in combination with holidays or vacation by the sanctioning authority on each occasion;

3. Duty Leave:

- (i) Duty leave of a maximum of 30 days in an academic year may be granted for the following:
 - (a) Attending conferences, congresses, symposia and seminars on behalf of the university / college and attending meetings of recognized Teacher Associations.
 - (b) Delivering lectures in institutions and universities / colleges at the invitation of such institutions or universities, received by the university / colleges, and accepted by the Vice Chancellor/Principal;
 - (c) Working in another Indian or foreign university, any other agency, institution or organization, when so deputed by the university / college; and
 - (d) Participating in a delegation or working on a committee appointed by the Central Government, State Government, the UGC, a sister university / college or any other academic body;
- (ii) The duration of leave shall be such as may be considered necessary by the Sanctioning Authority on each occasion. In case where duty leave exceeds 21 days at a time in view of travel time or any other relevant reason, the sanctioning authority shall consider sanctioning additional time on each occasion.
- (iii) For performing any duty for the Goa university, the duration of leave shall be such as may be considered necessary by the sanctioning authority on each occasion. All such leave (over and above 30 days) shall be treated as "On duty".
- (iv) 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.

- (v) Duty leave may be combined with earned leave, half pay leave or extraordinary leave.
- (vi) Duty leave should be given also for attending meetings in the UGC, DST, C.S.I.R etc. where a teacher invited to share expertise with academic bodies, government or NGO.

4. Earned Leave:

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

For purposes of computation of period of actual service, all periods of leave except casual, special casual and duty leave shall be excluded.

Note: In lieu of curtailment of vacation by 2 weeks, the university teachers shall be credited with 1 /3rd of the period of earned leave.

- (ii) Earned leave at the credit of a teacher shall not accumulate beyond 300 days. The maximum earned leave that may be sanctioned at a time shall not exceed 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.
- (iii) Explanation:
 - 1. 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 teaching staff as applicable to the employees of Central/State Government who were eligible for vacation.

5. Half-pay Leave:

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

Explanation:

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

6. Commuted Leave:

Commuted leave, not exceeding half the amount of half pay leave due, may be granted on the basis of medical certificate from a registered medical practitioner to a permanent teacher subject to the following conditions:

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

7. 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) A teacher who is elected or nominated as a member of Parliament or State Legislature shall be granted extraordinary leave during the period of his / her membership/tenure and such period of leave shall not be counted towards increment. However, the said period shall be considered as active service for purposes of normal benefits except the retirement benefits like pension and gratuity.
- (iii) Extraordinary leave shall always be without pay and allowances. Extraordinary leave shall not count for increment except in the following cases:
 - (a) Leave taken on the basis of medical certificates;
 - (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 join or rejoin duty due to civil commotion or a natural calamity, provided 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-cum- teaching post or on assignment for technical or academic work of importance.
- (iv) Extraordinary leave may be combined with any other leave except casual leave and special casual leave, provided that the total period of continuous absence from duty on leave (including periods of vacation when such vacation is taken in conjunction with leave) shall not exceed three years except in cases where leave is taken on medical certificate or in cases specified under (ii) above. The total period of absence from duty shall in no case exceed five years in the full

working life of the individual.

- (v) Extra-Ordinary leave is not debited against the leave account.
- (vi) Except in the case of extra-ordinary leave granted to a confirmed teacher as study leave or in the case of periods of suspension converted into leave under Statutes the duration of extra-ordinary leave to a teacher shall not ordinarily exceed three months on any one occasion.
- (vii) Cases where the Principal is satisfied that the leave was taken due to causes beyond the control of the teacher, such as inability to join or rejoin duty due to civil commotion or a natural calamity, provided the teacher has no other kind of leave to his/her credit.
- (viii) The authority empowered to grant leave may commute retrospectively periods of absence without leave into extraordinary leave.

8. 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 medical certificate. Such leave shall be debited against the half-pay leave earned by him/her subsequently.
- (ii) 'Leave not due' shall not be granted, unless the Vice Chancellor/Principal is satisfied that as far as can reasonably be foreseen, the teacher will return to duty on the expiry of the leave and earn the leave granted.
- (iii) A teacher to whom 'leave not due' is granted shall not be permitted to tender his/her resignation from service so long as the debit balance in his/her leave account is not wiped off by active service, or he/she refunds the amount paid to him/her as pay and allowances for the period not so earned. In a case where retirement is unavoidable on account of reason of ill health, incapacitating the teacher for further service, refund of leave salary for the period of leave still to be earned may be waived by the Executive Council / college Governing Council.

Provided that the Executive Council/Governing Council may waive off, in any other exceptional, for reasons to be recorded in writing, the refund of leave salary for the period of leave still to be earned.

9. Study Leave:

- (i) For entry level appointees as Assistant Professor/Assistant Librarian/Assistant Director of Physical Education and Sports/College DPE & Sports, study leave may be granted 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 or to make a special study of the various aspects of university organization and methods of education.
- (ii) Subject to the terms contained in this clause study leave with pay for acquiring Ph.D. in a relevant discipline while in service shall be granted after the completion of the period of probation, keeping in mind the availability of vacant positions for teachers and other cadres in colleges and universities, so that a teacher and other cadres entering service without Ph.D. or higher qualification could be encouraged to acquire these qualifications in the relevant disciplines at the earliest stage of the career.

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

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

- (a) the person is a teacher on the date of the application;
 - (b) there is no break in service; and
 - (c) the leave is requested for undertaking the Ph.D. research work.
- (iv) Study leave shall be granted by the Executive Council/ Governing Council on the recommendation of the concerned Head of the University Department/Principal of the College. The leave shall not be granted for more than three years in one spell, save in very exceptional cases in which the Executive /Governing Council is satisfied that such extension is unavoidable on academic grounds and necessary in the interest of the university/college.
- (v) 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) Study leave may be granted not more than twice during one's career. Provided that, under no circumstances, the maximum of study leave admissible during the entire service should not exceed five years.
- (vii) No teacher, who has been granted study leave, shall be permitted to alter substantially the course of study or the programme of research without the prior permission of the Executive Council/College Governing Council. In the event, the course of study falls short of study leave sanctioned, the teacher shall resume duty immediately on the conclusion of such course of study, unless a prior approval of the Executive Council/College Governing Council to treat the period of shortfall as ordinary leave has been obtained.
- (viii) Subject to the provisions of sub-clauses (ix) below, study leave may be granted on full pay up to two years extendable by one year at the discretion of the university / College Governing Council.
- (ix) The amount of scholarship, fellowship or other financial assistance that a teacher, granted study leave, has been awarded will not preclude his/her being granted study leave with pay and allowances but the scholarship, etc., so received shall be taken into account in determining the pay and allowance on which the study leave may be granted. The Foreign scholarship/fellowship would be set off against pay only if the fellowship is above a specified amount, which shall be determined by the UGC / University, from time to time, based on the cost of living for a family in the country in which the study is to be undertaken. In the case of an Indian fellowship, which exceeds the salary of the teacher, the salary would be forfeited.
- (x) Subject to the maximum period of absence from duty on leave not exceeding

three years, study leave may be combined with earned leave, half-pay leave, extraordinary leave or vacation, provided that the earned leave at the credit of the teacher shall be availed of at the discretion of the teacher. A teacher, who is selected to a higher post during study leave, will be placed in that position and get the higher scale only after joining the post.

- (xi) A teacher granted study leave shall on his/her return and re-joining the service of the university / college may be eligible to the benefit of the annual increment(s) which he/she would have earned in the course of time if he/she had not proceeded on study leave. No teacher shall however, be eligible to receive arrears of increments.
- (xii) Study leave shall count as service for pension/contributory provident fund, provided the teacher joins the university / college on the expiry of his/her study leave.
- (xiii) Study leave granted to a teacher shall be deemed to be cancelled in case it is not availed of within 12 months of its sanction.

Provided that where study leave granted has been so cancelled, the teacher may apply again for such leave.

- (xiv) A teacher availing himself/herself of study leave shall undertake that he/she shall serve the university / college for a continuous period of at least three years to be calculated from the date of his/her resuming duty on expiry of the study leave.
- (xv) After the leave has been sanctioned, the teacher shall, before availing himself/herself of the leave, execute a bond in favour of the university/college, binding himself/herself for the due fulfillment of the conditions laid down in sub-clause above and give security of immovable property to the satisfaction of the Finance Officer/Treasurer in case of college Management 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 / Government in accordance with sub-clause (xiv) above.
- (xvi) The teacher shall submit to the Registrar/Principal, six monthly reports of progress in his/her studies through his/her supervisor or the Head of the Institution concerned. This report shall reach the Registrar/Principal within one month of the expiry of every six months 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.

