

**PROPOSED AMENDMENT TO STATUTES/SCHEDULES IN VIEW OF VITH PAY UGC REGULATIONS, 2010(The Gazette of India, September 18<sup>th</sup>, 2010(Bhadra 27, 1932) Part III-Sec.4**

**I 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 on minimum qualifications for appointment of teachers and other academic staff in Universities and colleges and measures for the maintenance of standards.**

EXISTING	PROPOSED AMENDMENT	JUSTIFICATION
<p><b>SA -19 Statute relating to the revision of the scales of pay of Lecturers, Readers Professors, Principals, Assistant Directors of Physical Education, Deputy Directors of Physical Education, Directors of Physical Education, Assistant Librarians, Deputy Librarians and Librarians of the Goa University and non-government colleges thereto in accordance with the U.G.C. notification on revision of pay scales, minimum qualifications for appointment of teachers in universities and colleges and other measures for the maintenance of standards, 1998 and as approved vide Government of Goa Order No. 5/29/AC/98/DHE/1033 and subsequent corrigendum No.5/29/AC/98/DHE/426 dated 15<sup>th</sup> March, 2000.</b></p>	<p><b>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 30<sup>th</sup> 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.</b></p>	<p>UGC Regulations No.F-3-1/2009 dated 30<sup>th</sup> June, 2010</p>
<p><b>SA-19 (i) Basis of Statute</b> This statute has been amended in conformity with the scheme of revision of scales of pay of University and College teachers as approved vide Government of Goa Order No.5/29/AC/98/DHE/1033 dated 16/9/1999 and subsequent corrigendum No.5/29/AC/98/DHE/426 dated 15.3.2000 in accordance with the U.G.C. notification on Revision of Pay Scales, Minimum qualification for appointment of teachers in Universities and colleges and other measures for the maintenance of standards, 1998 in force w.e.f. 24.12.1998.</p>	<p><b>SA-19 (i) Basis of Statute</b> 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 30<sup>th</sup> June, 2010 (The Gazette of India, September 18<sup>th</sup>, 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.</p>	<p>- do -</p>
<p><b>SA-19 (ii) Coverage</b> This Statute applies to the Lecturers, Readers, Principals, Assistant Directors of Physical Education, Deputy Directors of Physical Education, Directors of Physical Education, Assistant Librarians, Deputy Librarians, Librarians and Vice-Chancellor of the Goa University and non-government colleges, including autonomous college affiliated to the Goa University.</p>	<p><b>SA-19 (ii) Coverage</b> 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.</p>	<p>- do -</p>
<p><b>SA-19 (iii) Date of effect</b> The revised scales of pay will be effective from January 1,1996, unless any of the persons mentioned in SA-19(ii) specifically exercises an option in writing within a period of six months from the date of the issue of this statute to remain out of this scheme or to accept it at a date later than 1.1.1996.</p>	<p><b>SA-19 (iii) Date of effect</b> 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.</p>	<p>- do -</p>
<p><b>SA-19 (iv) Pay Scales</b> The revised scales of pay shall be effective from 1.1.1996 and are as given in Schedule SSA-5. Other benefits are allowed from the date of issue of Government of India's Notification dated 27.7.98 or 6.11.98 as the case may be.</p>	<p><b>SA-19 (iv) Pay Scales</b> 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.</p>	<p>As per UGC letter No.F.1-2/2009(EC) dated 29/06/2009</p>
<p><b>SA-19 (v)</b> The revised scales of pay are inclusive of the basic pay, the dearness allowance and any other allowances admissible to teachers as on 1.1.1996 in accordance with the Central Civil Services (Revised Pay) Rules, 1997 as applied</p>	<p><b>SA-19 (v)</b> 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,</p>	<p>UGC Regulations No.F-3-1/2009 dated 30th June, 2010</p>

to the Goa State Government employees.	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.																					
<p><b>SA-19 (vi)</b> The revised scales of pay of Tutors and Demonstrators are for the existing incumbents of these positions in the University and Colleges. There shall be no fresh recruitment to this category.</p> <p>Provided that if and when any demonstrator/tutor acquire revised qualifications of a lecturer viz. A Master's Degree with 55 % marks in the relevant subject, he/she shall be upgraded as Lecturer on the date of his/her acquiring such qualifications, and also shall be deemed to have satisfactorily completed his/her probationary period of two years.</p>	<b>SA-19 (vi) Deleted</b>	No reference in UGC Notification with regard to these cadres as they cease to exist.																				
<p><b>SA-19 (vii) (1) The Principals shall have the following qualifications and experience:</b></p> <p><b>(a) Principals (Professors' Grade)</b></p> <ol style="list-style-type: none"> <li>1. A Master' Degree with at least 55% marks or its equivalent grade of B in the 7 point scale with latter grades O,A,B,C,D,E &amp; F.</li> <li>2. Ph.D or equivalent qualification.</li> <li>3. Total experience of 15 years of teaching/research in Universities/Colleges and other institutions of higher education.</li> </ol> <p><b>(b) Principals (Readers' Grade)</b></p> <ol style="list-style-type: none"> <li>1. A Master's Degree with at least 55% marks or its equivalent grade of B in the 7 point scale with latter grades O, A, B, C, D, E &amp; F.</li> <li>2. Ph.D or equivalent qualification.</li> <li>3. Total experience of 10 years of teaching/Research in Universities/Colleges and other institutions of higher education.</li> </ol> <p>(2)(a) Principals having the qualifications and experience specified in (1) (a) above shall be placed in the scale of Professor (Rs. 16400-22400, Minimum to be fixed at Rs. 17300).</p> <p>(b) Principals having the qualifications and experience specified in 1(b) above shall be placed in the scale of Reader (Rs.12000-18300, minimum to be fixed at Rs. 12840).</p> <p>(3) <b>Principals placed in the Reader's scale</b> in accordance with (b) above shall be eligible for placement in Professor's scale on completion of 5 years regular service as Principal. For such placement in the scale of Professor, all cases shall be placed before a Committee consisting of:</p> <table border="0" style="margin-left: 40px;"> <tr> <td style="padding-right: 10px;">1)</td> <td style="padding-right: 10px;">Secretary (Higher Education)</td> <td style="padding-right: 10px;">---</td> <td>Chairman</td> </tr> <tr> <td></td> <td>Government of Goa</td> <td></td> <td></td> </tr> <tr> <td>2)</td> <td>Director of Higher Education</td> <td>---</td> <td>Member</td> </tr> <tr> <td>3)</td> <td>Joint Secretary (Finance)</td> <td>---</td> <td>Member</td> </tr> <tr> <td>4)</td> <td>Registrar, Goa University</td> <td>---</td> <td>Member</td> </tr> </table> <p>In case of aided college, the Chairman of the Governing Body / Managing Committee will also be a member of the Committee.</p> <p>4) Notwithstanding anything contained in this Statute, all Principals who have been fixed in the scale of Professor as per the provision of statute SA-19 (vii)</p>	1)	Secretary (Higher Education)	---	Chairman		Government of Goa			2)	Director of Higher Education	---	Member	3)	Joint Secretary (Finance)	---	Member	4)	Registrar, Goa University	---	Member	<b>SA-19 (vii) (1) Deleted</b>	Provided under SA-19(vii) (1) (b)
1)	Secretary (Higher Education)	---	Chairman																			
	Government of Goa																					
2)	Director of Higher Education	---	Member																			
3)	Joint Secretary (Finance)	---	Member																			
4)	Registrar, Goa University	---	Member																			

<p>shall continue to draw their pay in that scale. The existing incumbents in the scale of pay of Rs.3700-5700 shall be placed in the scale of Rs. 12000-18300 (minimum to be fixed at Rs. 12840) those in the scale of pay of Rs.4500-7300 shall be fixed in the scale of Rs. 16400-22400 (minimum to be fixed at 17300)</p> <p>The existing incumbents in the scale of pay of Rs.3700-5700 shall also be eligible for placement in the scale of Professor on completion of five years regular service as Principals if they have a Ph. D degree and on completion of eight years regular service if they have a Master's Degree. Such cases shall also be placed before the Committee specified at (3) above.</p>		
<p><b>SA-19 (viii) Recruitment and Qualifications:</b> Recruitment to the posts of Lecturers, Readers, Professors, Assistant Directors of Physical Education, Deputy Directors of Physical Education, Director of Physical Education, Assistant Librarians, Deputy Librarians and Librarians in the University and colleges shall be on the basis of merit through all-India advertisement and selection.</p> <p>Note: The Assistant Librarian, Deputy Librarian and Librarian shall be treated as academic and non-vocational staff.</p> <p><b>SA-19 (ix)</b> The minimum qualifications required for appointment to the posts of Lecturers, Readers, Professors, Principals, Assistant Directors of Physical Education, Deputy Directors of Physical Education, Directors of Physical Education, Assistant Librarians, Deputy Librarians, Librarians Assistants Librarians, Deputy Librarians, Assistant Registrars, Deputy Registrar and Principals will be those prescribed by the UGC from time to time.</p>	<p><b>SA-19 (vi) Recruitment and Qualifications:</b> (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.</p> <p>(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.</p> <p>(iii) NET/SLET/SET shall be the minimum eligibility condition for recruitment and appointment of Assistant Professors.</p> <p>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.</p> <p>(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.</p> <p>(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.</p> <p>(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.</p> <p>(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.</p>	<p>Re numbered in view of deletion of clauses.</p> <p>UGC Regulations No.F-3-1/2009 dated 30th June, 2010 <b>(3.0.0)</b></p> <p><b>3.2.0</b></p> <p><b>3.3.1</b></p> <p><b>3.3.2</b></p> <p><b>3.4.0</b></p> <p><b>3.4.1.</b></p> <p><b>3.5.0</b></p>

(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.

**3.6.0**

(ix) The Ph.D. Degree shall be a mandatory qualification for the appointment of Professors and for promotion as Professors.

**3.7.0**

(x) The Ph.D. Degree shall be a mandatory qualification for all candidates to be appointed as Associate Professor through direct recruitment.

**3.8.0**

(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.

**3.9.0**

(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.

As stipulated by the University for consistent application of the provision.

(xiii) Percentage Equivalence of Grade Points for a Seven Points Scale:

UGC Regulations, 2010 4.4.5.5

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:

UGC Regulations, 2010 (4.4.6.3)