10. Sabbatical Leave:

- (i) Permanent, whole-time teachers of the university and colleges who have completed seven years of service as Reader/Associate Professor or Professor may be granted sabbatical leave to undertake study or research or other academic pursuit solely for the object of increasing their proficiency and usefulness to the university / college and higher education system.
- (ii) The duration of leave shall not exceed one year at a time and two years in the entire career of a teacher.
- (iii) A teacher, who has availed himself/herself of study leave, shall be granted sabbatical leave only 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.

- (iv) A teacher shall, during the period of sabbatical leave, be paid full pay and allowances (subject to the prescribed conditions being fulfilled) at the rates applicable to him/her immediately prior to his/her proceeding on sabbatical leave.
- (v) A teacher on sabbatical leave shall not take up, during the period of that leave, any regular appointment under another organization in India or abroad. He/she may, however, be allowed to accept a fellowship or a research scholarship or ad hoc teaching and research assignment with honorarium or any other form of assistance, other than regular employment in an institution of advanced studies, provided that in such cases the Executive Council/College Governing Council may, if it so desires, sanction sabbatical leave on reduced pay and allowances.
- (vi) During the period of sabbatical leave, the teacher shall be allowed to draw the increment on the due date. The period of leave shall also count as service for purposes of pension/contributory provident.
- (vii) The study / research programme to be followed / executed during sabbatical leave shall be submitted to the University/College for approval along with the application submitted for grant of leave.
- (viii) On return from leave, the teacher shall submit to the University/College a detailed report on the nature of studies/ research undertaken along with the reprints / pre-prints of publications etc, if any during the period of such leave.

11. Maternity Leave:

- (i) Maternity leave on full pay may be granted to a woman teacher for a period not exceeding 180 days, to be availed of twice in the entire career. Maternity leave may also be granted in case of miscarriage including abortion for medical reasons, 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 earned leave, half pay leave or extraordinary leave but any leave applied for in continuation of maternity leave may be granted if the request is supported by a medical certificate.

12. Special Disability Leave:

Admissible to both permanent and temporary teachers.

- (1) When a teacher is disabled by injury intentionally or accidentally inflicted or caused in, or in consequence of the due performance of his/her official duties or in consequence of his/her official position.
- (2) When a teacher is disabled by illness incurred in the performance of any particular duty, which has the effect of increasing his/her liability to illness or injury beyond the ordinary risk attaching to the post held by him/her under the same conditions, special disability leave shall, on the recommendation of a Registered Medical Practitioner, from the panel of registered medical practitioners, appointed by the Executive Council of the University, be granted as follows :-
 - (a) on full-pay for a period not exceeding 3 months at a time or one year

during the entire service.

- (b) on half-pay for a period not exceeding six months time or two years during the entire service.

A teacher, who has been granted such special disability leave on a medical certificate shall not return to duty unless he produces a certificate of physical fitness to resume duty from a Registered Medical Practitioner appointed by the Executive Council.

13. T.B./Cancer Leave:

A teacher shall be granted T.B./Cancer leave on full pay provided that he/she produces a medical certificate from the Head of the medical institution specialized in such disease to the effect that he/she was suffering from the said disease during the leave period. The total period of T.B./Cancer leave shall not exceed one year at a time.

14. Paternity Leave:

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

15. Adoption leave:

Adoption leave shall be provided as per the rules of the Central/Goa Government.

16. Child Care Leave:

Women teachers having minor children may be granted leave up to two years for taking care of their minor children. Child care leave for a maximum period of two years (730 days) may be granted to the women teachers during entire service period in lines with Central / Goa Government women employees. In the cases, where the child care leave is granted more than 45 days, the University/College/Institution shall appoint a substitute teacher.

17. Sterilization Leave:

A special leave not exceeding three days to married male teachers and not exceeding seven days to married female teachers may be granted for undergoing sterilization operation.

18. Quarantine Leave:

The Executive / Governing Council shall, in exceptional cases, grant for the reasons to be recorded, other kinds of leave, subject to such terms and conditions as it may deemed fit to impose.

SA-19 (xii)(9)

Combination of Leave:

- (1) Casual leave can only be combined with holidays, special casual and academic leave and study leave.
- (2) Special casual leave, academic leave can only be combined with casual leave, duty leave, vacation and holidays.

Note: Holidays or Sundays falling during the period of leave shall be excluded in the account of casual leave, special casual leave.

- (3) Duty leave may be combined with earned leave, half-pay leave, extraordinary leave and casual leave.

All other kinds of leave under these statutes can be granted with or in continuation of any kind of leave or vacation.

SA-19 (xii)(10)

Leave Sanctioning Authority:

(a) University:

Designation of the teacher	Type of Leave	Sanctioning Authority
Dean/Head of the Department	All kinds of leave except Study leave and Sabbatical leave.	Vice-Chancellor
	Study leave and Sabbatical leave	Executive Council
Teachers in Department	(a) Casual leave, restricted holidays	Head of the Department
	(b) Study leave/ Sabbatical leave	Executive Council
	(c) All other kinds of leave not specified above in (a) and (b)	Vice-Chancellor

(b) Colleges

Designation of the teacher	Type of Leave	Sanctioning Authority
Principal	All kinds of leave except Study leave and Sabbatical leave	Chairman of Governing Council
	Study leave and Sabbatical leave	Governing Council
Teachers in Colleges	(a) Casual leave, restricted holidays	Head of the Department/ Principal in case of Head of Departments
	(b) Study leave/ Sabbatical leave	Governing Council
	(c) All other kinds of leave not specified above in (a) and (b)	Principal

Note: Study leave/sabbatical leave shall be granted by the Executive Council on the

recommendation of the concerned Head of the Department/Dean of the Faculty for University teachers and the Governing Council / Directorate of Higher Education in case of College teachers on the recommendation of the concerned Head of the Department/Principal.

SA-19 (xii) (11)

Leave Salary:

- (1) A teacher on earned leave is entitled to leave salary equal to the monthly pay and allowances to which he/she is entitled.
 - (2) A teacher on half-pay leave is entitled to leave salary equal to half of the monthly pay to which he/she is entitled plus D.A. and other allowances admissible on the half-pay drawn by him/her.
 - (3) A teacher on commuted leave is entitled to leave salary equal to the amount admissible under such leave.
 - (4) A female teacher on maternity leave shall be entitled to leave salary and other admissible allowances.
 - (5) To ensure effective academic functioning of the University college, sanction of leave of the following kinds will be regulated as under:-
 1. Leave will be classified as:-
 - a. Short leave: Leave up to 90 days.
 - b. Long leave: Leave more than 90 days.
 2. At any given time not more than 10% (rounded to the next digit) of the sanctioned strength of a Department/Centre will be sanctioned long leave.
 3. The duration of a long leave, except in case of study leave to do Ph.D., shall not exceed 1/3rd of the service rendered since initial appointment, or since the date of joining after the last leave, or two years, whichever is less.
 4. All applications for a long leave must be submitted at least two months prior to the date of start of leave in the prescribed form. Requests for extensions, if any, should also be submitted in the same prescribed form two months prior to the expiry of leave.
 5. Normally long leave will not start or end during a teaching term.
 6. Before proceeding on long leave, a teacher must comply with statutory requirements, make satisfactory arrangements for sponsored projects, supervision of Ph.D./M.Phil. scholars; teaching, examinations and other academic responsibilities. A clearance certificate should be taken from the respective Department Head after handing over custody of office, confidential papers if any, examination /assessment related documents, laboratory, equipments, room key etc. and return of library books.
- If a teacher fails to rejoin the University / college on completion of sanctioned/extended leave, he/she shall be deemed to have resigned from the post held by him/her.

SA-19 (xii) (12)

Deputation:

A teacher may, at the discretion of the Executive Council / Governing Council, be deputed to any of the institution including other Universities/Colleges on the following terms and conditions:-

- (i) The Executive Council/Governing Council, at its discretion, may consider the requests from other institutions for a lien of service of a teacher of the University / college, provided that he/she is confirmed in his/her post.
- (ii) No teacher shall be deputed to other institutions against his/her will.
- (iii) The deputation of such teacher may be in the first instance for a period of one year; the Executive Council / Governing Council may extend the period, if necessary, up to a maximum of three years.
- (iv) In the case of a teacher whose services are loaned on deputation, the Institution concerned shall be required to send to the University / colleges on or before the 5th of each month the provident fund contributed equivalent to the amount that the teacher would have drawn ordinarily had he/she continued in the University / college in the post in which he/she is confirmed along with the equal share of the teacher's subscription. Such amount shall be credited to the teacher's account in the Provident Fund of the University / college. If the teacher is eligible for gratuity, the Institution's contribution towards gratuity shall be sent to the University / college on or before the 5th of each month for crediting the same to the teacher's account in the Gratuity Fund of the University / college.
- (v) The Institution concerned shall also pay to the college the leave salary for the leave earned by the teacher during the period of deputation.
- (vi) The teacher concerned on deputation shall be eligible to increments during the period of deputation which shall be accumulated and shall be entitled to be drawn on rejoining.
- (vii) The seniority of the teacher on deputation shall not be affected adversely on his/her return to the University / college.
- (viii) A teacher on deputation shall not apply for any post during the period of deputation without prior permission of the University / College.

SA-19 (xii) (13)

Lien:

- (1) A confirmed teacher shall be entitled to keep lien on the post held by him/her for a period of one year extendable by another year if he/she applies for such lien ordinarily at least two months in advance.
- (2) A permanent teacher who is selected/appointed by the University/State Government/Central Government as the Vice-Chancellor/Registrar/Director or Principal of a College or on any other administrative positions where the appointment is for a fixed term/tenure, he/she shall be entitled to keep lien on his/her original post till the end of the term/tenure for a period of five years and extendable to a maximum period of 10 years.

SA-19 (xii) (14)

Handing Over Charge:

- (i) A teacher including the Principal of a college before leaving service either on attaining superannuation/ voluntary retirement or upon removal or termination of service shall hand over charge of the post held to a duly authorized person and shall return to the University/Library/Department all books, documents concerned with examination/ assessment etc, furniture, instruments /equipments etc. issued to

him/her and shall pay up in full all charges due from him/her for occupation of residential quarters, municipal taxes, water and electricity charges, any other dues etc. If he/she fails to do so, the University / college shall recover the amount due from such teacher on account of the above mentioned items from his/her salary. The last salary shall not be paid to the teacher / Principal concerned until a clearance certificate in the prescribed form is issued by Incharge person or authorized person.

- (ii) If the retiring teacher is a Department Head, it is mandatory that he/she shall relinquish the Headship thirty days prior to attaining the age of superannuation in order to facilitate handing over the charge of the Department to the next incumbent. The University/College shall appoint the next Head of the concerned Department as per the relevant University Statute/Ordinance and instruct the outgoing Department Head to hand over the charge of the Department to such appointee. Prior to handing over the charge of the Department, the outgoing Head of the Department shall hand over the equipment and other assets of the department as per the inventory / stock register maintained by the Department. On failure to do so, the University/College shall keep in abeyance the processing of payment of the terminal benefits to such teachers / former Department Heads till such times they comply with the stipulated procedure in handing over the charge of the Department which they were heading.
- (iii) The procedure of handing over the charge and related aspects indicated at clause (ii) above shall also be applicable to teachers leaving service on voluntary retirement / termination of service /dismissal from service as the case may be.

SA-19 (xii) (15)

Relieving Order:

The Registrar / Principal shall issue a discharge certificate / relieving order, on application, to a teacher who retires from service on attaining the age of superannuation or leaves service after due notice or to a teacher whose services are terminated, in the prescribed form after ensuring that the concerned teacher has completed all the procedures stipulated under the relevant rules and has obtained a no-dues certificate from the authorized Official in that behalf. The Registrar / Principal shall issue the discharge certificate / relieving Order within a period of fifteen days of confirmation of minutes of the relevant meeting of the Executive Council / Governing Council except in case of teachers retiring on attaining the age of superannuation. In exceptional circumstances, the Registrar /Principal may issue the certificate, in anticipation of the confirmation of the minutes of the Executive Council / Governing Council, within a week after the meeting of the respective Council.

SA-19 (xii) (16)

Release from Service:

- (a) No teacher shall leave the service of the University / College without giving three months notice to the University / College, if he/she is confirmed, or one months notice if on probation or temporary appointment provided always that the date of expiry of such notice shall not fall within either academic term. The period of the required notice shall be from the date of receipt of the notice, in default, the University/ College may claim from him/her an amount equivalent to three month's or one month's total salary (pay, dearness allowance and applicable allowances) as the case may be.
- (b) The procedure of removal or termination of services of the permanent teachers of the University / College shall be as provided in the relevant Statutes.

The University/ College at the request of the teacher may waive the above notice period

in part/in full.

SA-19 (xiii)

Superannuation:

The retirement age on superannuation of the teaching staff of the Goa University and of the affiliated colleges of the Goa University including the Principals of such colleges shall be as provided in the Goa University Act 1984, as amended from time to time.

SA-19 (xiv)

Grievance Redressal Mechanism :

The Grievance Redressal Committee set up by the University shall settle the grievances of the teachers as expeditiously as possible within three months from the date of receipt of the grievance.

SA-19(xv)

Code of Professional Ethics:

A code of Professional Ethics for teachers prepared by the University will be followed.

SA-19 (xvi)

Allowances and other benefits:

(a) Dearness Allowance and other benefits:

(i) Allowances such as Leave Travel Concession, Special Compensatory Allowances, Children's Education Allowance, Transport Allowance, House Rent Allowance, Deputation Allowance, Traveling Allowance, Dearness Allowance, Family Planning Allowances, area based Special Compensatory Allowance applicable to teachers and Library and Physical Education Cadres, shall be at par with Goa Government employees on the recommendations of 6th Central Pay Commission and shall be applicable from 1/09/2008.

(ii) As teachers in Goa University and its affiliated Colleges financed by the Goa government are sanctioned Dearness Allowance at the rate applicable to Goa government employees drawing corresponding pay, they are also eligible for other benefits like House Rent Allowance, Medical facilities, Pension and other retirement benefits, leave travel concessions, on the pattern of similar benefits available to Goa Govt. employees.

(iii) Teachers and equivalent positions in Library and Physical Education cadres, in Goa university/Colleges and institutions with visual, orthopedic hearing or other disabilities under the provisions of 'Persons with Disabilities (Protection of Rights, Equal Opportunities and Full Participation) Act., 1995' shall be entitled to twice the normal rate of transport allowance as accepted by the Goa Government on the recommendations of 6th CPC for such Government Employees with disabilities.

(b) Research Promotion Grant:

(i) The University / college teachers and other cadres are eligible to receive appropriate 'start up grants' for taking up research in all disciplines including basic science research for Strengthening of Basic Science Research and suitably adopted for, research in social sciences/humanities and other disciplines as formulated and communicated by the UGC/adopted by the University.

(c) Consultancy Assignment:

The teachers engaged in Consultancy Projects are eligible for revenue sharing between concerned institutions and consultant-teachers as per the Consultancy assignment Model issued / communicated by the UGC and as adopted by the Goa University. Till such times, the rules made by the University (specified elsewhere) in this context shall be applicable.

SA-19 (xvii)	<p>Anomalies:</p> <p>Anomalies if any, in the implementation of the scheme may be brought to the notice of the U.G.C. / State Government/University for clarification / necessary rectification.</p>
SA-19 (xviii)	<p>Notwithstanding anything contained in this Statute, the basic pay of a teacher already fixed in operation of Statute SA-19, now amended, as on the date of implementation of this Statute, shall not be revised if it is adverse to the interest of the teacher concerned. Selection /promotion/fixation already carried out between 1.1.2006 and the date of implementation of this Statute shall not be reopened and such an incumbent shall be given the benefit of such selection/promotion fixation from the date of his/her eligibility and scale/designation shall be fixed accordingly.</p> <p>Provided also further that notwithstanding anything contained in these Statutes, in the event that any candidate was eligible for promotion under Career Advancement Scheme prior to 31st December 2008, the promotion of such a candidate shall be governed by the provisions of pre-amended Statute SA-19 based on 5th Pay Commission recommendations.</p>
SA-19(xix)	Deleted
SA-19 (xx)	Deleted
SA-19 (xxi)	Deleted
SA-19 (xxii)	Deleted
SA-19(xxiii)	Deleted
SA-19(xxiv)	Deleted
SA-19(xxv)	Deleted
SA-19(xxvi)	Deleted
SA-20	Statute relating to the Screening/Selection Committee and specified selection procedures for Screening/Selecting the candidate for direct recruitment and career advancement:
SA-20 (A)	Constitution of Selection Committees for selection of Assistant Professor, Associate Professor, Professor, 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.
SA-20 (B)	There shall be a Screening/Selection Committee in the University and Non-Govt. Colleges affiliated to it for making recommendation to the Executive Council/ Governing Council of the colleges for the purpose of direct recruitment and career advancement referred to in SA-19. For all levels of teaching positions in Government colleges, the State Public Services Commissions / Teacher Recruitment Boards must invite three subject experts for which the University, shall be involved in the selection process by the State Public Service Commission and in case of

Colleges established and administered by minority managements covered by the provisions of the Article 30(1) of the Constitution of India may form their own Selection Committee.