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

Table provided for clarity

<p><b>SA-19(ix)(1)(a) Professor</b> The minimum qualifications for appointment to the post of Professor in the scale of pay of Rs.16400-22400 shall be an eminent scholar with published work of high quality, actively engaged in research with 10 years of experience in postgraduate teaching, and/or experience in research at the University/national Level institutions, including experience of guiding research at doctoral level.</p> <p style="text-align: center;"><b>OR</b></p> <p>An outstanding scholar with established reputation who has made significant contribution to knowledge. In exceptional cases, the teachers with 15 years of undergraduate teaching/research experience shall also be considered.</p> <p><b>(b) Professor of Journalism and Mass Communication</b> An eminent scholar with published work of high quality actively engaged in research with ten years of experience in post-graduate teaching and/or research at the University/National level institution including experience of guiding research at Doctoral level in Communication/Journalism.</p> <p><b>(c) Professor of Social Work</b> An eminent scholar with published work of high quality actively engaged in research with ten years of experience in post-graduate teaching and/or research at the University/National level institution including experience of guiding research at Doctoral level in Social Work.</p> <p style="text-align: center;"><b>OR</b></p> <p>15 years of experience in field practice, with professional publication, which show evidence of conceptualizing the field practice, and are a contribution to the development of knowledge in the area of field experience, or in consultation/documentation and experience in training and/or field instruction.</p> <p><b>SA-19(ix)(2) (a) Reader</b> The minimum qualification for appointment to the post of Reader in the scale of pay of Rs. 12000-18300 shall be Good academic record with a doctoral degree Or equivalent published work. In addition to these, candidates who join from outside the University system, shall also possess at least 55% of the marks Or an equivalent grade of B in the 7 point scale with latter grades O,A,B,C,D,E &amp; F at the master's Degree level. Five years of experience of teaching and/or research excluding the period spent for obtaining the research degree and has made some mark in the areas</p>	<p>(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)</p> <p>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.</p> <p>(xvi) The recruitment process for Government colleges shall be through Goa Public Service Commission.</p> <p><b>SA-19 (vii) Direct Recruitment</b> <b>SA-19 (vii) (1) Arts, Humanities, Sciences, Social Sciences, Commerce, Languages, Law, Journalism and Mass Communication.</b></p> <p>(a) Professor</p> <p>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.</p> <p>(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.</p> <p>(iii) Contribution to educational innovation, design of new curricula and courses, and technology - mediated teaching learning process.</p> <p>(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.</p> <p style="text-align: center;"><b>OR</b></p> <p>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)</p> <p>(b) Principal</p> <p>(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.</p> <p>(ii) A Ph.D. Degree in concerned/allied/relevant discipline(s) in the institution concerned with evidence of published work and research guidance.</p> <p>(iii) Associate Professor/Professor with a total experience of fifteen years of</p>	<p>Re numbered in view of deletion of clauses.</p> <p>UGC Regulations No.F-3-1/2009 dated 30th June, 2010</p> <p>UGC Regulations, 2010 <b>4.1.0</b></p> <p>Credentials as stipulated by the University.</p> <p>UGC Regulations, 2010 <b>4.2.0</b></p>
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<p>of scholarship as evidenced by quality of publications, contribution to educational innovation, design of new courses and curricula.</p> <p><b>(b) Reader in Journalism and Mass Communication Essential.</b></p> <p>1. Ph.D degree in Communication/Mass Communication/Journalism from an Indian University or an equivalent degree in foreign University. <b>OR</b> Published work of doctoral standard or media production work of excellence.</p> <p>2. Good Academic Record with at least 55 % marks (or in equivalent grade) at Master's level in the subject.</p> <p>3. 8 years of experience of teaching and/or research degree and having made a mark in the area of scholarship as evidenced by quality of publication, contribution to education innovation design of new courses and curricula. <b>OR</b> 10 years full-time work experience in any area of Mass Communication (News paper accredited with ABC, National news Agencies, radio or television, film media, reputed advertising Agencies, Public Relation Officer of the Government, Public Sector undertaking and established Industrial and Commercial Houses).</p> <p><b>(c) Reader in Social Work</b></p> <p>Good Academic Record with a Doctoral Degree or equivalent published work. Evidenced of being actively engaged in (i) Research or (ii) Innovation in teaching method or (iii) Production of teaching materials. Possesses at least 55 % marks or any equivalent grade at Master's degree level. About 8 years experience of teaching and/or research provided that at least five of these years were as Lecturers or an equivalent position. <b>OR</b> 10 years of experience in field practice and professional publication based on work experience, and experience in training and/or filed instruction. Experience in consultation and documentation.</p> <p><b>SA-19(ix)(3)(a) Lecturers</b></p> <p>The minimum qualifications required for appointment to the post of Lecturers in the scale of pay of Rs.8000-275-13500 in the faculties of Humanities, Social Sciences, Sciences, Commerce, Education, Physical Education, Foreign Languages and Law shall be Good academic record with at least 55 % of the marks <b>Or</b>, an equivalent grade of B in the 7 point scale with latter grades O,A,B,C,D,E &amp; F at the Master's degree from a foreign University.</p> <p><b>Note:</b> 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. This clause is also applicable to Sr. No. 3(b) 3(c) and 3(d).</p>	<p>teaching/research/administration in Universities, Colleges and other institutions of higher education.</p> <p>(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.</p> <p>(c) Associate Professor</p> <p>(i) Good academic record with a Ph.D. Degree in the concerned / allied / relevant disciplines.</p> <p>(ii) A Master's Degree with at least 55% marks (or an equivalent grade in a point scale wherever grading system is followed).</p> <p>(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.</p> <p>(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.</p> <p>(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.</p> <p>(d) Assistant Professor</p> <p>(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.</p> <p>(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.</p> <p>(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.</p> <p>(iv) NET/SLET/SET shall also not be required for such Masters Programmes in disciplines for which NET/SLET/SET is not available.</p> <p><b>SA-19 (vii) (2) Music and Dance Discipline</b></p> <p>(a) Professor:  An eminent scholar with a doctoral degree actively engaged in research with ten years of</p>	<p>UGC Regulations, 2010 <b>4.3.0</b></p> <p>UGC Regulations, 2010 <b>4.4.0</b></p> <p>UGC Regulations, 2010 <b>4.4.2.1</b></p> <p>UGC Regulations, 2010 <b>4.4.2.1.3</b></p>
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<p><b>(b) Lecturer in Journalism and Mass Communication</b> The minimum qualifications required for appointment to the post of Lecturer (Journalism and Mass Communication) in the scale of pay of Rs. 8000-13500 shall be good academic record with at least 55 % of the marks, (or an equivalent grade) at Masters level or an equivalent qualification from an Indian University /recognized institution in Communication/Mass Communication / Journalism.</p> <p><b>Desirable</b> 1. Ph.D degree in Communication / Mass Communication / Journalism from an Indian University or an equivalent degree from a foreign University. 2. Two years full time teaching/research/experience in any area of Mass Communication (News paper accredited with ABC, National News Agencies, radio or television, film media, reputed advertising Agencies, Public Relation Officer of the Government, Public Sector undertaking and established Industrial and Commercial Houses).</p> <p><b>(c) Lecturer of Social Work</b> Good Academic record with at least 55 % of marks (or in equivalent grade) at Master's degree level or an equivalent qualification from an Indian University or a foreign University.</p> <p><b>(d) Lecturer in Music</b> The minimum qualifications required for appointment to the post of Lecturers in music in the scale of pay of Rs. 8000-275-13500 shall be Good academic record with at least 55% of the marks, or an equivalent grade of B in the 7 point scale with latter grades O, A, B, C, D, E &amp; F at the Master's degree level, in the relevant subject Or an equivalent degree from an Indian/ Foreign University.</p> <p style="text-align: center;"><b>OR</b></p> <p>A traditional or a professional artist with a highly commendable professional achievement in the concerned subject.</p>	<p>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.</p> <p style="text-align: center;">OR</p> <p>A traditional and a professional artist with highly commendable professional achievement in the concerned subject, who should be or have:</p> <ul style="list-style-type: none"> <li>(i) 'A' grade artist of AIR/TV;</li> <li>(ii) Twelve years of outstanding performing achievements in the field of specialization;</li> <li>(iii) Significant contributions in the field of specializations and ability to guide research;</li> <li>(iv) Participation in National/International Seminars/ Conferences/Workshops and/ or recipient of National/International Awards/Fellowships; and</li> <li>(v) Ability to explain the logical reasoning of the subject concerned and adequate knowledge to teach theory with illustrations in that discipline.</li> </ul> <p>(b) Associate Professor:</p> <p>A (i) Good academic record with doctoral degree, with performing ability of high professional standard.</p> <ul style="list-style-type: none"> <li>(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.</li> <li>(iii) Has made significant contributions to the knowledge in the subject concerned, as evidenced by quality of publications.</li> <li>(iv) Contribution to educational innovation such as designing of new courses, curricula and/or outstanding performing achievement in the field of specialization.</li> </ul> <p style="text-align: center;">OR</p> <p>B A traditional and a professional artist with highly commendable professional achievement in the concerned subject, who should be or have:</p> <ul style="list-style-type: none"> <li>(i) 'A' grade artist of AIR/TV;</li> <li>(ii) Eight years of outstanding performing achievements in the field of specialization;</li> <li>(iii) Experience in designing of new courses and curricula;</li> <li>(iv) Participation in Seminars/Conferences in reputed institutions; and</li> <li>(v) Ability to explain the logical reasoning of the subject concerned and adequate knowledge to teach theory with illustrations in that discipline.</li> </ul> <p>(c) Assistant Professor:</p> <p>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.</p> <ul style="list-style-type: none"> <li>(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.</li> </ul> <p>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)</p>	<p style="text-align: center;">UGC Regulations, 2010 <b>4.4.2.1.2</b></p> <p style="text-align: center;">UGC Regulations, 2010 <b>4.4.2.1.1</b></p>
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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.

UGC Regulations, 2010 **4.4.2.2**

UGC Regulations, 2010 **4.4.2.2.3**

UGC Regulations, 2010 **4.4.2.2.2**



(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**

UGC Regulations, 2010 **4.4.2.2.1**

	<p>(a) Professor:</p> <p>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.</p> <p style="text-align: center;">OR</p> <p>A Professional artist with highly commendable professional achievement in the concerned subject, who should have:</p> <p>(i) Twelve years of experience of holding regular regional/national exhibition/workshops with evidence;</p> <p>(ii) Significant contributions in the field of specialization and ability to guide research;</p> <p>(iii) Participation in National/International Seminars/ Conferences/ Workshops and/or recipient of National/ International Awards/ Fellowships; and</p> <p>(iv) Ability to explain the logical reasoning of the subject concerned and adequate knowledge to teach theory with illustrations in that discipline.</p> <p>(b) Associate Professor:</p> <p>A) (i) Good academic record with doctoral degree, with performing ability of high professional standard.</p> <p>(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.</p> <p>(iii) Has made significant contributions to the knowledge in the subject concerned as evidenced by quality of publications.</p> <p>(iv) Contributions to educational innovation such as: designing new courses and/ or curricula and/or outstanding performing achievements in the field of specializations.</p> <p style="text-align: center;">OR</p> <p>B) A Professional artist with highly commendable professional achievement in the concerned subject, who should be or have:</p> <p>(i) A recognized artist of his/her own discipline;</p> <p>(ii) Eight years of outstanding performing achievements in the field of specialization;</p> <p>(iii) Experience in designing of new courses and /or curricula;</p> <p>(iv) Participation in Seminars/Conferences in reputed institutions; and</p> <p>(v) Ability to explain the logical reasoning of the subject concerned and adequate knowledge to teach theory with illustrations in that discipline.</p>	<p>UGC Regulations, 2010 <b>4.4.2.3</b></p> <p>UGC Regulations, 2010 <b>4.4.2.3.3</b></p> <p>UGC Regulations, 2010 <b>4.4.2.3.2</b></p>
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	<p>(c) Assistant Professor:</p> <p>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.</p> <p>(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.</p> <p>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 .</p> <p>(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.</p> <p style="text-align: center;">OR</p> <p>B) A Professional artist with highly commendable professional achievement in the concerned subject, who should have:</p> <p>(i) First class Diploma in Visual (Fine) arts discipline from the recognized Institution of India/Abroad;</p> <p>(ii) Five years of experience of holding regular regional/National exhibitions/Workshops with evidence; and</p> <p>(iii) Ability to explain the logical reasoning of the subject concerned and adequate knowledge to teach theory with illustrations in that discipline.</p> <p><b>SA-19 (vii) (5) Occupational Therapy</b></p> <p>(a) Professor:</p> <p>(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).</p> <p>(ii) Desirable: Higher Qualification such as Ph. D. in any discipline in occupational therapy recognized by the UGC/independent published work of high standard.</p> <p>(b) PRINCIPAL / DIRECTOR / DEAN:</p> <p>(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).</p> <p>(ii) Senior-most Professor shall be the Principal / Director / Dean.</p> <p>(iii) Desirable: Higher qualification like Ph. D. in any discipline in occupational therapy recognized by the UGC / independent published work of high standard.</p>	<p>UGC Regulations, 2010 <b>4.4.2.3.1</b></p> <p>UGC Regulations, 2010 <b>4.4.3</b> UGC Regulations, 2010 <b>4.4.3.3</b></p> <p>UGC Regulations, 2010 <b>4.4.3.4</b></p>
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	<p>(c) Associate Professor:</p> <p>(i) Master in Occupational Therapy (M.O.T. /M.O.Th./M.Sc. O.T.) with eight years experience as Assistant Professor.</p> <p>(ii) Desirable: Higher Qualification such as Ph. D. in any discipline in occupational therapy recognized by the UGC / independent published work of higher standard.</p> <p>(d) Assistant Professor:</p> <p>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.</p> <p><b>SA-19 (vii) (6) Physiotherapy</b></p> <p>(a) Professor:</p> <p>(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).</p> <p>(ii) Desirable: Higher Qualification such as Ph. D. in any discipline in Physiotherapy recognized by U.G.C. / independent published work of high standard.</p> <p>(b) Principal/Director/Dean:</p> <p>(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).</p> <p>(ii) Senior-most Professor shall be the Principal / Director / Dean.</p> <p>(iii) Desirable: Higher qualification like Ph. D. in any discipline in Physiotherapy recognized by the UGC / independent published work of high standard.</p> <p>(c) Associate Professor:</p> <p>(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.</p> <p>(ii) Desirable: Higher Qualification such as Ph. D. in any discipline in Physiotherapy recognized by U.G.C. / independent published work of high standard.</p> <p>(d) Assistant Professor:</p> <p>Bachelor Degree in Physiotherapy (B.P/T. /B. Th. /P./ B.P.Th.), Masters in Physiotherapy (M.P.Th/M.Th.P./M.Sc. P.T/M.PT.) with at least 55% marks (or an equivalent grade in a point scale wherever grading system is followed) from a recognized University.</p>	<p>UGC Regulations, 2010 <b>4.4.3.2</b></p> <p>UGC Regulations, 2010 <b>4.4.3.1</b></p> <p>UGC Regulations, 2010 <b>4.4.4</b></p> <p>UGC Regulations, 2010 <b>4.4.4.3</b></p> <p>UGC Regulations, 2010 <b>4.4.4.4</b></p> <p>UGC Regulations, 2010 <b>4.4.4.2</b></p> <p>UGC Regulations, 2010 <b>4.4.4.1</b></p>
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**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