SA-20 (B) (1) Assistant Professor in the University:

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

1. The Vice-Chancellor as the Chairperson of the Selection Committee.
2. Three experts in the concerned subject nominated by the Vice-Chancellor from amongst the panel of names approved by the Executive Council of the university.
3. Dean of the concerned Faculty, wherever applicable
4. Head/Chairperson of the respective Department/School.
5. An academician nominated by the Chancellor.
6. An academician representing SC/ST/OBC/Minority/Women/Differently-abled categories to be nominated by the Vice-Chancellor, if any candidate representing these categories is the applicant and if any of the above members of the selection committee do not belong to that category.

(b) At least four members, including two outside subject experts shall constitute the quorum.

SA-20 (B) (2) Associate Professor in the University:

The composition and quorum of the Selection Committee for the post of Associate Professor in the University shall be the same as that for the post of Assistant Professor set out in SA-20 (B) (1).

SA-20 (B) (3) Professor in the University:

The composition and quorum of the Selection Committee for the post of Professor in the University shall be the same as that for the post of Associate Professor set out in SA-20 (B) (1).

SA-20 (B) (4) Assistant Professor in Colleges:

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

1. Chairperson of the Governing Council of the college or his/her nominee from among the members of the Governing Council to be the Chairperson of the Selection Committee.
2. The Principal of the respective College.
3. Head of the Department of the respective subject in the College.
4. Two nominees of the Vice-Chancellor of the University of whom one should be a subject expert. In case of colleges notified/declared as minority educational institutions, two nominees 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 University from the list of experts suggested by the Governing Council of the college, of whom one should be a subject expert.
5. Two subject-experts not connected with the college to be nominated by the

Chairperson of the governing council of the college out of a panel of five names recommended by the Vice Chancellor from the list of subject experts approved by the Executive Council of the University. In case of colleges notified/declared as minority educational Institutions, two subject experts not connected with the University to be nominated by the Chairperson of the Governing Council of the College 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 Governing Council of the College.

6. An academician representing SC/ST/OBC/Minority/Women/Differently-abled categories, if any of candidate representing these categories is the applicant, to be nominated by the Vice-Chancellor, if any of the above members of the selection committee do not belong to that category.
- (b) To constitute the quorum for the selection committee meeting, five of which at least two must be from out of the three subject-experts shall be present.
- (c) For all levels of teaching positions in Government colleges, the State Public Services Commissions (PSC) / Teacher Recruitment Boards must invite three subject experts for which the University, shall be involved in the selection process by the State PSC.
- (d) For all levels of teaching positions in Constituent college(s) of the University, the selection committee norms shall be similar to that of the posts of departments of the University.

SA-20 (B) (5)

Associate Professor in Colleges:

- (a) The Selection Committee for the post of Associate Professor in Colleges shall have the following composition:
 1. The Chairperson of the Governing Council or his/ her nominee, from among the members of the Governing Council to be the Chairperson of the Selection Committee.
 2. The Principal of the College concerned.
 3. The Head of the Department of the concerned subject from the college.
 4. Two University representatives nominated by the Vice-Chancellor, one of whom will be the Dean of College Development Council or equivalent position in the University and the other must be expert in the concerned subject. In case of Colleges notified/declared as minority educational institutions, two nominees 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 University from the list of experts suggested by the Governing Council of the college of whom one should be a subject expert.
 5. Two subject-experts not connected with the college to be nominated by the Chairperson of the Governing Council of the college out of a panel of five names recommended by the Vice Chancellor from the list of subject experts approved by the Executive Council of the University concerned. In case of colleges notified/declared as minority educational Institutions, two subject experts not connected with the University to be nominated by the Chairperson of the Governing Council of the College 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 Governing Council of the College.

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

- (b) The quorum for the meeting should be five of which at least two must be from out of the three subject-experts.

SA-20 (B) (6)

Professor in Colleges:

The composition of the Selection Committee for the post of Professor in colleges shall be the same as that for the post of Associate Professor set out in SA-20 (B) (5).

SA-20 (B) (7)

College Principal:

- (a) The Selection Committee for the post of College Principal shall have the following composition:

1. Chairperson of the Governing Council as Chairperson.
2. Two members of the Governing Council of the college to be nominated by the Chairperson of whom one shall be an expert in academic administration.
3. One nominee of the Vice Chancellor who shall be a Higher Education expert. In case of Colleges notified/declared as minority educational institutions, one nominee 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 University of whom one should be a subject expert.
4. Three experts consisting of the Principal of a college, a Professor and an accomplished educationist not below the rank of a Professor (to be nominated by the Governing Council of the college) out of a panel of six experts approved by the Executive Council of the University.
5. An academician representing 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 do not belong to that category.

- (b) At least five members, including two experts, should constitute the quorum.

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

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

SA-20 (B) (8)

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

SA-20 (C)**Selection Procedures:****SA-20 (C) (1)**

The overall selection procedure shall incorporate transparent, objective and credible methodology of analysis of the merits and credentials of the applicants based on weightages given to the performance of the candidate in different relevant dimensions and his/her performance on a scoring system proforma, based on the Academic Performance Indicators (API) as provided in Schedule SSA – 6.

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

SA-20 (C) (2)**Procedure for the selection/appointment of teachers in University/Colleges and Principals in colleges:**

- (a) Appointment to the post of teachers in University/Colleges and Principals in colleges shall be made on merit and on the basis of advertisement published in a newspaper of all-India circulation in the name and address of the University/college and not by a Post Box Number. The qualifications prescribed for the post shall essentially be related to the academic attainment and shall not be linked with language or other regional considerations. Appointment shall not be made on communal or caste considerations. The particulars of minimum qualifications and additional qualifications, if any; required, and scale of pay and allowances shall be included in the advertisement and reasonable time, which shall not be less than 20 days from the date of publication of the advertisement, shall be allowed within which the applicants may submit their applications. Applicants who are already employed shall be required to submit their application through proper channel. Applicants shall also be required to account for breaks, if any, in their academic career.
- (b) The date of the meeting of every Selection Committee shall be so fixed to allow notice thereof being given of at least 15 days to each member and to the candidates and the particulars of the candidates shall be supplied so as to reach the members of the Selection Committee at least 7 days before the date of the meeting.
- (c) The Academic Performance Indicator (API) scoring system in the process of selection of Principal shall also involve the following:
 - i) Assessment of aptitude for teaching, research and administration (20%);
 - ii) Ability to communicate clearly and effectively (10%);
 - iii) Ability to plan institutional programmes, analyze and discuss curriculum development and delivery, research support and college development/administration (20%);
 - iv) Ability to deliver lecture programmes to be assessed by requiring the candidate to participate in a group discussion or exposure to a class room situation by a lecture (10%); and
 - v) Analysis of the merits and credentials of the candidates on the basis of the Performance Based Appraisal System (PBAS) proforma prescribed by the University based on these Statutes (deduced to 40% of the total API score).
- (d) In the case of colleges, recognized Institutions the Selection Committee shall interview and adjudge merits of each candidate in accordance with the qualifications advertised and recommend the names arranged in order of merit of the persons, if exceeding one, whom it recommends for appointment to the post advertised. If no person is selected, a report to that effect shall be made. The committee shall have the right to recommend only one person if others are not found

suitable. The recommendation of the Committee shall be subject to the approval of the Vice-Chancellor, and in the event of the Vice-Chancellor not approving the recommendation, he shall record the reasons in writing and communicate the same to the Principal /Governing Council of the college.

- (e) The Executive Council shall appoint a person to the post of teachers in University from amongst the persons in the order recommended by the Selection Committee.
- (f) The Governing Council of colleges shall appoint a person to the post of teachers/Principal in colleges from amongst the persons in the order recommended by the Selection Committee and approved by the Vice-Chancellor. A letter of appointment shall be issued in the form C-2 as shown in Appendix C.

SA-20 (C) (3)

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

SA-20 (C) (4)

- (i) Besides the indexed publications documented by various discipline-specific databases, the University shall draw through committee(s) of subject experts and ISBN / ISSN experts: (a) a comprehensive list of National /Regional level journals of quality in the concerned subject(s); and (b) a comprehensive list of Indian language journals / periodicals / official publication volumes of language bodies and upload them on the University website which are to be updated periodically.
- (ii) In respect of Indian language publications, equivalence in quality shall be prescribed by a Co-ordination Committee of experts to be constituted by the Chancellor, who may refer to the list of Indian language journals as approved by a Committee constituted by UGC for the purpose.
- (iii) At the time of assessing the quality of publications of the candidates during their appointments/promotions, the selection committees shall have to be provided with the above two lists which could be considered by the selection committees along with the other discipline-specific databases.

SA-20 (C) (5)

The process of selection of Associate Professor should involve inviting the bio-data with the duly filled Performance Based Appraisal System (PBAS) proforma prescribed by the University based on the API criteria. In addition, to the requirements provided for selection of Associate Professor under this statute, the prescription of research publications for promotion from the post of Assistant Professor to Associate Professor in colleges shall be, during the period of service as Assistant Professor, on a graded scale is as follows:

- (a) for those who possess a Ph.D. Degree, one publication made during the period of service as Assistant Professor, in addition to the Ph.D. thesis;
- (b) for those with a M.Phil. Degree, 2 publications made during the period of service as Assistant Professor, in addition to the M.Phil. thesis; and
- (c) for those without Ph.D. or M.Phil. qualification, at least 3 publications during the period of service as Assistant Professor.

Provided that in so far as teachers in University Departments are concerned, three

publications shall be required to be submitted for all the three categories mentioned above for consideration of promotion from Assistant Professor to Associate Professor.

Provided further that such publications shall be provided to the subject experts for assessment before the interview and the evaluation score of the publications provided by the experts shall be factored into the weightage scores while finalizing the outcome of selection by the selection committee.

SA-20 (C) (6)

The process of selection of Professor shall involve inviting the bio-data with duly filled Performance Based Appraisal System (PBAS) proforma prescribed by the University based on the API criteria based PBAS set out in the Statutes and reprints of five major publications of the candidates.

Provided that such publications submitted by the candidate shall have been published subsequent to the period from which the teacher was placed in stage-II as Assistant Professor.

Provided further that such publications shall be made available to the subject experts for assessment before the interview and the evaluation of the publications by the experts shall be factored into the weightage scores while finalizing the outcome of selection.

SA-20 (C) (7)

In the case of selection of Professors who are from outside the academic stream and are considered under Statute SA – 19 (vii) (1) (a), the Executive Council shall lay down clear and transparent criteria and procedures so that only outstanding professionals who can contribute substantially to the University knowledge system are selected in any discipline as per the requirements.

SA-20 (C) (8)

In the selection process for posts involving different nature of responsibilities in certain disciplines/areas, such as Music and Fine Arts, Visual arts and Performing arts, Physical education and Library, greater emphasis shall be laid on the nature of deliverables indicated against each of the posts in these Statutes for both direct recruitment and CAS promotions.

SA-20 (C) (9)

The Internal Quality Assurance Cell (IQAC) shall be established in University and affiliated colleges. The IQAC shall be constituted under the chairmanship of the Vice-chancellor in case of University and Principal as the Chairperson in affiliated colleges. The Chairperson shall be assisted by a senior faculty member as Director in case of University or as Coordinator in case of an affiliated college.

The goals of IQAC are:

1. To develop a quality system for conscious, consistent and catalytic programmed action to improve the academic and administrative performance of the University / affiliated colleges.
2. To promote measures for institutional functioning towards quality enhancement through internalization of quality culture and institutionalization of best practices.

The IQAC shall have the following composition:

- a) Head of the Institution – Chairperson
- b) Five (in case of a College) or eight (in case of University) senior teachers and one senior administrative official – Members
- c) Two (in case of a College) or three (in case of University) external experts on Quality Management / Industry / Local Community – Members
- d) Director / Coordinator of IQAC – Member Secretary

The members at b) and c) above shall be nominated by the Vice-chancellor in

consultation with the Academic Council of the University for University IQAC or by the Principal of the affiliated College in consultation with the Local Managing Committee for IQAC in Colleges. The tenure of such nominated members shall be for a period of two years where as the Director / co-ordinator shall have a tenure of three years. The IQAC meeting should be convened by the Member-Secretary, in consultation with the Chairperson at least once in a quarter. The quorum for the meeting shall be two-third of the total number of members. The agenda, minutes and Action Taken Reports are to be documented with official signatures and maintained electronically in a retrievable format.

The IQAC shall have the following functions:

1. Acting as the documentation and record-keeping Cell for the Institution including assistance in the development of the API criteria based PBAS Performa using the indicative template laid down in these Statues on regular basis in case of individual teachers.
2. To introduce the student feedback system on Institutional parameters without incorporating the components of student's assessment of individual teachers.
3. Development and application of quality benchmarks/parameters
4. Development and application of quality benchmarks/parameters for the various academic and administrative activities of the Institution;
5. Facilitating the creation of a learner-centric environment conducive for quality education and faculty maturation to adopt the required knowledge and technology for participatory teaching and learning process;
6. Arrangement for feedback responses from students, parents and other stakeholders on quality-related institutional processes;
7. Dissemination of information on the various quality parameters of higher education;
8. Organization of inter and intra institutional workshops, seminars on quality related themes and promotion of quality circles;
9. Documentation of the various programmes / activities of the Institution, leading to quality improvement;
10. Acting as nodal agency of the Institution for coordinating quality-related activities, including adoption and dissemination of good practices;
11. Development and maintenance of Institutional database through MIS for the purpose of maintaining / enhancing the institutional quality;
12. Development of Quality Culture in the Institution;
13. Preparation of the Annual Quality Assurance Report (AQAR) of the Institution based on the quality parameters/assessment criteria developed by the relevant quality assurance body (like NAAC, NBA, AB) in the prescribed format;
14. Bi-annual development of Quality Radars (QR's) and Ranking of Integral Units of the Institution based on the AQAR.
15. Interaction with SQAC's in the pre and post accreditation quality assessment, sustenance and enhancement endeavors.
16. Any other activity aimed at enhancement of Institutional quality parameters.

SA-20 (C) (10)

While the API:

- (a) Tables I, II and III of Schedule SSA – 6 are applicable to the selection of Professors/ Associate Professors /Assistant Professors in University and colleges;

- (b) Tables IV, V and VI are applicable to Directors/ Deputy Directors/ Assistant Directors of Physical Education and Sports; and
- (c) Tables VII, VIII and IX are applicable to Librarians/ Deputy Librarians and Assistant Librarians for both direct recruitment as well as Career Advancement Promotions,
- (d) the ratio / percentage of minimum requirement of category-wise API Score to each of the cadres shall vary from those for University teachers and for UG/PG College Teachers, as given in these Tables.

SA-20 (C) (11)

The minimum norms of Selection Committees and Selection Procedures as well as API score requirements for the above cadres, either through direct recruitment or through Career Advancement Schemes, shall be similar. However, since teachers recruited directly can be from different backgrounds and institutions, Table II(c) of Schedule SSA-6 provides norms for direct recruitment of teachers to different cadres, while Tables II (a) and Table II(b) provide for CAS promotions of teachers in University Departments and affiliated colleges respectively, which accommodate these differences.

SA-20 (C) (12)

In order to remedy the difficulties of collecting retrospective information and to facilitate the implementation of these regulations from 31-12-2008 in the CAS Promotion, the API based PBAS will be progressively and prospectively rolled out. Accordingly, the PBAS based on the API scores of categories I and II as mentioned in these tables is to be implemented for one year, initially based on the existing systems in Universities / colleges for one year only with the minimum annual scores as depicted in Table II(a) and II(b) for university and college teachers, or by Librarian/Physical Education and Sports cadres as depicted in Tables V(a) and V(b), Tables VIII(a) and VIII(b) respectively. This annualized API scores can then be compounded progressively as and when the teacher becomes eligible for CAS promotion to the next cadre. Thus, if a teacher is considered for CAS promotion in 2010, one year API scores for 2009-10 alone will be required for assessment. In case of a teacher being considered for CAS promotion in 2011, two years average of 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) API scores for this category will be applied for the entire assessment period.

SA-20 (C) (13)

A teacher who wishes to be considered for promotion under CAS may submit in writing to the university/ concerned college, with three months in advance of the due date, that he/she fulfils all qualifications under CAS and submit to the university/college the Performance Based Appraisal System proforma as prescribed by the university duly supported by all credentials as per the API guidelines set out in these Statute. In order to avoid delays in holding Selection Committees meetings in various positions under CAS, the University/College should immediately initiate the process of screening/selection, and shall complete the process within six months from the date of application. Further, in order to avoid any hardships, candidates who fulfill all other criteria mentioned in these Statutes, as on 31 December, 2008 and till the date on which UGC Regulation is notified, can be considered for promotion from the date, on or after 31 December, 2008, on which they fulfill these eligibility conditions, provided as mentioned above.

SA-20 (C) (14)

Candidates who do not fulfill the minimum score requirement under the API Scoring System proposed in the Statutes as per Tables II(a and b) of Appendix III or those who obtain less than 50% in the expert 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.