UGC Regulations, 2010 **4.4.5.3**

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:

UGC Regulations, 2010 **4.4.5.2**

	<p>(i) Teaching, research, industrial and / or professional experience in a reputed organization;</p> <p>(ii) Published work, such as research papers, patents filed / obtained, books and / or technical reports; and</p> <p>(iii) Experience of guiding the project work /dissertation of PG / Research Students or supervising R&amp;D projects in industry.</p> <p>(c) Assistant Professor</p> <p>(A) Essential:</p> <p>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;</p> <p style="text-align: center;">OR</p> <p>First Class graduate and professionally qualified Chartered Accountant / Cost and Works Accountant / Company Secretary of the concerned statutory bodies.</p> <p>(B) Desirable:</p> <p>(i) Teaching, research, industrial and / or professional experience in a reputed organization;</p> <p>(ii) Papers presented at Conferences and / or published in refereed journals.</p> <p><b>SA-19 (vii) (8) Engineering and Technology Discipline</b></p> <p>(a) Professor:</p> <p>(A) Essential:</p> <p>A Ph.D. Degree with First Class at Bachelor's or Master's Degree in the appropriate branch of Engineering (Engg.) &amp; 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.</p> <p style="text-align: center;">OR</p> <p>In the event the candidate is from industry and the profession, the following shall constitute as essential:</p> <p>(i) First Class Master's Degree in the appropriate branch of Engg., &amp; Tech.;</p> <p>(ii) Significant professional work which can be recognized as equivalent to a Ph.D. Degree in appropriate branch of Engg. &amp; Tech., and industrial / professional experience of ten years, out of which at least five years at a senior level of Assistant Professor /Reader,</p> <p><i>Provided</i> 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.</p> <p>(B) In addition to the above qualifications, the following shall be desirable:</p>	<p>UGC Regulations, 2010 <b>4.4.5.1</b></p> <p>UGC Regulations, 2010 <b>4.4.6.1</b></p> <p>UGC Regulations, 2010 <b>4.4.6.3</b></p>
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	<p>(i) Teaching, research industrial and / or professional experience in a reputed organization;</p> <p>(ii) Published work, such as research papers, patents filed / obtained, books, and / or technical reports;</p> <p>(iii) Experience of guiding the project work / dissertation of PG / Research Students or supervising R&amp;D projects in industry;</p> <p>(iv) Demonstrated leadership in planning and organizing academic, research, industrial and / or professional activities; and</p> <p>(v) Demonstrated the required capacity to undertake /lead sponsored R&amp;D, consultancy and related activities.</p> <p>(b) Associate Professor (A) Essential:</p> <p>A Ph.D. Degree with First Class at Bachelor's or Master's Degree in the appropriate branch of Engg., &amp; 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</p> <p>In the event the candidate is from industry and the profession, the following shall constitute as essential:</p> <p>(i) First Class Master's Degree in the appropriate branch of Engg., &amp; Tech.;</p> <p>(ii) Significant professional work which can be recognized as equivalent to a Ph.D. Degree in appropriate branch of Engg., &amp; Tech., and industrial / professional experience of eight years in a position equivalent to the level of Assistant Professor,</p> <p>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.</p> <p>(B) In addition to the above qualifications, the following shall be desirable:</p> <p>(i) Teaching, research, industrial and / or professional experience in a reputed organization;</p> <p>(ii) Published work, such as research papers, patents filed / obtained, books, and / or technical reports;</p> <p>(iii) Experience of guiding the project work / dissertation of PG / Research Students or supervising R&amp;D projects in industry.</p> <p>(c) Assistant Professor (A) Essential</p> <p>First Class Master's Degree in the appropriate branch of Engg. &amp; Tech.</p> <p>(B) In addition to the above qualifications, the following shall be desirable:</p>	<p>UGC Regulations, 2010 <b>4.4.6.1.2</b></p> <p>UGC Regulations, 2010 <b>4.4.6.1.1</b></p>
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- (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

UGC Regulations, 2010 **4.4.6.2**

UGC Regulations, 2010 **4.4.6.2.3**

UGC Regulations, 2010 **4.4.6.2.2**

	<p>spent on obtaining the research degree;</p> <p style="text-align: center;">OR</p> <p>In the event the candidate is from industry and the profession, the following shall constitute as essential:</p> <p>(i) First Class Master's Degree in the appropriate branch of Engg., &amp; Tech./Applied Biological Sciences;</p> <p>(ii) Significant professional work which can be recognized as equivalent to a Ph.D. Degree in appropriate branch of Engg., &amp; Tech., and industrial / professional experience of eight years in a position equivalent to the level of Lecturer,</p> <p><i>Provided</i> 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.</p> <p>(B) Desirable:</p> <p>(i) Teaching, research industrial and / or professional experience in a reputed organization;</p> <p>(ii) Published work, such as research papers, patents filed / obtained, books, and / or technical reports; and</p> <p>(iii) Experience of guiding project work / dissertation of PG / Research Students or supervising R&amp;D projects in industry.</p> <p>(c) Assistant Professor</p> <p>(A) Essential:</p> <p>i) First Class Master's Degree in the appropriate branch of Engineering (Engg.) &amp; Technology (Tech);</p> <p style="text-align: center;">OR</p> <p>A Ph.D. Degree in Applied Biological Sciences such as, Micro-Biology, Bio Chemistry, Genetics, Molecular Biology, Pharmacy and Bio-Physics;</p> <p style="text-align: center;">OR</p> <p>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.</p> <p>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.</p> <p>(B) Desirable:</p> <p>(i) Teaching, research, industrial and / or professional experience in a reputed organization;</p> <p>(ii) Papers presented at Conferences and / or published in refereed journals;</p> <p><b>SA-19 (vii) (10) Pharmacy Discipline</b></p> <p>(a) Professor:</p> <p>(A) Essential:</p> <p>(i) A basic degree in Pharmacy (B. Pharm.).</p>	<p>UGC Regulations, 2010 <b>4.4.6.2.1</b></p> <p>UGC Regulations, 2010 <b>4.4.6.3</b></p> <p>UGC Regulations, 2010 <b>4.4.6.3.3</b></p>
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(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

UGC Regulations, 2010 **4.4.6.3.2**

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]**

UGC Regulations, 2010 **4.4.6.3.1**

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.

UGC Regulations, 2010 **4.4.7(A)(i)**

UGC Regulations, 2010 **4.4.7(A)(ii)**

<p><b>SA-19(ix) (4) Librarian in University</b>  <b>Minimum qualification required for appointment of Librarian in Universities.</b></p> <p>a) Master's degree in Library Science/ information Science/Documentation with at least 55% of the marks or its equivalent Grade B in the UGC seven point scale and consistently good academic record.</p> <p>b) At least thirteen years as a Deputy Librarian in an University Library or</p>	<p>B. Institutions/Colleges offering M. Ed. Course:</p> <p>a) <b>Professor / Head:</b></p> <p>(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);</p> <p>(ii)Ph. D. in Education; and</p> <p>(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.</p> <p>(b) <b>Associate Professor:</b></p> <p>(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);</p> <p>(ii)Ph. D. in Education; and</p> <p>(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.</p> <p>(c) <b>Assistant Professor:</b></p> <p>(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</p> <p>(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.</p> <p>(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.</p> <p>C. Institutions/Colleges offering M.P.Ed. Course:</p> <p>(a) <b>Principal / Head:</b></p>	<p>UGC Regulations, 2010 <b>4.4.7(B)(i)</b></p> <p>UGC Regulations, 2010 <b>4.4.7(B)(ii)</b></p> <p>UGC Regulations, 2010 <b>4.4.7(B)(iii)</b></p> <p>UGC Regulations, 2010 <b>4.4.7(C)</b></p>
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<p>eighteen years' experience as a College Librarian.</p> <p>c) Evidence of innovative library service and organization of published work.</p> <p><b>Desirable</b> M.Phil/Ph.D degree in Library Science / Information Science / Documentation / Archives and Manuscript-keeping.</p> <p><b>SA-19(ix) (5) Deputy Librarian in University</b> Minimum qualification required for appointment of Deputy Librarian in Universities</p> <p>(a) Masters' degree in Library Science/ Information Science/Documentation with at least 55% of the marks of its equivalent grade B in the UGC seven point scale and a consistently good academic record;</p> <p>(b) Five years' experience as Assistant University Librarian/College Librarian</p> <p>(c) Evidence of innovative library services and organization of published work.</p> <p><b>Desirable</b> M.Phil/Ph.D degree in Library Science / Information Science / Documentation / Archives and Manuscript-keeping, Computerization of Library.</p> <p><b>SA-19 (ix) (6) University Assistant Librarian/ College Librarians/ Documentation Officers.</b> The minimum qualifications required for appointment to the post of Assistant University Librarian and College Librarian/ Documentation Officer shall be:</p> <p>(a) Qualifying in the national-level test conducted for the purpose by the UGC or any other agency approved by the UGC.</p> <p>(b) Master's Degree in Library Science/Information Science/Documentation or an equivalent professional Degree with at least 55% of the marks or its equivalent Grade of B in the UGC seven point scale plus a consistently good academic record and knowledge of Computerization of Library.</p> <p><b>SA-19( ix) (7) University Assistant Director of Physical Education and Sports/College DPEs (Lecturer Scale)</b> The minimum qualifications required for appointment to the post of University Assistant Director of Physical Education and sports/College DPEs(Lecturer Scale) shall be:</p> <p>(i) Masters' degree in Physical Education (two years course) with at least 55% of the marks or its equivalent grade of B in the UGC 7 point scale plus a consistently good academic record;</p> <p>(ii) Record of having represented the university/college at the inter-university/inter-collegiate competitions or the State in national championship.</p> <p>(iii) Passed the Physical fitness test. In order to pass the Physical fitness test, the following norms for men and women will be adopted:</p>	<p>(i) A Master's degree in Physical Education with 55% marks (or an equivalent grade in a point scale wherever grading system is followed);</p> <p>(ii) Ph.D. in Physical Education or equivalent published work in Physical Education; and</p> <p>(iii) Ten Years teaching experience out of which five years experience shall be in a college Physical Education.</p> <p><b>(b) Professor:</b></p> <p>(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);</p> <p>(ii) Ph.D. in Physical Education or equivalent published work; and</p> <p>(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.</p> <p><b>(c) Associate Professor:</b></p> <p>(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)</p> <p>(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</p> <p>(iii) Ph.D. in Physical Education or Equivalent published work.</p> <p><b>(d) Assistant Professor:</b></p> <p>(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</p> <p>(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.</p> <p>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.</p> <p><b>SA-19 (vii) (12) Library</b></p> <p><b>(a) University Librarian</b></p> <p>(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.</p>	<p>UGC Regulations, 2010 <b>4.4.7(C)(i)</b></p> <p>UGC Regulations, 2010 <b>4.4.7(C)(ii)</b></p> <p>UGC Regulations, 2010 <b>4.4.7(C)(iii)</b></p> <p>UGC Regulations, 2010 <b>4.4.7(C)(iv)</b></p> <p>Re-numbered UGC Regulations, 2010 <b>4.5.1</b></p>
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**MEN**

12 minutes Run/Walk Test

Up to 30 years	Up to 40 years	Up to 45 years	Up to 50 years
1800 mtrs.	1500 mtrs	1200 mtrs	800 mtrs.

**WOMEN**

8 Minutes Run/Walk Test

Up to 30 years	Up to 40 years	Up to 45 years	Up to 50 years
1000 mtrs.	800 mtrs	600 mtrs	400 mtrs.

A candidate, before appearing for the test, shall produce a medical certificate certifying he/ she is medically fit; and

(iv) Qualifying in the national test conducted for the purpose by the UGC or any other agency approved by the UGC.

**SA-19 (ix) (8) University Assistant Director of Physical Education and College DPEs (Senior Scale)**

The minimum qualifications required for appointment to the post of University Assistant Director of Physical Education and College DPEs(Senior- Scale) shall be:

(i) Should have completed six years of service as University Assistant DPEs/College DPEs with a benefit of two years for Ph.D and one year for M.Phil Degree holders;

(ii) Passed the physical fitness test. The norms for men and women for the Physical fitness test will be as per SA-19 (ix) (7) (iii) above;

(iii) Consistently good appraisal reports ; and

(iv) Attended at least one orientation and one refresher course of about three or four weeks' duration each with proper and well-defined evaluation procedure (exemption from one refresher course is granted to Ph.D degree holders)

**SA-19 (ix) (9) University Assistant Director of Physical Education and College DPEs (Selection- grade)**

The minimum qualifications required for appointment to the post of

(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.