SA-20 (C) (15) The Selection Committee specifications as delineated SA-20 (B) are applicable to all direct recruitments of Faculty Positions and Career Advancement promotions of Assistant Professor to Associate Professor and to that of Associate Professor to Professor.

SA-20 (C) (16) CAS promotions from a lower grade to a higher grade of Assistant Professor shall be conducted by a "Screening cum Evaluation Committee" adhering to the criteria laid out as API score in PBAS in the Tables of Appendix-III.

SA-20 (C) (17) The "Screening cum Evaluation Committee" for CAS promotion of Assistant Professors/equivalent cadres in Librarians/Physical Education from one AGP to the other higher AGP shall consist of:

(a) For University teachers:

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

Provided that if the same person holds the offices of the Dean and the Head of the Department; the Committee shall have an additional nominee as specified under (iv) above.

(b) For College teachers:

- (i) The Principal of the college as the Chairperson;
- (ii) Head of the concerned department from the college;
- (iii) Two subject experts in the concerned subject nominated by the Vice-Chancellor from the University panel of experts;

(c) The quorum for these committees in both categories mentioned above shall be three including the one subject expert/ university nominee need to be present.

SA-20 (C) (18) The Screening cum Evaluation Committee as constituted under clause (19) and (20) above, on verification/evaluation of API score secured by the candidate through the 'PBAS' methodology designed by the university based on these Statutes and as per the minimum requirement specified: (a) in Tables II and III for each of the cadre of Assistant Professor; (b) in Tables V and VI for each of the cadre of Physical Education and Sports; and (c) in Tables VIII and IX for each of the cadre of Librarians shall recommend to the Executive Council of the University /Governing Council of affiliated colleges/ Government about the suitability for the promotion of the candidate(s) under CAS for implementation.

SA-20 (C) (19) All the selection procedures outlined above, shall be completed on the day of the selection committee meeting, wherein the minutes are recorded along with PBAS scoring proforma and recommendation made on the basis of merit and duly signed by all members of the selection committee in the minutes.

SA-20 (C)(20) CAS promotions 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 cadre.

SA-20 (C) (21) The incumbent teacher must be on the role and active service of the University/ affiliated Colleges on the date of consideration by the Selection Committee for

Selection/CAS Promotion.

- SA-20 (C) (22)** Candidates shall offer themselves for assessment for promotion, if they fulfill the minimum API scores indicated in the appropriate API system tables by submitting an application and the required PBAS proforma. They can do so three months before the due date if they consider themselves eligible. Candidates who do not consider themselves eligible can also apply at a later date. In any event, the university/ concerned college shall send a general circular twice a year calling for applications for CAS promotions from eligible candidates.
- SA-20 (C) (23)** In the final assessment, if the candidates do not either fulfill the minimum API scores in the criteria as per PBAS proforma or obtain less than 50% in expert assessment, wherever applicable, such candidates will be reassessed only after a minimum period of one year.
- SA-20 (C) (24)**
- (a) If a candidate applies for promotion on completion of the minimum eligibility period and is successful, the date of promotion will be from that of minimum period of eligibility.
 - (b) If, however, the candidates find that he/she fulfills the eligibility conditions at a later date and applies on that date and is successful, his/her promotion will be effected from that date of application fulfilling the criteria.
 - (c) If the candidate does not succeed in the first assessment, but succeeds in the subsequent assessment, his/her promotion will be deemed to be from the later date of eligibility corresponding to the successful assessment.
- SA-20 (D) General:**
- (i) No one shall be eligible to be appointed, promoted or designated as Professor/Principal of college, unless he or she possesses a Ph.D. and satisfies other academic conditions, as laid down under these Statutes and notified by the University Grants Commission (UGC) from time to time. This shall, however, not affect those who are already designated as 'Professor'.
 - (ii) The pay of teachers and equivalent positions in University and Colleges shall be fixed according to their designations in two pay bands of Rs. 15,600 - Rs. 39,100 and Rs. 37,400 - Rs. 67,000 with appropriate "Academic Grade Pay" (AGP in short). Each Pay Band shall have different stages of Academic Grade Pay which shall ensure that teachers and other equivalent cadres covered under this Statute, subject to other conditions of eligibility being satisfied, have multiple opportunities for upward movement during their career.
 - (iii) Posts of Professors shall be created in under-graduate (UG) colleges as well as in postgraduate (PG) colleges. The number of posts of Professors in a UG College shall be equivalent to 10 percent of the number of post of Associate Professors in that College. There shall be as many posts of Professors in each PG College as the number of Departments in that College. No new Departments shall be created in UG or PG Colleges without prior approval of the UGC/University/State Government.
 - (iv) Up to 10% of the posts of Professors in University shall be in the Higher Administrative Grade (HAG in short) scale of 67,000-79,000 with no AGP and eligibility conditions as prescribed in these Statutes.
 - (v) National Eligibility Test (NET) shall be compulsory for appointment at the entry level of Assistant Professor, subject to the exemptions to the degree of Ph.D. in respect of those persons obtaining the award through a process of registration,

course-work and external evaluation, as have been/ or may be laid down by the UGC through its regulations, and so adopted by the University. NET shall not be required for such Masters' programmes in disciplines for which there is no NET as has been laid down by the UGC.

SA-21 Deleted

SA-22 Deleted

Schedule SSA-5 **Relating to Scales of pay of teachers and other Academic Staff in University and Colleges.**

SSA-5 (i) **Scales of Pay, Designations and stages of promotion under CAS of incumbent and newly appointed Vice-Chancellor, Assistant Professors, Associate Professors and Professors/ Directors Principals, Directors, Assistant Directors of Physical Education, Deputy Directors of Physical Education, Directors of Physical Education, Assistant Librarians, Deputy Librarians, Librarians in University and affiliated Colleges.**

Sr.No	Revised Category	Revised scales of pay
(i)	Revised Scales of Pay and Designations applicable to Vice Chancellor and Principal and teachers in Universities and Colleges	
1.	Assistant Professor	PB 3 Rs.15,600-39,100 with AGP Rs. 6,000/ 7,000 or 8,000 as the case may be.
2.	Associate Professor	PB 4 Rs. 37,400-67,000 with AGP Rs. 9,000
3.	Professor	PB 4 Rs. 37,400-67,000 with AGP Rs. 10,000 or Rs 67,000-79,000 with no AGP as the case may be.
4.	(i) Principals of under Graduate Colleges	PB 4 Rs. 37,400-67,000 with AGP of Rs. 10,000 plus Special Allowance of Rs. 2,000.
	(ii) Principals of Post-Graduate Colleges	PB 4 Rs. 37,400-67,000 with AGP of Rs. 10,000 plus Special Allowance of Rs. 3,000.
5.	Vice-Chancellor	Rs. 75,000 (fixed) with Special Pay Rs.5,000 per month
6.	University Librarian/ University Director of Physical Education	PB 4 Rs. 37,400-67,000 with AGP of Rs. 10,000.
7.	Deputy Librarian/ Deputy Director of Physical Education	PB 3 Rs. 15,600-39,100 with AGP of Rs. 8,000 or PB 4 Rs. 37,400-67,000 with AGP of Rs. 9,000 as the case may be
8.	Asstt. Librarian / College Librarian/Asstt. Director of Physical Education /College Director of Physical Education	PB 3 Rs. 15,600-39,100 with AGP of Rs. 6,000 or 7,000 as the case may be.

The pay structure for different categories of teachers and equivalent positions shall be as indicated below:

1. Assistant Professors of University & Colleges:

- (i) Lecturers already in service in the pre-revised scale of Rs. 8,000 - Rs.13, 500, shall be re-designated as Assistant Professors with the said AGP of Rs. 6,000 in PB-3.
- (ii) An Assistant Professor with completed service of four years, possessing Ph. D. Degree in the relevant discipline shall be eligible, for moving to AGP of Rs.7, 000 in PB-3.
- (iii) An Assistant Professors possessing M.Phil. Degree or post-graduate degree in professional courses approved by the relevant statutory Body, such as LL.M. /M.Tech., etc. shall be eligible for the AGP of Rs. 7,000 after completion of five years service as Assistant Professor.
- (iv) An Assistant Professors who do not have Ph.D. or M.Phil. or a Master degree in the relevant Professional course shall be eligible for the AGP of Rs. 7,000 only after completion of six years' service as Assistant Professor.
- (v) The upward movement from AGP of Rs. 6,000 to AGP of Rs. 7,000 for all Assistant Professors shall be subject to their satisfying the API criteria based PBAS conditions as laid down by the UGC and specified in the relevant statute.
- (vi) The pay of the incumbents to the posts of Lecturer (senior scale) (i.e. the unrevised scale of Rs. 10,000 - Rs.15,200) shall be re-designated as Assistant Professor, and shall be fixed at the appropriate stage in Pay Band III of Rs.15,600 - Rs. 39,100 based on their present pay, with AGP of Rs. 7,000 in PB-3.
- (vii) Assistant Professors with completed service of five years at the AGP of Rs. 7,000 shall be eligible, subject to other API requirements laid down in Statute SA – 20, to move up to the AGP of Rs. 8,000 in PB-3.

2. Associate Professors of University & Colleges:

- (i) Posts of Associate Professor shall be in the Pay Band 4 of Rs. 37,400 - Rs. 67,000, with AGP of Rs. 9,000. Directly recruited Associate Professors shall be placed in the Pay Band 4 of Rs. 37,400 - Rs. 67,000 with an AGP of Rs. 9,000, at the appropriate stage in the Pay Band in terms of the conditions of appointment.
- (ii) Incumbent Readers and Lecturers (Selection Grade) who have completed three years in the current pay scale of Rs. 12,000 - Rs. 18,300 on 1 January, 2006 upto 30.06.2010 shall be placed in Pay Band 4 of Rs. 37,400 - Rs. 67,000 with AGP of Rs. 9,000 and shall be re-designated as Associate Professor.
- (iii) Incumbent Readers and Lecturers (Selection Grade) who had not completed three years in the pay scale of Rs.12,000 - Rs.18,300 on or after 1 January, 2006 upto 30.06.2010, shall be fixed at Rs. 23,890 in the Pay Band of Rs.15,600 - Rs. 39,100 with AGP of Rs. 8,000 till they complete three years of service in the grade of Lecturer (Selection Grade) / Reader, and thereafter shall be placed in the higher Pay Band 4 of Rs. 37,400 - Rs. 67,000 with AGP of Rs.9000 and accordingly re-designated as Associate Professor.
- (iv) Readers/Lecturers (Selection Grade) in service at present shall continue to be designated as Lecturer (Selection Grade) or Readers, as the case may be, until they are placed in the Pay Band of Rs. 37,400 - Rs. 67,000 and re-designated as

Associate Professor in the manner described in 2(i) and 2(ii) above.

- (v) Assistant Professors completing three years of teaching in the AGP of Rs. 8,000 shall be eligible, subject to the qualifying conditions prescribed in Statute SA – 19, to move to the Pay Band 4 of Rs. 37,400 - Rs. 67,000 with AGP of Rs. 9,000 and to be designated as Associate Professor.
- (vi) Associate Professor completing three years of service in the AGP of Rs. 9,000 and possessing a Ph.D. Degree in the relevant discipline shall be eligible to be appointed and designated as Professor, subject to satisfying the required credit points as per API based on PBAS methodology provided in Table I-III stipulated in Schedule SSA – 6 and assessment by a duly constituted selection committee as suggested for the direct recruitment of Professor. No teacher other than those with a Ph.D. shall be promoted or appointed as Professor. The Pay Band 4 for the post of Professors shall be Rs. 37,400 - Rs. 67,000 with AGP of Rs. 10,000.

3. Professors of University & Colleges:

- (i) The pay of a directly recruited Professor shall be fixed at a stage not below Rs.43,000 in the Pay Band 4 of Rs. 37,400 - Rs. 67,000, with the applicable AGP of Rs.10,000.
- (ii) Ten percent of the positions of Professors in a university shall be eligible to be placed in the HAG scale of Rs 67,000-79,000 with no AGP. However, teachers promoted to the posts with HAG scale of Rs 67,000-79,000 with no AGP, shall continue to be designated as Professor. Eligibility for elevation as a Professor in the HAG scale of Rs 67,000-79,000 with no AGP shall be a minimum of ten years of teaching and research experience as professor either in the pre-revised scale of Professor's Pay of Rs.16,400 - Rs. 22,400 or the revised scale of Pay Band 4 of Professor with AGP of Rs.10,000 on satisfying the required API score as per Tables I and II stipulated in Schedule SSA – 6 through the PBAS methodology stipulated in Statute SA – 20 through a duly constituted Expert committee.

4. Principals of Colleges:

- (i) The posts of Principal in Under Graduate Colleges shall be in the Pay Band of Rs. 37,400 - Rs. 67,000 with AGP of Rs.10,000, plus a Special Allowance of Rs. 2,000 per month and shall also be fixed at a stage not below Rs. 43,000 as in the directly recruited Professors. All Principals in service shall be appropriately fixed in the Pay Band with the AGP of Rs.10,000.
- (ii) Posts of Principal in Post Graduate Colleges shall also be in the Pay Band of Rs. 37,400 - Rs. 67,000 with AGP of Rs.10,000, plus a Special Allowance of Rs. 3,000 per month and shall also be fixed at a stage not below Rs. 43,000 as in the case of directly recruited Professors. All Principals in service shall be appropriately fixed in the Pay Band 4 with the AGP of Rs.10, 000.

5. Vice Chancellor:

The post of Vice-Chancellor shall carry a fixed pay of Rs.75, 000 along with a Special pay of Rs.5, 000 per month. All other eligibilities and facilities for the Vice Chancellor as provided in the Act/Statute of the university shall be applicable besides the pay.

6. Librarian (University):

- (i) The post of Librarian shall be in the Pay Band of Rs. 37,400 - Rs. 67,000 with the Academic Grade Pay of Rs.10,000.
- (ii) The conditions of eligibility and academic qualifications prescribed in Statute SA – 19, shall be adopted for appointment to the post of Librarian (University).
- (iii) Deputy Librarian completing service of three years in the AGP of Rs.9,000 and otherwise eligible as per the API scoring system and PBAS methodology, with a Ph.D. qualification shall also be eligible to be considered for appointment to the post of Librarian through open recruitment.
- (iv) Incumbent Librarian (University) shall be placed at the appropriate stage as per the 'fixation formula' in the Pay Band of Rs. 37,400- Rs. 67,000 with AGP of Rs.10, 000.

7. Director of Physical Education (University):

- (i) Post of Director, Physical Education and Sports in Universities shall be in the Pay Band of Rs. 37,400 - Rs. 67,000 with AGP of Rs.10,000.
- (ii) Post of Director, Physical Education and Sports (University) shall continue to be filled through direct recruitment and the existing conditions of eligibility, i.e. the minimum qualification, number of years of relevant experience and other conditions prescribed in Statute SA – 19, shall be the eligibility for recruitment.
- (iii) Pay of the incumbent shall be fixed at the appropriate stage in the Pay Band of Rs.37,400 – Rs. 67,000 as per 'fixation formula'.

8. Deputy Librarian/Assistant Librarian (Selection Grade)/College Librarian (Selection Grade).

- (i) Deputy Librarians who are directly recruited shall be placed in the Pay Band of Rs. 15,600 – Rs. 39,100 with AGP of Rs. 8,000.
- (ii) On completion of service of five years, Assistant Librarian (Sr. Scale) / College Librarian (Sr. Scale) shall be eligible for the post of Deputy Librarian/ equivalent posts in Pay Band of Rs.15, 600 – Rs. 39,100, with Academic Grade Pay of Rs. 8,000, subject to their fulfilling other conditions of eligibility (such as Ph.D. degree, etc. for Deputy Librarian) as per API scoring system based PBAS methodology for CAS promotion. They shall be designated as Deputy Librarian / Assistant Librarian (Selection Grade) / College Librarian (Selection Grade), as the case may be.
- (iii) After completing three years in the Pay Band of Rs.15,600 - Rs. 39,100 with an AGP of Rs. 8,000, Deputy Librarians /equivalent positions shall move to the Pay Band of Rs. 37,400 - Rs. 67,000 and AGP of Rs. 9,000, subject to fulfilling other conditions of eligibility as per API scoring system and PBAS methodology laid down by the UGC for CAS promotion as incorporated in Statute SA – 20.
- (iv) Assistant Librarians (Sr. Scale) in universities/ College Librarians (Sr. Scale) in the AGP of Rs. 7,000 not possessing Ph.D. in Library Science but who fulfill other criteria prescribed by the UGC for CAS promotion as incorporated in Statute SA – 19, shall also be eligible for being placed in the AGP of Rs. 8,000.