Re-numbered

UGC Regulations, 2010 **4.5.2**

Re-numbered

UGC Regulations, 2010 **4.5.3**

Re-numbered

UGC Regulations, 2010 **4.6.1**





shall be exempted from the requirement of passing NET or any other equivalent test accredited by the U.G.C. for appointment to the posts mentioned under the sub-clause (3) to (7) above.

**SA-19 (ix)(16)** The minimum requirement of 55% shall not be insisted upon for Principals, Professor, Readers, Registrar, Deputy Registrars, Librarian, Deputy Librarians and Directors of Physical Education, and Deputy Directors of Physical Education for the existing incumbents who are already in the University system. However, these marks, shall be insisted upon for those entering the system from outside and those at the entry point of Lecturers, Assistant Registrar, Assistant librarian, Assistant Director of Physical Education.

**Note:**

1. NET shall remain the compulsory requirement for appointment as lecturer even for candidates having Ph. D degree.
2. The seven point scale will be as follows:

Grade	Grade Point	Percentage Equivalent
'O' = Outstanding	5.50-6.00	75-100
'A' = Very Good	4.50-5.49	65-74
'B' = Good	3.50-4.49	55-64
'C' = Average	2.50-3.49	45-54
'D' = Below Average	1.50-2.49	35-44
'E' = Poor	0.50-1.49	25-34
'F' = Fail	0-0.49	0-24

- (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.

Re-numbered  
UGC Regulations, 2010 **4.6.4**

UGC Regulations, 2010 (as per  
UGC letter dated 29<sup>th</sup> June, 2011)  
(D.O.No. 1-2/2009(EC/PS)/Pt.VIII

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<p><b>SA-19 (x) Incentives for Ph.D. and M.Phil</b></p> <p>(a) To encourage research, those who hold Ph.D/M.Phil degrees, respectively at the time of appointment as Lecturers or equivalent posts will be given four / two advance increments. Candidates with D.Lit / D.Sc should be given benefit on par with Ph.D and M.Litt. on par with M.Phil.</p> <p>b) One increment will be given to those lecturers with M.Phil who acquire Ph.D within two years of their appointment.</p> <p>(c) A lecturer with Ph.D will be given two advance increments while granting him/ her the Selection Grade. However, two advance increments shall not be admissible where recruitment to the post for which Ph.D. is an essential qualification.</p> <p>(d) A lecturer will be given two advance increments as and when he/she acquires a Ph.D degree in his/her service career.</p>	<p><b>SA-19 (viii) Incentives for Ph.D./ M. Phil and other higher qualification to take effect from 01/09/2008.</b></p> <p>(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.</p> <p>(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.</p> <p>(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.</p> <p>(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.</p> <p>(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.</p> <p>(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.</p> <p>(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.</p> <p>(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.</p> <p>(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</p>	<p>Renumbered UGC Regulations 2010 <b>9.0</b></p> <p>UGC Regulations 2010 <b>9.1</b></p> <p>UGC Regulations 2010 <b>9.2</b></p> <p>UGC Regulations 2010 <b>9.3</b></p> <p>UGC Regulations 2010 <b>9.4(i)</b></p> <p>UGC Regulations 2010 <b>9.4(ii)</b></p> <p>UGC Regulations 2010 <b>9.5</b></p> <p>UGC Regulations 2010 <b>9.6</b></p> <p>UGC Regulations 2010 <b>9.7</b></p> <p>UGC Regulations 2010 <b>9.8</b></p>
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	<p>evaluation process for the award of Ph.D. in library science.</p> <p>(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.</p> <p>(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.</p> <p>(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.</p> <p>(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.</p> <p>(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.</p> <p>(ix) Five- non-compounded advance increments shall be admissible to Assistant Director of Physical Education and Sports/College Director of Physical Education &amp; 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.</p> <p>(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.</p> <p>(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.</p> <p>(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.</p>	<p>UGC Regulations 2010 <b>9.8.1(i)</b></p> <p>UGC Regulations 2010 <b>9.8.1(ii)</b></p> <p>UGC Regulations 2010 <b>9.8.2</b></p> <p>UGC Regulations 2010 <b>9.8.3</b></p> <p>UGC Regulations 2010 <b>9.8.4</b></p> <p>UGC Regulations 2010 <b>9.9</b></p> <p>UGC Regulations 2010 <b>9.10</b></p> <p>UGC Regulations 2010 <b>9.11</b></p> <p>UGC Regulations 2010 <b>9.12</b></p>
<p><b>SA-19 (xi) Career Advancement</b>  (1) Minimum length of service for eligibility to move into the grade of lecturer (Senior Scale) shall be four years for those with Ph. D, five years for those with M.Phil, and six years for others at the level of Lecturer, and for eligibility to move</p>	<p><b>SA-19 (ix) Career Advancement Scheme</b></p> <p><b>(a) Stages of Promotion Under Career Advancement Scheme of Incumbent and Newly Appointed Assistant Professors/ Associate Professors/ Professors.</b></p>	<p>Renumbered</p> <p>UGC Regulations 2010 <b>6.4.0</b></p>

<p>into the Grade of Lecturer (Selection Grade/ Reader), the minimum length of service as Lecturer (Senior Scale) shall be uniformly five years.</p> <p>(2) For movement into grades of Reader and above, the minimum eligibility criterion shall be Ph.D. those without Ph.D can go upto the level of Lecturer (Selection Grade).</p> <p>(3) A Reader with a minimum of eight years of service in that grade will be eligible to be considered for promotion as a Professor.</p> <p>(4) The Selection Committee for Career Advancement shall be the same as those for Direct Recruitment for each category.</p> <p><b>(a) From Lecturer to Lecturer (Senior Scale) 10,000-325-15,200</b></p> <p>Every Lecturer will be placed in the senior scale of pay of Rs. 10,000-325-15,200 if he /she has :</p> <p>(i) Completed six years of service as a Lecturer, or Completed five years of service as lecturer with M.Phil, or Completed four years of service as lecturer with Ph.D.; and</p> <p>(ii) Has participated in one refresher course and one orientation course each of approximately three/ four weeks duration or engaged in other appropriate continuing education programme of comparable quality as approved by the U.G.C. from time to time (Those with Ph.D degree would be exempted from one refresher course) ; and</p> <p>(iii) Consistently satisfactory Performance Appraisal Reports.</p> <p><b>(b) From Lecturer (Senior Scale) to Lecturer (Selection Grade) 12,000-420-18,300</b></p> <p>Lecturers in the Senior Scale who do not have a Ph.D degree or equivalent published work, and who do not meet the scholarship and research standards, but fulfill the other criteria given to the position of Reader, and yet have a good record in teaching and, preferably, has contributed in various ways such as to the corporate life of the institution, examination work, or through extension activities, will be placed in the Selection Grade. He/she will be designated as Lecturers in the selection Grade. He/she could offer himself/herself for fresh assessment after obtaining Ph.D and/or fulfilling other requirement for promotion as Reader and, if found suitable, could be given the designation of Reader.</p> <p><b>(c) Reader (Promotion)</b></p> <p>A lecturer in the Senior Scale will be eligible for promotion to the position of Reader if he/she has;</p> <p>(i) Completed 5 years of service in the Senior Scale;</p> <p>(ii) Obtained a Ph.D degree or has equivalent published work</p> <p>(iii) Made some mark in the areas of scholarship and research as evidence in some of the activities such as self-assessment reports, referees reports, quality</p>	<ol style="list-style-type: none"> <li>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.</li> <li>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.</li> <li>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.</li> <li>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.</li> <li>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.</li> <li>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.</li> <li>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.</li> <li>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. <i>Provided</i> that no teacher, other than those with a Ph.D., shall be promoted or appointed as Professor.</li> <li>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).</li> <li>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: <ol style="list-style-type: none"> <li>(a) post-doctoral research outputs of high standard;</li> <li>(b) awards / honours /and recognitions;</li> <li>(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.</li> </ol> </li> </ol>	<p>UGC Regulations 2010 <b>6.4.1</b></p> <p>UGC Regulations 2010 <b>6.4.2</b></p> <p>UGC Regulations 2010 <b>6.4.3</b></p> <p>UGC Regulations 2010 <b>6.4.4</b></p> <p>UGC Regulations 2010 <b>6.4.5</b></p> <p>UGC Regulations 2010 <b>6.4.6</b></p> <p>UGC Regulations 2010 <b>6.4.7</b></p> <p>UGC Regulations 2010 <b>6.4.8</b></p> <p>UGC Regulations 2010 <b>6.4.9</b></p> <p>UGC Regulations 2010 <b>6.4.10</b></p>
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<p>of publication, contribution to educational innovation, design of new courses and curricula and extension activities;</p> <p>(iv) After placement in the Senior Scale participated in two refresher courses/summer institutes of approved duration, or engaged in other appropriate continuing education programmes of comparable quality as may be specified or approved by the University Grants Commission; and</p> <p>(v) Possesses consistently good performance appraisal reports.</p> <p>(vi) Promotion to the position of Reader will be through a process of selection by a Selection Committee to be set up under the Statutes/Ordinances of the concerned University or other similar Committees set up by the appointing authorities.</p> <p><b>(d) From Reader to Professor (Promotion)</b></p> <p>A minimum 8 years experience as a Reader be an eligibility to be considered for promotion as a Professor;</p> <p>i) that the Professor already appointed under direct recruitment be not eligible;</p> <p>ii) that self-appraisal report for the period including five years before the date of eligibility be submitted;</p> <p>iii) that minimum of five research publications out of which two could be books, be submitted for evaluation/ assessments before the interviews;</p> <p>iv) that the assessment of the research publications, including books, be done by three eminent experts in the subject which shall be different than those called for interviews to be conducted later on;</p> <p>v) that all the recommendations be positive from the three experts. In case the recommendations of one out of three is negative, the research publication be sent to the fourth expert for evaluation and assessment. In all, there has to be a minimum of three positive recommendations out of the total of four experts, in cases the fourth expert has participated in the exercise due to one negative report out of the initially three experts involved in evaluation;</p> <p>vi) that there be a separate column in the evaluation report of the expert saying whether the research publications and books are recommended or not recommended;</p> <p>vii) that the University be permitted to hold the interview for promotion under CAS only for those candidates who have cleared by obtaining minimum of three positive recommendations from the experts on their research publications/books;</p> <p>viii) that there after the interview be conducted inviting three experts the concerned subject making sure that these experts be different than those who had assessed and evaluated the research publications;</p> <p>ix) that repeat process of promotions/interview for the rejected candidates can be conducted only after a minimum period of one year from the date of promotion process/interview in which the candidate was rejected;</p> <p>x) that the promotion from Reader to Professor under CAS being a personal position and not against a sanctioned post, the teaching workload of the Reader be carried forward with him/her and be undertaken by the promotee even in the capacity of the CAS Professor;</p> <p>xi) A patent submitted by a candidate for assessment and evaluation by the subject experts and placed before the Selection Committee at the time of interview can be considered equivalent to a publication for consideration for promotion from the position of Reader to the position of Professor.</p> <p><b>Note 1.:</b> If the number of years required in a feeder cadre are less than those stipulated, thus entailing hardship to those who have completed more than the</p>	<p>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.</p> <p>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.</p> <p>Such recommendations shall require the approval of the Government of Goa.</p> <p>In respect of teachers of affiliated Colleges, such recommendations shall require the approval of the Government of Goa.</p> <p>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.</p> <p>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.</p> <p><b>(b) Stages of Promotion Under the Career Advancement Scheme for Assistant Librarians, etc.</b></p> <ol style="list-style-type: none"> <li>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).</li> <li>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).</li> <li>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</li> </ol>	<p>UGC Regulations 2010 <b>6.4.11</b></p> <p>UGC Regulations 2010 <b>6.6.0</b></p> <p>UGC Regulations 2010 <b>6.6.1</b></p> <p>UGC Regulations 2010 <b>6.6.2</b></p> <p>UGC Regulations 2010 <b>6.6.3</b></p>
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<p>total number of years in their entire service for eligibility in the cadre, shall be placed in the next higher cadre after adjusting the total number of years.</p> <p><b>(e) From Reader to Professor</b> A Reader with a minimum of eight years of service will be eligible for consideration for appointment as a Professor.</p> <p><b>Note: 1.</b> If the number of years required in a feeder cadre are less than those stipulated, thus entailing hardship to those who have completed more than the total number of years in their entire service for eligibility in the cadre, shall be placed in the next higher cadre after adjusting the total number of years.</p> <p><b>Note: 2.</b> The benefit of career advancement is available to teachers only.</p>	<p>scoring system and PBAS methodology, move to the next higher grade (stage 2).</p> <p>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.</p> <p>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.</p> <p><b>(c) Stages of Promotion Under Career Advancement Scheme for Physical Education and Sports Personnel</b></p> <p>1. Assistant DPE&amp;S in the entry level grade/College DPE&amp;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).</p> <p>2. Assistant DPE&amp;S/College DPE&amp;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.</p> <p>3. Assistant DPE&amp;S/ College DPE&amp;S in the entry level grade, without the relevant Ph.D. and M.Phil. shall, after completing service of six years as Assistant DPE&amp;S/College DPE&amp;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).</p> <p>4. After completing service of five years in the second stage and subject to satisfying API scoring system and PBAS methodology, Assistant DPE&amp;S (Senior Scale) / College DPE&amp;S (Senior scale) shall be promoted to the next higher grade (stage 3). They shall be designated as Deputy DPE&amp;S/ Assistant DPE&amp;S (Selection Grade) / College DPE&amp;S (Selection Grade), as the case may be.</p> <p>5. After completing service of three years in stage 3 and subject to satisfying API/ scoring system and PBAS methodology, Deputy DPE&amp;S/Assistant DPE&amp;S (Selection Grade) College DPE&amp;S (Selection Grade) shall move to the next higher grade (stage 4). They shall continue to be designated as Deputy DPE&amp;S/Assistant DPE&amp;S (Selection Grade) / College DPE&amp;S (Selection Grade)</p>	<p>UGC Regulations 2010 <b>6.6.4</b></p> <p>UGC Regulations 2010 <b>6.6.5</b></p> <p>UGC Regulations 2010 <b>6.7.0</b></p> <p>UGC Regulations 2010 <b>6.7.1</b></p> <p>UGC Regulations 2010 <b>6.7.2</b></p> <p>UGC Regulations 2010 <b>6.7.3</b></p> <p>UGC Regulations 2010 <b>6.7.4</b></p> <p>UGC Regulations 2010 <b>6.7.5</b></p>
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<p><b>SA-19 (xii) Counting of past service</b></p> <p>Previous service, without any break as a Lecturer or equivalent, in a University, College, national laboratory, or other scientific organizations, e.g. CSIR, ICAR, DRDO, UGC, ICSSR, ICHR and as a UGC Research Scientist, shall be counted for placement of lecturer in Senior Scale/Selection Grade provided that :</p> <p>(i) The post was in an equivalent grade/scale of pay as the post of a Lecturer;</p> <p>(ii) The qualifications for the post were not lower than the qualifications prescribed by the UGC for the post of Lecturer;</p> <p>(iii) The candidates who apply for direct recruitment should apply through proper channels;</p> <p>(iv) The concerned Lecturers possessed the minimum qualifications prescribed by the UGC for appointment as Lecturers;</p> <p>(v) The post filled in accordance with the prescribed selection procedure as laid down by the University/State Government/Central Government/Institution's regulations; and</p> <p>(vi) The appointment was not ad-hoc or in a leave vacancy of less than one year duration. Ad-hoc service of more than one year duration can be counted provided:</p> <p>(a) the ad hoc service was of more than one year duration;</p> <p>(b) the incumbent was appointed on the recommendation of duly constituted Selection Committee; and</p> <p>(c) the incumbent was selected to the permanent post in continuation to the ad hoc service, without any break.</p> <p><b>Note:</b> (a) All experience certificate shall be countersigned by Director of Higher Education of the concerned State.</p> <p>(b) Proper weightage shall be given to the part-time service of the part-time Lecturer appointed prior to 7.8.1990 on regular scale of pay who becomes full-time Lecturer later. In such cases, two years of part-time service shall be considered as equivalent to one year's full-time service, and no fraction even if it is more than half, should be considered.</p> <p><b>SA-19 (xiii)</b></p> <p>(a) Promotion to the Post of Reader will be through a process of selection by a Selection Committee set up under the Statutes/Ordinances of the University or other similar committees set up by the appointing authorities.</p> <p>(b) In addition to the sanctioned position of Professors, which will be filled in through direct recruitment through all India advertisements, promotion shall be made from the post of Reader to that of Professor after 8 years of service as Reader.</p> <p>The selection Committee for promotion to the post of Professor shall be the same as that for direct recruitment. For the promotion from Reader to</p>	<p><b>SA-19 (x) Counting of Past Services for Direct Recruitment and Promotion under CAS</b></p> <p>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:</p> <p>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.</p> <p>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.</p> <p>c) The candidate for direct recruitment has applied through proper channel only.</p> <p>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.</p> <p>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.</p> <p>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:</p> <p>i. the period of service was of more than one year duration;</p> <p>ii. the incumbent was appointed on the recommendation of duly constituted Selection Committee; and</p> <p>iii. the incumbent was selected to the permanent post in continuation to the ad hoc or temporary service, without any break.</p> <p>(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.</p> <p>Deleted</p>	<p>Renumbered UGC Regulations 2010 <b>10.0</b></p> <p>UGC Regulations 2010 <b>10.1</b></p> <p>COVERED UNDER CAS SA-19 (ix)</p>
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<p>Professor, the following method of promotion shall be followed:</p> <p>The candidate shall present himself/herself before the Selection Committee with some of the following:</p> <p>(a) Self-appraisal report (required)  (b) Research contribution/books/articles published  (c) Any other academic contributions.</p> <p>The best three written contributions of the teacher (as defined by him/her) shall be sent in advance to the Experts to review before coming for the selection. The candidate should submit these in 3 sets with the application.</p> <p>(d) Seminars/Conferences attended  (e) Contribution to teaching/academic environment/institutional corporate life  (f) Extension and field outreach activities.</p> <p><b>SA-19(xiv) Rewarding the merit/incentives</b>  (a) A super time scale of Rs.22000-500-24500 will be given to such Professors of Eminence who are directly recruited and have completed 28 years of service in accordance with the scheme to be approved by the Government of India.</p> <p>(b) Meritorious teachers, who may not have M.Phil or Ph.D but who have made outstanding contributions, shall be rewarded and recognized as per the scheme to be approved by the Government of India.</p> <p><b>SA-19(xv)</b> More posts of Professors and Readers will be created in the University and colleges to broaden the channel of open selection on the basis of suitable criteria prescribed by the UGC for this purpose. The requirements of qualifications and experience for posts to be filled up through open selection will be prescribed by the UGC from time to time. The University will have the freedom to seek out brilliant people, independent of their seniority, from within the University and colleges or outside and provide them opportunities for joining the teaching profession at appropriate levels. UGC recognized autonomous colleges shall create posts of Professor on the basis of felt needs. In general, 1 post of Professor shall be created if there are already at least 4 Readers and 12 Lecturers and it is felt that creation of a post of Professor is academically necessary.</p>	<p>Deleted</p> <p><b>SA-19 (xi) Professors in Under Graduate and Post Graduate Colleges:</b></p> <ol style="list-style-type: none"> <li>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.</li> </ol> <p>For avoidance of doubts, it is clarified that sanctioned posts include the posts approved under both direct recruitment and CAS promotion.</p> <ol style="list-style-type: none"> <li>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.</li> <li>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</li> </ol>	<p>No provision under New UGC Guidelines</p> <p>Re-numbered  UGC Regulations, 2010 <b>6.5.0</b>  UGC Regulations, 2010 <b>6.5.1(i)</b></p> <p>UGC Regulations, 2010 <b>6.5.1(ii)</b></p> <p>UGC Regulations, 2010 <b>6.5.1(iii)</b></p>
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<p><b>SA-19(xvi)</b> Since the eligibility for the Career Advancement from Lecturer to Senior Lecturer and from Senior Lecturer to Selection grade Lecturer has been reduced by 2/1 years for non-Ph.D/Ph.D, and 3 years in the case of Senior Lecturers, extension till 31<sup>st</sup> December, 2000 shall be given to him/her to complete his/her participation in the required number of refresher/ orientation courses. In such cases, placements in the respective scales should be done with effect from the date of eligibility.</p> <p><b>SA-19 (xvii)</b> Regular and systematic appraisal of performance of teachers is to be an essential element in the management of education and this has been taken into account in the design for the career development of teachers, the guidelines for the evaluation of performance of teachers will be as recommended by the UGC from time to time.</p>	<p>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.</p> <p>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.</p> <p>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.</p> <p>Deleted</p> <p>Deleted</p>	<p>UGC Regulations, 2010 <b>6.5.2</b></p> <p>UGC Regulations, 2010 <b>6.5.2</b></p> <p>COVERED UNDER CAS</p> <p>COVERED UNDER CAS</p>
<p><b>SA-19 (xviii) Other conditions of service:</b></p> <p><b>Probation:</b> The period of probation of a teacher shall not exceed 24 months. A Lecturer appointed on probation should ordinarily be confirmed only if his/her Performance Appraisal Reports are satisfactory.</p> <p>The confirmation should not be linked to completion of orientation course, but efforts should be made to send the teacher either before joining, or</p>	<p><b>SA-19 (xii) Terms and Conditions of service of Teachers appointed in the Goa University departments and affiliated colleges/ institutions.</b></p> <p><b>SA-19 (xii) (1) Period of Probation and Confirmation</b></p> <p>(A) For Teachers</p> <p>(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.</p>	<p>UGC Regulations, 2010 <b>11.0</b> Existing Statute SSB-1(v) and SC-5(iv)</p> <p>UGC Regulations 2010 <b>11.1 &amp; 11.2</b></p>

<p>immediately thereafter, but, in any case, the orientation course should be completed within a period of the first two years.</p>	<p>(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.</p> <p>(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.</p> <p>(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.</p> <p>(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.</p> <p>(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.</p> <p>(g) Probation and confirmation rules are applicable only at the initial stage of recruitment, issued from time to time, by UGC / Central / State Government.</p> <p>(h) All other Central / State Government rules on probation and confirmation shall be applicable <i>mutatis mutandis</i>.</p> <p>(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.</p> <p>(B) For Principals</p> <p>(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.</p> <p>(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.</p> <p>(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.</p>	<p>Existing Statute SSB-1(v)(c) Existing Statute SC-5(iv)(2)</p> <p>UGC Regulations 2010 <b>11.3</b></p> <p>Existing Statute SC-5(iv)(3)</p> <p>Existing Statute SC-5(iv)(4)</p> <p>UGC Regulations 2010 <b>11.4</b></p> <p>UGC Regulations 2010 <b>11.5</b></p> <p>Existing Statute SSB-1(v)(d)</p> <p>Existing Statute SC-3(i)(4)(a)</p> <p>Existing Statute SC-3(i)(4)(b)</p> <p>Existing Statute SC-3(i)(4)(c)</p>
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	<p>(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.</p> <p>(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.</p> <p>(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.</p> <p>(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.</p> <p><b>SA-19 (xii) (2) Service Book</b></p> <p>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.</p> <p><b>SA-19 (xii) (3) Increments</b></p> <p>(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.</p> <p>(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</p> <p>(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.</p> <p>(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.</p> <p>(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</p>	<p>Existing Statute SC-3(i)(4)(d)</p> <p>Existing Statute SC-3(i)(4)(e)</p> <p>Existing Statute SC-3(i)(4)(f)</p> <p>Existing Statute SC-3(i)(4)(g)</p> <p>Existing Statute SSB-1(vi) and SC-5(v)</p> <p>UGC Regulations 2010 <b>10.1</b></p> <p>Existing Statute SSB-1(vii) and SC-5(vi)</p> <p>UGC Regulations 2010 <b>10.2</b></p> <p>UGC Regulations 2010 <b>10.3</b></p> <p>UGC Regulations 2010 <b>10.4</b></p> <p>UGC Regulations 2010 <b>10.5</b></p>
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	<p>education.</p> <p>(ii) Service as laid-down in the following clauses shall count for increments in the time-scale of pay :</p> <p>(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.</p> <p>(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.</p> <p>(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.</p> <p>(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.</p> <p>(e) Service rendered in a post on a time-scale of pay during the period of probation shall count as service towards increment(s).</p> <p>(f) Service rendered on a temporary post shall count for increment, provided that the post is on a prescribed time-scale of pay.</p> <p>(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).</p> <p><b>SA-19 (xii) (4) Seniority of Teachers</b> Seniority of teachers in the University/affiliated college shall be determined as under:-</p> <p>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.</p> <p>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.</p> <p>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.</p> <p>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</p>	<p>Existing Statute SSB-1(vii)(2) &amp; SC-5(vi)(2)</p> <p>Existing Statute SSB-1(vii)(2)(a) &amp; SC-5(vi)(2)(a)</p> <p>Existing Statute SSB-1(vii)(2)(b) &amp; SC-5(vi)(2)(b)</p> <p>Existing Statute SSB-1(vii)(2)(c)</p> <p>Existing Statute SSB-1(vii)(2)(d) &amp; SC-5(vi)(2)(c)</p> <p>Existing Statute SSB-1(vii)(2)(e) &amp; SC-5(vi)(2)(d)</p> <p>Existing Statute SSB-1(vii)(2)(f) &amp; SC-5(vi)(2)(e)</p> <p>Existing Statute SSB-1(vii)(2)(g) &amp; SC-5(vi)(2)(f)</p> <p>Existing Statute SSB-1(viii)/ SC – 5 (vii)</p> <p>Existing Statute SSB-1(viii)(a)</p> <p>Existing Statute SSB-1(viii)(b)</p> <p>Existing Statute SSB-1(viii)(c)</p>
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	<p>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.</p> <p>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.</p> <p>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.</p> <p>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.</p> <p>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.</p> <p>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.</p> <p>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</p> <p>k) In respect of teachers whose continuous length of service is the same, a teacher senior in age shall be treated as senior.</p> <p><b>SA-19 (xii) (5) Working Days</b></p> <p>(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.</p> <p>(ii) <b>Explanation:</b> 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.</p> <p>(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.</p> <p>The above is summarized as follows:</p>	<p>Existing Statute SSB-1(viii)(d)</p> <p>Existing Statute SC-5(vii)(2)(b)</p> <p>UGC Regulations, 2010 -<b>16.3</b></p> <p>Incorporated from SC-5(vii)(4)</p> <p>Incorporated from SC-5(vii)(5)</p> <p>Incorporated from SC-5(vii)(6)(a)</p> <p>Incorporated from SC-5(vii)(6)(b)</p> <p>Incorporated from SC-5(vii)(7)</p> <p>Existing Statute SSB-1(xxii) &amp;UGC regulations 2010 – <b>14.1</b></p>
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Categorization	Number of weeks: 6 day a week pattern		Number of weeks: 5 day a week pattern	
	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
<b>Total</b>	<b>52</b>	<b>52</b>	<b>52</b>	<b>52</b>