- (v) Incumbents to the posts of Deputy Librarian / Assistant Librarian (Selection Grade)/College Librarian (Selection Grade) who have completed three years in the pre-revised pay scale of Rs. 12,000 - Rs. 18,300 on 1 January, 2006 shall be fixed at an appropriate stage in the Pay Band of Rs. 37,400 - Rs. 67,000 with an AGP of Rs. 9,000. They shall continue to be designated as Deputy Librarian / Assistant Librarian (Selection Grade)/College Librarian (Selection Grade).
 - (vi) Incumbents to the posts of Deputy Librarian / Assistant Librarian (Selection Grade) /College Librarian (Selection Grade) who have not completed the requirement of three years in the pre-revised pay scale of Rs.12,000 - Rs. 18,300, for being eligible to be placed in the higher Pay Band of Rs. 37,400 - Rs. 67,000, shall be placed at an appropriate stage with Academic Grade Pay of Rs. 8,000 till they complete three years of service as Deputy Librarian / Assistant Librarian (Selection Grade)/College Librarian (Selection Grade).
 - (vii) Pay in regard to the directly recruited Deputy Librarians shall be initially fixed at Rs. 23,890 in Pay Band Rs.15, 600 - Rs. 39,100 with AGP of Rs. 8,000. They shall move to the Pay Band of Rs. 37,400 - Rs. 67,000 with AGP of Rs.9000 after completing three years of service in the AGP of Rs. 8,000.
 - (viii) The conditions of eligibility and academic qualifications prescribed in Statute SA – 19, shall be adopted for direct recruitment to the post of Deputy Librarian.
- 9. Deputy Director of Physical Education and Sports/ Assistant Director of Physical Education and Sports (Selection Grade) / College Director Of Physical Education And Sports (Selection Grade)**
- (i) After completing service of five years in the Pay Band of Rs.15,600 - Rs. 39,100 with the AGP of Rs. 7,000 and subject to satisfying API scoring system and PBAS methodology prescribed by the UGC in these Regulations, Assistant Director of Physical Education and Sports (Senior Scale)/ College DPE&S (Senior scale) shall move to AGP of Rs. 8,000 in the Pay band of Rs. 15,600 - Rs. 39,100. They shall be designated as Deputy Director of Physical Education and Sports / Assistant DPE&S (Selection Grade) / College DPE&S (Selection Grade), as the case may be.
 - (ii) After completing service of three years in the Pay Band of Rs.15,600 - Rs. 39,100 and the AGP of Rs.8,000 and subject to satisfying API/ scoring system and PBAS methodology, Deputy DPE&S/Assistant DPE&S (Selection Grade) College DPE&S (Selection Grade) shall move to the Pay Band of Rs. 37,400 - Rs. 67,000 with the AGP of Rs. 9,000. They shall continue to be designated as Deputy DPE&S/Assistant DPE&S (Selection Grade) / College DPE&S (Selection Grade).
 - (iii) All incumbents to the post of Deputy DPE&S/Assistant DPE&S (Selection Grade)/ College DPE&S (Selection Grade) who have completed service of at least three years in the unrevised pay scale of Rs.12,000 - Rs.18,300 as on 01-01-2006 shall be eligible to be fixed in the Pay Band of Rs. 37,400 - Rs. 67,000 with AGP of Rs. 9,000.
 - (iv) All incumbents to the post of Deputy DPE&S /Assistant DPE&S (Selection Grade) College DPE&S (Selection Grade) whose services in the unrevised pay scale of Rs.12,000 - Rs. 18,300 fall short of three years which would have made them eligible to move to the higher pay band, shall be placed at an

appropriate stage at the AGP of Rs. 8,000 in the pay band of Rs.15,600 - Rs. 39,100 till they complete the required service of three years as Deputy DPE&S / ADPE&S (Selection Grade) / College DPE&S (Selection Grade) in the unrevised pay scale.

- (v) Pay of the directly recruited Deputy DPE&S shall be initially fixed at Rs. 23,890 with the AGP of Rs. 8,000 in the Pay Band of Rs.15, 600 - Rs. 39,100, and after completing three years of service directly recruited Deputy DPE&S and equivalent shall move to Pay Band Rs. 37,400 - Rs. 67,000 with AGP of Rs. 9,000.

10. Assistant University Librarian (Sr. Scale) College Librarian (Sr. Scale)

- (i) Assistant University Librarian (Sr. Scale)/ College Librarian (Sr. Scale) in the pre-revised scale of pay of Rs.10,000 - Rs. 15,200 shall be placed in the Pay Band of Rs.15,600 - Rs. 39,100 with AGP of Rs.7,000.
- (ii) Assistant University Librarian / College Librarian possessing Ph.D. in Library Science, after completing service of four years in the AGP of Rs. 6,000, and if otherwise eligible as per API scoring system, and PBAS methodology, shall be eligible for the higher AGP of Rs. 7,000 with the Pay Band of Rs.15,600 - Rs. 39,100.
- (iii) Assistant Librarian / College Librarian not possessing Ph.D. but only M.Phil. in Library Science at the entry level after completing service of five years in the AGP of Rs. 6,000, if otherwise eligible as per API scoring system and PBAS methodology, shall become eligible for the higher AGP of Rs. 7,000.
- (iv) After completing service of six years in the AGP of Rs. 6,000 Assistant Librarian / College Librarian without the relevant Ph.D. and M.Phil. shall, if otherwise eligible as per API scoring system and PBAS methodology, move to the higher AGP of Rs. 7,000.
- (v) The pay of the existing Assistant Librarian (Sr. Scale) / College Librarian (Sr. Scale) in the pre-revised scale of pay of Rs.10,000 - Rs.15,200 shall be fixed in the Pay Band of Rs.15,600 - Rs. 39,100 with AGP of Rs.7,000 at an appropriate stage based on their present pay.

11. Assistant Director of Physical Education and Sports (Senior Scale)/ College DPE & S (Senior Scale):

- (i) Assistant Directors of Physical Education and Sports (Senior Scale) / College DPE & S (Senior Scale) in the pre-revised pay scale of Rs.10,000 - Rs. 15,200 shall be placed in the Pay Band of Rs.15,600 - Rs. 39,100 with AGP of Rs. 7,000.
- (ii) Assistant Directors of Physical Education and Sports (Senior Scale) / College DPE & S (Senior Scale) possessing Ph.D. in Physical Education at the entry level of Assistant DPE & S/ College DPE & S in the AGP of Rs. 6,000 shall, after completing service of four years in the AGP of Rs. 6,000, and if otherwise eligible as per API scoring system and PBAS methodology, shall move to higher AGP of Rs. 7,000 in the Pay Band of Rs.15,600 - Rs. 39,100.
- (iii) Assistant Directors of Physical Education and Sports (Senior Scale) / College DPE & S (Senior Scale) possessing M.Phil. in Physical Education at the entry level of Assistant DPE & S /College DPE & S in the AGP of Rs. 6,000 shall,

after completing service of the five years in the AGP of Rs. 6,000, be eligible for the higher AGP of Rs. 7,000 on satisfying the API scoring system and PBAS methodology.

- (iv) Assistant Directors of Physical Education and Sports / College DPE&S without the relevant Ph.D. and M.Phil. shall, after completing service of six years as Assistant Director of Physical Education and Sports / College DPE&S in the AGP of Rs. 6,000, and if otherwise eligible as per API scoring system and PBAS methodology, shall be placed in the AGP of Rs. 7,000.
- (v) Pay of incumbent Assistant Directors of Physical Education and Sports (Senior Scale) / College DPE&S (Senior Scale) shall be fixed in Pay Band of Rs.15,600 - Rs. 39,100 at an appropriate stage in the AGP of Rs. 7,000, as per the 'fixation formula'.

12. Assistant University Librarian / College Librarian:

- (i) Assistant Librarian / College Librarian in the pre-revised scale of pay of Rs. 8,000 - Rs. 13,500 shall be placed in the Pay Band of Rs.15,600 - Rs. 39,100 with AGP of Rs. 6,000.
- (ii) All conditions of eligibility and academic qualifications laid down by the UGC prescribed in Statute SA – 19, shall be applicable for direct recruitment of Assistant University Librarian / College Librarian.

13. Assistant Director of Physical Education and Sports (Assistant DPE&S) / College Director Of Physical Education & Sports (College DPE&S):

- (i) The Assistant Director of Physical Education and Sports/College DPE&S in the pre-revised pays scale of Rs. 8,000 - Rs. 13,500 shall be placed in the Pay Band of Rs.15,600 - Rs. 39,100 with AGP of Rs. 6,000.
- (ii) Pay of Incumbent Assistant Directors of Physical Education and Sports / College DPE&S shall be fixed at an appropriate stage in the Pay Band of Rs. 15,600 - Rs. 39,100 with an AGP of Rs. 6,000, in accordance with the 'fixation formula'.
- (iii) All conditions of eligibility and academic qualifications prescribed in Statute SA – 19, shall be applicable for direct recruitment of Assistant Director of Physical Education and Sports / College DPE&S.