**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<sup>rd</sup> 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

Incorporated from SSB-1(ix) & SSC-19(i)

Incorporated from SSB-1(ix)(1)

Retained from the existing provision.

UGC regulations 2010 14.2

Incorporated from SSB-1(ix)(2)

Provision has been made to overcome practical difficulties.

	<p>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.</p> <p><b>(d) For Colleges</b></p> <p>(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.</p> <p>(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.</p> <p>(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 /3<sup>rd</sup> of the period of earned leave in view of curtailment of two weeks of vacation.</p> <p><b>SA-19 (xii) (7) Vacation Salary</b></p> <p>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 :-</p> <p>(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.</p> <p>(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.</p> <p>(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.</p> <p>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.</p> <p>(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.</p>	<p>Incorporated from SSB-1(ix)(3)</p> <p>Incorporated from SSC-1(i)</p> <p>Incorporated from SSC-1(i) Note</p> <p>Incorporated from SSB-1(x)</p> <p>Incorporated from SSC-1(ii)(c)</p> <p>Incorporated from SSC-1(ii)(c) Explanation</p> <p>Incorporated from SSC-1(ii)(d)</p> <p>Incorporated from SSC-1(ii)(e)</p>
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	<p>(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.</p> <p>(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.</p>	<p>Incorporated from SSC-1(ii)(f)</p>
	<p><b>SA-19 (xii) (8) Leave</b></p> <p>(a) The following kinds of leave would be admissible to permanent teachers:</p> <p>(i) Leave treated as duty, viz. Casual leave, Special Casual leave, and Duty leave;</p> <p>(ii) Leave earned by duty, viz. Earned leave, Half Pay leave, and Commuted leave;</p> <p>(iii) Leave not earned by duty, viz. Extraordinary leave; and Leave not due;</p> <p>(iv) Leave not debited to leave account -</p> <p>a. Leave for academic pursuits, viz. Study leave and Sabbatical leave/Academic leave;</p> <p>b. Leave on grounds of health, viz. Maternity leave, Special Disability Leave, T.B &amp; Cancer Leave and Quarantine leave.</p> <p>c. Leave for other purpose, viz. Paternity Leave, Child Adoption Leave, Child Care Leave.</p> <p>(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.</p> <p><b>1.Casual Leave</b></p> <p>(i) Total casual leave granted to a teacher shall not exceed 8 days in an academic year.</p> <p>(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.</p> <p>(iii) As far as possible all applications for casual leave shall be sent before date from which the casual leave required.</p> <p>(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.</p> <p>(v) Full pay with all admissible allowances shall be given to a teacher during the period of casual leave.</p> <p><b>2. Special Casual Leave</b></p> <p>(i) Special casual leave, not exceeding 10 days in an academic year, may be granted to a teacher:</p> <p>(a) To conduct examination of a University/Public Service Commission/board of examination or other similar bodies/institutions; and</p> <p>(b) To inspect academic institutions attached to a statutory board, etc.</p> <p>(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.</p>	<p>UGC Regulations <b>8.4/</b> Existing Statute SSB-1(xi) and SSC-1(iii)</p> <p>UGC Regulations 2010 <b>8.4.1/</b> Existing Statute SSB-1 (xi)(A)/ SSC-1 (iii) (1)</p> <p>Incorporated from SSB-1(xi)(4)(iii)</p> <p>Incorporated from SSB-1(xi)(4)(ii)</p> <p>UGC Regulations 2010 <b>8.4.2 /</b> Existing Statute SSB-1(xi)(G) /SSC-1 (iii)(9)</p>

- (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.

Earlier under SSB-1(xi)(H) SSC-1(iii) (10) UGC Regulations **8.1**

Incorporated from SSB-1(xi)(ii)  
Notification No. 2/44/10-  
Legal/Amend-  
Stat(New)/2010/Vol.V/386 dated  
20/4/2010.

UGC Regulations 2010 **8.4.3/**  
Existing Statute SSB-1(xi)(B) SSC-  
1(iii) (2)

	<p>For purposes of computation of period of actual service, all periods of leave except casual, special casual and duty leave shall be excluded.</p> <p><i>Note: In lieu of curtailment of vacation by 2 weeks, the university teachers shall be credited with 1 /3<sup>rd</sup> of the period of earned leave.</i></p> <p>(ii) Earned leave at the credit of a teacher shall not accumulate beyond 300 days. The maximum earned leave that may be sanctioned at a time shall not exceed 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.</p> <p>(iii) Explanation:</p> <ol style="list-style-type: none"> <li>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.</li> <li>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.</li> <li>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.</li> </ol> <p><b>5. Half-pay Leave</b></p> <p>Half-pay leave admissible to a permanent teacher shall be 20 days for each completed year of service. Such leave may be granted on the basis of medical certificate from a registered medical practitioner, for private affairs or for academic purposes.</p> <p>Explanation:</p> <p>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.</p> <p><b>6. Commuted Leave</b></p> <p>Commutated 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:</p> <ol style="list-style-type: none"> <li>(i) Commuted leave during the entire service shall be limited to a maximum of 240 days;</li> <li>(ii) When commuted leave is granted, twice the amount of such leave shall be debited against the half-pay leave due; and</li> <li>(iii) The total duration of earned leave and commuted leave taken in conjunction shall not exceed 240 days at a time. <i>Provided</i> 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.</li> </ol> <p><b>7. Extraordinary Leave</b></p> <p>(i) A permanent teacher may be granted extraordinary leave when:</p> <ol style="list-style-type: none"> <li>(a) No other leave is admissible; or</li> </ol>	<p>Existing Statute SSB-1(xi) (H)/ SSC-1(iii) (10) Incorporated from SSB-1(xi)(ii)</p> <p>UGC Regulations 2010 <b>8.4.4/</b> Existing Statute SSB-1(xi)/ SSC-1(iii) (3)</p> <p>UGC Regulations 2010 <b>8.4.5/</b> Existing Statute SSB-1(xi)(D) SSC-1(iii) (4)</p> <p>UGC Regulations 2010 <b>8.4.6/</b> Existing Statute SSB-1(xi)(I) SSC-1(iii) (6)</p>
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- (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.

Existing Amended provision 24<sup>th</sup> April, 2001 SSB-1(xi) (B) - Note 3

SSC-1 (iii)(6) As amended up to 1998 and 2000.

UGC Regulations 2010 **8.4.7/**  
Existing Statute SSB-1(xi)(K) SSC-1(iii) (11)

Existing Statute SSB-1(xi)(K)  
And in accordance with SA-19(xii)(8)(iv)b.

(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

UGC Regulations 2010 **8.2/**  
Existing Statute SSB-1(xi)(E) SSC-  
1(iii) (5)

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.

UGC Regulations 2010 **8.3/**  
Existing Statute SSB-1(xi)(F) SSC-  
1(iii) (8)

UGC Regulations 2010 **8.4.8/**  
Existing Statute SSB-1(xi)(J) SSC-  
1(iii) (7)

	<p><b>12. Special Disability Leave :</b></p> <p>Admissible to both permanent and temporary teachers.</p> <p>(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.</p> <p>(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 :-</p> <p>(a) on full-pay for a period not exceeding 3 months at a time or one year during the entire service.</p> <p>(b) on half-pay for a period not exceeding six months time or two years during the entire service.</p> <p>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.</p> <p><b>13. T.B./Cancer Leave</b></p> <p>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.</p> <p><b>14. Paternity Leave</b></p> <p>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.</p> <p><b>15. Adoption leave</b></p> <p>Adoption leave shall be provided as per the rules of the Central/Goa Government.</p> <p><b>16. Child Care Leave</b></p> <p>Women teachers having minor children may be granted leave up to two years for taking care of their minor children. Child care leave for a maximum period of two years (730 days) may be granted to the women teachers during entire 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.</p> <p><b>17. Sterilization Leave</b></p> <p>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</p> <p><b>18. Quarantine Leave</b></p> <p>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.</p>	<p>Existing Statute SSB-1(xi)(J)</p> <p>Earlier under IV Pay And in accordance with SA-19(xii)(8)(iv)b</p> <p>UGC Regulations 2010 <b>8.4.10</b> Existing Statute SSB-1(xi)(M) SSC-1(iii) (13)</p> <p>UGC Regulations 2010 <b>8.4.11</b> Existing Statute SSB-1(xi)(N) SSC-1(iii) (14)</p> <p>UGC Regulations 2010 <b>8.4.9</b></p> <p>Existing Statute SSB-1(xi)(L) SSC-1(iii) (12)</p>
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	<p><b>SA-19 (xii) (9) Combination of Leave</b></p> <p>(1) Casual leave can only be combined with holidays, special casual and academic leave and study leave.</p> <p>(2) Special casual leave, academic leave can only be combined with casual leave, duty leave, vacation and holidays.</p> <p><b>Note:</b> Holidays or Sundays falling during the period of leave shall be excluded in the account of casual leave, special casual leave.</p> <p>(3) Duty leave may be combined with earned leave, half-pay leave, extraordinary leave or casual leave.</p> <p>(4) All other kinds of leave under these statutes can be granted with or in continuation of any kind of leave or vacation.</p>	Existing Statute SSB-1(xii)																																				
	<p><b>SA-19 (xii) (10) Leave Sanctioning Authority:</b></p> <p><b>(a) University:</b></p> <table border="1" data-bbox="1169 705 2318 1245"> <thead> <tr> <th>Designation of the teacher</th> <th>Type of Leave</th> <th>Sanctioning Authority</th> </tr> </thead> <tbody> <tr> <td>Dean/Head of the Department</td> <td>All kinds of leave except Study leave and Sabbatical leave.</td> <td>Vice-Chancellor</td> </tr> <tr> <td></td> <td>Study leave and Sabbatical leave</td> <td>Executive Council</td> </tr> <tr> <td>Teachers in Department</td> <td>(a) Casual leave, restricted holidays</td> <td>Head of the Department</td> </tr> <tr> <td></td> <td>(b) Study leave/ Sabbatical leave</td> <td>Executive Council</td> </tr> <tr> <td></td> <td>(c) All other kinds of leave not specified above in (a) and (b)</td> <td>Vice-Chancellor</td> </tr> </tbody> </table> <p><b>(b) Colleges</b></p> <table border="1" data-bbox="1169 1325 2318 1885"> <thead> <tr> <th>Designation of the teacher</th> <th>Type of Leave</th> <th>Sanctioning Authority</th> </tr> </thead> <tbody> <tr> <td>Principal</td> <td>All kinds of leave except Study leave and Sabbatical leave</td> <td>Chairman of Governing Council</td> </tr> <tr> <td></td> <td>Study leave and Sabbatical leave</td> <td>Governing Council</td> </tr> <tr> <td>Teachers in Colleges</td> <td>(a) Casual leave, restricted holidays</td> <td>Head of the Department/ Principal in case of Head of Departments</td> </tr> <tr> <td></td> <td>(b) Study leave/ Sabbatical leave</td> <td>Governing Council</td> </tr> <tr> <td></td> <td>(c) All other kinds of leave not specified above in (a) and (b)</td> <td>Principal</td> </tr> </tbody> </table>	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	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	<p>Existing Statute SSB-1(xiv)</p> <p>Existing Statute SSC-1(vi)</p>
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**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.

Existing Statute SSB-1(xv) / SSC-1 (vii)

Existing Statute SSB-1(xi)(M)

Existing Statute SSC-1(iii)(5)

- (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 5<sup>th</sup> 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 out going 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.

Existing Statute SSB-1(xviii)/ SC-5(xiv)

Existing SSB-1(xviii) / SC-5(xiv)

New provision

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.
- (c) The University/ College at the request of the teacher may waive the above notice period in part/in full.

Existing Statute SSB-1 (xix)

<p><b>SA-19 (xix) Superannuation and re-employment :</b></p> <p>The age of superannuation for teachers will be 62 years. Any member of the teaching staff who is due to retire on superannuation at 62 years, shall be allowed to retire from the afternoon of the last day of the month in which age of superannuation is attained. However, a teacher including a Principal attaining the age of retirement i.e. 62 years may be re-employed by the University or the college Management as the case may be up to the end of the respective academic term, on the last salary drawn. Thereafter it will be open to the University or to the college to re-employ the superannuated teacher/Principal upto the day he attains the age of 65 years on such terms and conditions as may be mutually agreed upon, provided that his/her basic pay is not fixed at any stage above the basic pay last drawn by him. He/she will also be entitled to all other benefits concomitant with the said basic pay.</p>	<p><b>SA-19 (xiii) Superannuation:</b></p> <p>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.</p>	Re-numbered
<p><b>SA-19(xx) Grievance Redressal Mechanism :</b></p> <p>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.</p>	<p><b>SA-19 (xiv) Grievance Redressal Mechanism :</b></p> <p>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.</p>	Re-numbered No change
<p><b>SA-19(xxi) Code of Professional Ethics:</b></p> <p>A code of Professional Ethics for teachers prepared by the University will be followed.</p>	<p><b>SA-19(xv) Code of Professional Ethics:</b></p> <p>A code of Professional Ethics for teachers prepared by the University will be followed.</p>	Re-numbered No change SA-19(xx)
<p><b>SA-19(xxii) Pay fixation formula:</b></p> <p>(1) As per V Pay Commission fixation formula as adopted by Government of Goa.</p> <p>(2) Other terms and conditions of service of University and College teachers shall be as framed by the U.G.C. and notified by the Goa University from time to time.</p> <p>(3) The fixation of pay of Lecturers (Selection Grade) / Readers in the pre-revised scale of Rs. 3700-125-4950-150-5700 who were selected strictly in accordance with the rules and regulations framed by the UGC and who were in position as Lecturers (Selection Grade)/Readers as on 1.1.1996 will be made</p>	<p><b>Pay Fixation formula: (to be deleted as it is already accommodated under Schedule SSA – 6</b></p>	Shifted to Schedule SSA-6

<p>in a manner that they get their pay fixed at the minimum of Rs.14940 in the revised scale of Rs. 12000-420-18300 as and when they complete five years in the grade.</p> <p>(4) Lecturers (Selection Grade)/Readers with 5 years service drawing pay at 6<sup>th</sup> stage viz. Rs.4325 in the pre-revised scale of Rs.3700-5700 will be fixed at the stage of Rs.14940 in the revised scale of Rs. 12000-420-18300. The teachers drawing pay at 6<sup>th</sup>, 7<sup>th</sup>, 8<sup>th</sup> and 9<sup>th</sup> stages (viz. first four stages of bunching) will not be eligible for the benefit of bunching. Accordingly, in their case, the date of next increment in the revised scale will be the date on which they would have drawn increment had they continued in the pre-revised scale. The teachers drawing pay at 10<sup>th</sup> 11<sup>th</sup> 12<sup>th</sup> and 13<sup>th</sup> stage in pre-revised scale will become entitled to one increment in the revised scale w.e.f. 1.1.96 and the teacher's drawing pay at 14<sup>th</sup> and 15<sup>th</sup> stage will become entitled to two increments in the revised scale on 1.1.96. As the teachers drawing pay from 10<sup>th</sup> to 15<sup>th</sup> stage will get the benefit of bunching they will become entitled to next increment in the revised scale on completion of 12 months from the date of stepping of their pay viz. 12 months from 1.1.96.</p> <p>(5) The fixation of pay of Principals who prior to their appointment as principal, were substantive Lecturers (Selection Grade)/Readers in the pre-revised scale of Rs.3700-125-4950-150-5700 and were in position as on 1.1.1996, will be made in a manner that they get their pay fixed at the minimum of Rs.14940/- in the revised scale of Rs.12000-420-18300 on completion of five years of service in the grade.</p>		
<p><b>SA-19 (xxiii) Dearness Allowance and other benefits:</b></p> <p>(i)(a) The revised scale of pay on 1.1.1996 is inclusive of the dearness allowance admissible on that date. Any dearness allowances that might become due after that date will be sanctioned by the University as State Govt, as the case may be.</p> <p>(b) As teachers in Goa University and its affiliated College financed by the Goa government are sanctioned Dearness Allowance at the rate applicable to Goa government employees drawing corresponding pay, they are also sanctioned other benefits like House Rent Allowance, House Building Advance, Medical facilities, Pension and other retirement benefits, leave travel concessions, groups insurance, CCA etc. on the pattern of similar benefits available to Goa Govt. employees.</p>	<p><b>SA-19 (xvi) Allowances and other benefits:</b></p> <p><b>(a) Dearness Allowance and other benefits:</b></p> <p>(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 6<sup>th</sup> Central Pay Commission and shall be applicable from 1/09/2008.</p> <p>(ii) As teachers in Goa University and its affiliated College 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.</p> <p>(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 6<sup>th</sup> CPC for such Government Employees with disabilities.</p> <p><b>(b) Research Promotion Grant:</b></p> <p>(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.</p>	<p>UGC Regulations 2010 <b>8(c)(i)</b> Existing Statute SA-19(xxiii)</p> <p>UGC Regulations 2010 <b>8(c)(iii)</b></p> <p>UGC Regulations 2010 - <b>9</b></p>

<p><b>SA-19 (xxiv) Anomalies:</b> Anomalies if any, in the implementation of the scheme may be brought to the notice of the state Government/University for clarification.</p> <p><b>SA-19 (xxv)</b> 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, will not be revised if it is adverse to the interest of the teacher concerned. Selection /promotion/fixation already carried out between 1.1.96 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><b>SA-19(xxvi)</b> Career Advancement Scheme for Assistant Librarians in University/College Librarians/Documentation Officer,</p> <p><b>(A) From Assistant Librarian University/College Librarian/Documentation Officer to Assistant Librarian University (Senior Scale)/College Librarian (Senior Scale)/Documentation Officer (Senior Scale)</b></p> <p>University Assistant Librarian/College Librarian/Documentation Officer shall be eligible for placement in the Senior Scale if he/she has;</p> <p>a) Completed 6 years of service as an Assistant Librarian University/College Librarian/Documentation Officer;</p> <p>b) Has participated in two refresher courses/summer institutes each of not less than four weeks duration or engaged in other appropriate continuing education programme of comparable quality as may be specified by UGC from time to time; and</p> <p>c) Consistently Satisfactory Performance Appraisal Reports.</p> <p><b>B (1) From College Librarian (Senior Scale) to College Librarian (Selection Grade)</b></p> <p>(a) Completed 5 years of service in the Senior Scale. The requirement of five years will be relaxed if his/her total service is not less than 11 years.</p> <p>(b) Made significant contribution to the development of Library service in the University as evident from self-assessment report, reports of referees, professional improvement in the Library services etc. as the case may be.</p> <p>(c) Participated in two refresher courses/summer institutes, each of not less than four weeks duration or engaged in other appropriate continuing education programme of comparable quality, as may be specified by the UGC after placement in the Senior Scale'; and</p>	<p><b>(c) Consultancy Assignment:</b> 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.</p> <p><b>SA-19 (xvii) Anomalies:</b> 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> <p><b>SA-19 (xviii)</b> 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 31<sup>st</sup> December 2008, the promotion of such a candidate shall be governed by the provisions of pre-amended Statute SA-19 based on 5<sup>th</sup> Pay Commission recommendations.</p>	<p>UGC Regulations 2010 <b>9.1</b></p> <p>Existing Statute SA-19(xxiv)</p> <p>Existing Statute SA-19(xxv)</p>
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<p>(d) Consistently Satisfactory Performance Appraisal Reports.</p> <p><b>(B)(2) University Assistant Librarian (Senior Scale)/Documentation Officer (Senior Scale) to Assistant University Librarian (Selection Grade)/Documentation Officer (Selection Grade)</b></p> <p>(a) Completed 5 years of service in the Senior Scale. The requirement of 5 years will be relaxed if his/her total service is not less than 11 years.</p> <p>(b) Made significant contribution to the development of Library service in the University as evident from self-assessment reports, reports of referees, professional improvement in the Library services, etc., as the case may be;</p> <p>(c) Participated in two refresher courses/summer institutes, each of not less than four weeks duration or engaged in other appropriate continuing education programme of comparable quality, as may be specified by the UGC after placement in the Senior Scale; and</p> <p>(d) Consistently Satisfactory Performance Appraisal Reports.</p> <p><b>(C) From University Assistant Librarian (Senior Scale) to Deputy University Librarian.</b></p> <p>(a) Completed 5 years of service in the Senior Scale provided that the requirement of 5 years will be relaxed if his/her total service is not less than 11 years.</p> <p>(b) Obtained a Ph.D. Degree or has an equivalent published work.</p> <p>(c) Made significant contribution to the development of Library service in the University as evident from self-assessment, reports of referees, professional improvement in the Library services, etc. as the case may be.</p> <p>(d) Participated in two refresher courses/summer institutes, each of not less than four weeks duration or engaged in other appropriate continuing education programme of comparable quality, as may be specified by the UGC after placement in the Senior scale; and</p> <p>(e) Consistently Satisfactory Performance Appraisal Reports.</p>		
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II SA-20 Proposed amendment to Statutes relating to the screening & selection committee for screening/selecting the candidate for career advancement.

Existing provision	Proposed amendment	Justification
<p><b>SA-20 Statute relating to the Screening/Selection Committee for Screening/Selecting the candidate for career advancement.</b></p> <p>(i) 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 Body of the colleges for the purpose of career advancement referred to in SA-19.</p> <p>(ii) To include UGC Observer in the Selection Committee for the Career Advancement of Readers.</p> <p>The Constitution of the Screening / Selection Committee shall be the same as those for Direct Recruitment for each category. However, while considering cases for promotion from Reader to Professor under Career Advancement Scheme in the University, there shall be an UGC Observer to observe the process of selection adopted at each Selection Committee meeting conducted by the University.</p> <p>(iii) Whenever the case of the HOD concerned is under consideration of the Committee, he/she will not be a member of that Committee, but in his/her place an additional expert will be nominated by the Chairman of the Committee.</p> <p>(iv) The Screening &amp; Selection Committee shall meet as and when need arises to screen/select candidates for the purpose of career advancement of teachers.</p>	<p><b>SA-20 Statute relating to the Screening/Selection Committee and specified selection procedures for Screening/Selecting the candidate for direct recruitment and career advancement.</b></p> <p><b>SA-20 (A)</b> 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.</p> <p><b>SA-20 (B)</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.</p> <p><b>SA-20 (B) (1) Assistant Professor in the University:</b></p> <p>(a) The Selection Committee for the post of Assistant Professor in the University shall have the following composition.</p> <ol style="list-style-type: none"> <li>1. The Vice Chancellor as the Chairperson of the Selection Committee.</li> <li>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.</li> <li>3. Dean of the concerned Faculty, wherever applicable</li> <li>4. Head/Chairperson of the respective Department/School.</li> <li>5. An academician nominated by the Chancellor.</li> <li>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.</li> </ol> <p>(b) At least four members, including two outside subject experts shall constitute the quorum.</p> <p><b>SA-20 (B) (2) Associate Professor in the University</b> 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).</p> <p><b>SA-20 (B) (3) Professor in the University</b> 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).</p> <p><b>SA-20 (B) (4) Assistant Professor in Colleges:</b></p> <p>(a) The Selection Committee for the post of Assistant Professor in Colleges shall have the following composition:</p> <ol style="list-style-type: none"> <li>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.</li> <li>2. The Principal of the respective College.</li> <li>3. Head of the Department of the respective subject in the College.</li> </ol>	<p>UGC Regulations No.F-3-1/2009 dated 30th June, 2010 <b>(5.0.0)</b></p> <p>Applicable for both the university and colleges unless specified otherwise.</p> <p>UGC Regulations 2010 <b>5.1.1</b></p> <p>UGC Regulations 2010 <b>5.1.2</b></p> <p>UGC Regulations 2010 <b>5.1.3</b></p> <p>UGC Regulations 2010 <b>5.1.4</b></p>

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 / 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).

UGC Regulations  
2010 5.1.5

UGC Regulations  
2010 5.1.6

	<p><b>SA-20 (B) (7) College Principal</b></p> <p>(a) The Selection Committee for the post of College Principal shall have the following composition:</p> <ol style="list-style-type: none"> <li>1. Chairperson of the Governing Council as Chairperson.</li> <li>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.</li> <li>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.</li> <li>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.</li> <li>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.</li> </ol> <p>(b) At least five members, including two experts, should constitute the quorum.</p> <p>(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.</p> <p>(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.</p> <p><b>SA-20 (B) (8)</b> 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.</p> <p><b>SA-20 (C) Selection Procedures:</b></p> <p><b>SA-20 (C) (1)</b> 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.</p> <p>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.</p> <p><b>SA-20 (C) (2) Procedure for the selection/appointment of teachers in University/Colleges and Principals in colleges.</b></p> <p>(a) Appointment to the post of teachers in University/Colleges and Principals in colleges shall be made <i>on merit</i> and <i>on</i> 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.</p> <p>(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.</p> <p>(c) The Academic Performance Indicator (API) scoring system in the process of selection of Principal shall also involve the following:</p>	<p>UGC Regulations 2010 <b>5.1.7</b></p> <p>UGC Regulations 2010 <b>6.0.0</b> UGC Regulations 2010 <b>6.0.1</b></p> <p>Existing Statute SC-3(i)(3)(a)</p> <p>Existing Statute SC-3(i)(3)(b) Existing Statute SC-5(ii)(b)</p>
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	<p>i) Assessment of aptitude for teaching, research and administration (20%);</p> <p>ii) Ability to communicate clearly and effectively (10%);</p> <p>iii) Ability to plan institutional programmes, analyze and discuss curriculum development and delivery, research support and college development/administration (20%);</p> <p>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</p> <p>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).</p> <p>(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.</p> <p>(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.</p> <p>(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.</p> <p><b>SA-20 (C) (3)</b> In all the Selection Committees of direct recruitment of teachers and other academic staff in University departments and affiliated colleges provided herein, an academican 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 academican, 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.</p> <p><b>SA-20 (C) (4)</b> (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.</p> <p>(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.</p> <p>(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.</p> <p><b>SA-20 (C) (5)</b> 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:</p> <p>(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;</p> <p>(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</p> <p>(c) for those without Ph.D. or M.Phil. qualification, at least 3 publications during the period of service as Assistant Professor.</p>	<p>UGC Regulation,2010</p> <p>Existing Statute SC-3(i)(3)(d) Existing Statute SC-5(ii)(d)</p> <p>Existing Statute SC-3(i)(3)(e) Existing Statute SC-5(ii)(e)</p> <p>UGC Regulation ,2010 <b>6.0.4</b></p> <p>Existing Statute SC-5(ii)(a)</p> <p>UGC Regulation ,2010 <b>6.0.5</b></p> <p>UGC Regulation ,2010 <b>6.0.7</b></p>
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	<p><i>Provided</i> 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.</p> <p><i>Provided</i> 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.</p> <p><b>SA-20 (C) (6)</b> 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.</p> <p><i>Provided</i> 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.</p> <p><i>Provided</i> 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.</p> <p><b>SA-20 (C) (7)</b> 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.</p> <p><b>SA-20 (C) (8)</b> 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.</p> <p><b>SA-20 (C) (9)</b> 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.</p> <p>The goals of IQAC are:</p> <ol style="list-style-type: none"> <li>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.</li> <li>2. To promote measures for institutional functioning towards quality enhancement through internalization of quality culture and institutionalization of best practices.</li> </ol> <p>The IQAC shall have the following composition:</p> <ol style="list-style-type: none"> <li>a) Head of the Institution – Chairperson</li> <li>b) Five (in case of a College) or eight (in case of University) senior teachers and one senior administrative official – Members</li> <li>c) Two (in case of a College) or three (in case of University) external experts on Quality Management / Industry / Local Community – Members</li> <li>d) Director / Coordinator of IQAC – Member Secretary</li> </ol> <p>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.</p> <p>The IQAC shall have the following functions:</p> <ol style="list-style-type: none"> <li>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.</li> <li>2. To introduce the student feedback system on Institutional parameters without incorporating the components of student's assessment of individual teachers.</li> <li>3. Development and application of quality benchmarks/parameters</li> </ol>	<p>UGC Regulations 2010 <b>6.0.8</b></p> <p>UGC Regulations 2010 <b>6.0.10</b></p> <p>UGC Regulations 2010 <b>6.0.11</b></p>
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	<p>4. Development and application of quality benchmarks/parameters for the various academic and administrative activities of the Institution;</p> <p>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;</p> <p>6. Arrangement for feedback responses from students, parents and other stakeholders on quality-related institutional processes;</p> <p>7. Dissemination of information on the various quality parameters of higher education;</p> <p>8. Organization of inter and intra institutional workshops, seminars on quality related themes and promotion of quality circles;</p> <p>9. Documentation of the various programmes / activities of the Institution, leading to quality improvement;</p> <p>10. Acting as nodal agency of the Institution for coordinating quality-related activities, including adoption and dissemination of good practices;</p> <p>11. Development and maintenance of Institutional database through MIS for the purpose of maintaining / enhancing the institutional quality;</p> <p>12. Development of Quality Culture in the Institution;</p> <p>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;</p> <p>14. Bi-annual development of Quality Radars (QR's) and Ranking of Integral Units of the Institution based on the AQAR.</p> <p>15. Interaction with SQAC's in the pre and post accreditation quality assessment, sustenance and enhancement endeavors.</p> <p>16. Any other activity aimed at enhancement of Institutional quality parameters</p> <p><b>SA-20 (C) (10)</b> While the API:</p> <p>(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;</p> <p>(b) Tables IV, V and VI are applicable to Directors/ Deputy Directors/ Assistant Directors of Physical Education and Sports; and</p> <p>(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,</p> <p>(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.</p> <p><b>SA-20 (C) (11)</b> 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.</p> <p><b>SA-20 (C) (12)</b> 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.</p> <p><b>SA-20 (C) (13)</b> 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.</p> <p><b>SA-20 (C) (14)</b> 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.</p>	<p>UGC Regulations 2010 <b>6.1.0</b></p> <p>UGC Regulations 2010 <b>6.2.0</b></p> <p>UGC Regulations 2010 <b>6.3.0</b></p> <p>UGC Regulations 2010 <b>6.3.1</b></p> <p>UGC Regulations 2010 <b>6.3.2</b></p>
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	<p><b>SA-20 (C) (15)</b> 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.</p> <p><b>SA-20 (C) (16)</b> 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.</p> <p><b>SA-20 (C) (17)</b> 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:</p> <p><b>(a) For University teachers:</b></p> <ul style="list-style-type: none"> <li>(i) The Vice Chancellor as the Chairperson;</li> <li>(ii) The Dean of the concerned Faculty;</li> <li>(iii) The Head of the Department /Chairperson of the School concerned; and</li> <li>(iv) One subject expert in the concerned subject nominated by the Vice Chancellor from the University panel of experts.</li> </ul> <p>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.</p> <p><b>(b) For College teachers:</b></p> <ul style="list-style-type: none"> <li>(i) The Principal of the college as the Chairperson;</li> <li>(ii) Head of the concerned department from the college;</li> <li>(iii) Two subject experts in the concerned subject nominated by the Vice Chancellor from the University panel of experts;</li> </ul> <p><b>(c)</b> The quorum for these committees in both categories mentioned above shall be three including the one subject expert/ university nominee need to be present.</p> <p><b>SA-20 (C) (18)</b> 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.</p> <p><b>SA-20 (C) (19)</b> 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.</p> <p><b>SA-20 (C) (20)</b> 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.</p> <p><b>SA-20 (C) (21)</b> 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.</p> <p><b>SA-20 (C) (22)</b> 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.</p> <p><b>SA-20 (C) (23)</b> 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.</p> <p><b>SA-20 (C) (24)</b> (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.</p>	<p>UGC Regulations 2010 <b>6.3.3</b></p> <p>UGC Regulations 2010 <b>6.3.4</b></p> <p>UGC Regulations 2010 <b>6.3.5</b></p> <p>UGC Regulations 2010 <b>6.3.5.1</b></p> <p>UGC Regulations 2010 <b>6.3.5.2</b></p> <p>UGC Regulations 2010 <b>6.3.6</b></p> <p>UGC Regulations 2010 <b>6.3.7</b></p> <p>UGC Regulations 2010 <b>6.3.8</b></p> <p>UGC Regulations 2010 <b>6.3.9</b></p> <p>UGC Regulations 2010 <b>6.3.10</b></p> <p>UGC Regulations 2010 <b>6.3.11</b></p> <p>UGC Regulations 2010 <b>6.3.12</b></p>
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	<p>(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.</p> <p>(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.</p> <p><b>SA-20 (D) General</b></p> <p>(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'.</p> <p>(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.</p> <p>(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.</p> <p>(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.</p> <p>(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.</p>	<p>UGC letter dated 31.12.2008</p>
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III SA-21 Proposed amendment to Statute relating to the revision of the scales of pay of Librarian and Physical Education Personnel of the Goa University and Non-government colleges affiliated thereto in accordance with the scheme of Revision of Pay scales of Librarians and Physical Education Personnel in Universities and colleges, 1986 circulated vide Government of India's letter No.F-1-21/87/U.1 dated 22<sup>nd</sup> July, 1988 and approved by Government of Goa vide letter No.DE/GIA/COL/33/87-88/1522 dated 29<sup>th</sup> August, 1989.

EXISTING	PROPOSED AMENDMENT	JUSTIFICATION
SA-21 Statute relating to the revision of the scales of pay of Librarian and Physical Education Personnel of the Goa University and Non-government colleges affiliated thereto in accordance with the scheme of Revision of Pay scales of Librarians and Physical Education Personnel in Universities and colleges, 1986 circulated vide Government of India's letter No.F-1-21/87/U.1 dated 22 <sup>nd</sup> July, 1988 and approved by Government of Goa vide letter No.DE/GIA/COL/33/87-88/1522 dated 29 <sup>th</sup> August, 1989.	Deleted	Provisions included in Statute SA-19 & SA-20

IV SA-22 Proposed amendment to Statute relating to the Screening & Selection Committee for screening/selecting the candidates for career advancement

EXISTING	PROPOSED AMENDMENT	JUSTIFICATION
SA-22 Statute relating to the Screening & Selection Committee for screening/selecting the candidates for career advancement	Deleted	Provisions included in Statute SA-19 & SA-20

V OB-3 Proposed amendment to Ordinance prescribing duties of the teacher and the work-load of the teacher in the Department of Goa University

EXISTING	PROPOSED AMENDMENT	JUSTIFICATION
OB-3 Ordinance prescribing duties of the teacher and the work-load of the teacher in the Department of Goa University	Deleted	Provisions included/merged in Statute SB-3 & SB-5

VI OB-1 Proposed amendment to Ordinance relating to conduct of Interview by a selection Committee in making recommendation for appointment of Professors, Readers, Lecturers, Librarians and Principals of Colleges and Institutions maintained by the University. (Under Section 24(1) of the Goa University Act, 1984)

EXISTING	PROPOSED AMENDMENT	JUSTIFICATION
OB-1 Ordinance relating to conduct of interview by a selection Committee in making recommendation for appointment of Professors, Readers, Lecturers, Librarians and Principals of Colleges and Institutions maintained by the University. (Under Section 24(1) of the Goa University Act, 1984)	Deleted	Provisions included/merged in Statute SB-3 & SB-5

Sd/-  
Prof. V. P. Kamat  
Registrar