

**BHAGAT PHOOL SINGH MAHILA VISHWAVIDYALAYA, KHANPUR KALAN, SONEPAT
THE AGENDA FOR THE 63rd MEETING OF THE EXECUTIVE COUNCIL TO BE HELD ON
14/11/2019 AT 11.00 a.m. IN THE CONFERENCE HALL, ADMINISTRATIVE BLOCK,
BHAGAT PHOOL SINGH MAHILA VISHWAVIDYALAYA, KHANPUR KALAN.**

- 1. Confirmation of the Minutes of 62nd meeting of Executive Council held on 30/03/2019.**

To confirm the Minutes of 62nd meeting of the Executive Council held on 30/03/2019. (Annexure-1, pages-1-13).

- 2. Follow up Action Report.**

To note the follow up action on the decisions taken by the Executive Council in its 62nd meeting held on 30/03/2019. (Annexure-2, pages-14-19).

- 3. Follow up Action Report.**

To note the follow up action on the decisions taken by the Executive Council in its 61st meeting held on 20/11/2018. (Annexure-3, pages-20-25).

- 4. To note the action taken by the Vice-Chancellor in exercising her powers under section 23(4) of BPSMV Act, in anticipation of approval of Executive Council in engaging Sh. Devender Singh Ex-Suptd after superannuation in MSM Institute of Ayurveda for a period of six months.**

Statement of the case:-

In this regard, it is stated that Sh. Devender Singh Ex-Suptd has retired from the services of MSM Institute of Ayurveda BPSMV on 31.10.2018. He has made a request to the University authorities for re-employment after his superannuation. The Principal, MSM Institute of Ayurveda, keeping in view the services rendered by Sh. Devender Singh Ex-Suptd, has strongly recommended his case for re-employment.

The Vice-Chancellor in exercising her powers under section 23 (4) of BPSMV Act has allowed Sh. Devender Singh Ex-Suptd to be engaged against the sanctioned vacant post of Accountant in MSM Institute of Ayurveda after his superannuation in anticipation of approval of the Executive Council initially for a period of six months vide letter No. BPSMV/EN-II/18/4087-91 dated 26.12.2018 (Annexure-4, page-26).

His pay will be fixed as per chapter XI of Haryana Civil Services pay rules 2016 and accordingly fixed Rs 28650+D.A. (as per 7th pay commission)

As per Chapter XVIII of BPSMV Calendar Volume III, the engagement of Sh. Devender Singh is required to be placed before the Executive Council for approval (**Annexure-5, Page-27**).

The case was submitted to the Vice-Chancellor who has ordered to place it before the Executive Council to note the action taken by Vice-Chancellor in anticipation of approval of Executive Council.

5. To note the action taken by the Vice-Chancellor in exercising her powers conferred upon her under the provision of University Act by sub section-6 of section-11 for granting study leave (with pay) w.e.f 23.01.2019 to 22.05.2019 (four months) in r/o Mr. Harinder Pal, Assistant Professor, Department of Fashion Technology in anticipation of approval of the Executive Council.

Statement of the Case:-

Mr. Harinder Pal is working as Assistant Professor in Department of Fashion Technology since 22-01-2010 (F/N). He requested for four months study leave to complete his Ph.D from Amity University, Gurugram under supervision of Dr. Deepender Sharma and Prof. (Dr.) K.N. Chatterjee (Co-Supervisor) TIT&S, Bhiwani. He has stated that his supervisor has indicated that he may move from Amity University, Haryana at the end of this session and asked him to compile his Ph. D work. Mr. Harinder Pal further informed that it is almost four years since he enrolled in Ph.D. and he is on the verge of completion of his Ph.D. but it is not possible for him to compile his Ph.D. work & thesis alongwith his official duties within this time frame.

The relevant study leave rules are reproduced below:-

13. ***STUDY LEAVE (with Pay):** Study leave may be granted to the entry level appointees as Assistant Professor/Assistant Librarian/Assistant Director of Physical Education and Sports/College DPE&S 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.

iii) The paid period of study leave should be for three years, but two years may 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/Syndicate may, in the special circumstances of a case, waive the condition of two years service being continuous.

iv. Study leave shall be granted by the Executive Council on the recommendation of the concerned Head of the Department. The leave shall not be granted for more than three years in one spell, save in very exceptional cases in which the Executive Council is satisfied that such extension is unavoidable on academic grounds and necessary in the interest of the university, (Annexure-6, Pages-28-29).

In view of the urgency of the case as shown by Mr. Harinder Pal, the Hon'ble Vice-Chancellor allowed him study leave with pay w.e.f. 23.01.2019 to 22.5.2019 in anticipation of the approval of Executive Council in terms of clause 13 of BPSMV leave rules reproduced above.

The matter is placed before the Executive Council to note the action taken by the Vice-Chancellor.

6. To consider and approve the Haryana Govt Gazette Notification dated 13.12.2017 (Annexure-7, page-30-31) regarding selection for group 'C' and group 'D' posts there shall be written exam only and discontinuation of practice of interview for these posts for implementation in the University.

Statement of the Case:-

The Haryana Government General Administration Department vide Haryana Govt. Gazette notification dated 13th December 2017 has discontinued the practice of interview for group 'C' and 'D' posts and recommended that there shall be written exam only.

(d) (i) In case of selection and recommendation of the names of candidates to a department or an office for which is detailed below:-

- | | |
|---|----------|
| 1. Written exam: | 90 marks |
| 2. Socio Economic Criteria and experience | 10 marks |

The marks for experience and some objective socio-economic criteria are to be allocated as follows:-

(a) If no person from among the applicant's father, mother, spouse, brothers, sisters, sons and daughters is, was or has been a regular employee in any Department/ Board/ Corporation/ Company / Statutory Body/

Commission/ Authority of Government of Haryana or any other State Government or Government of India. **(05 marks)**

(b) Orphan/ Widow:-

- a. If the applicant is a Widow ; or
- b. If the applicant is the first or the second child and his father had died before attaining the age of 42 years, or
- c. If the applicant is the first or the second child and his father had died before the applicant had attained the age of 15 years. **(05 marks)**

(c) If the applicant belongs to such a denotified tribe (Vimukt Jatis and Tapriwas Jatis) or Nomadic tribe of Haryana which is neither a Scheduled Caste nor a Backward Class. **(05 marks)**

(d) Experience: One-half (=0.5) mark for each year or part thereof exceeding six months of experience, out of a maximum of 10 years, on the same or a higher post in any Department/ Board/ Corporation/ Company / Statutory Body/ Commission/Authority of Government of Haryana. No marks will be awarded for any period less than six months.

(a maximum of 05 marks)

No applicant shall be given more than 10 marks under any circumstances and for the post of Clerk, the State Eligibility Test in Computer Appreciation and Applications shall be mandatory.

(ii) For the posts of School Teacher, Educational Supervisor and Teacher Educator, the University shall make selection and recommendation of the names of candidates belonging to Group B and C posts on the basis of written exam only.

The written exam shall be divided into two portions comprising:-

- (a) 75% weightage for General Awareness, Reasoning, Maths, Science, English, Hindi and concerned or relevant subject, as applicable;
- (b) 25% weightage for History, Current Affairs, Literature, Geography, Civics, Environment, Culture etc, of Haryana.

To qualify Clause (b) above, the candidates would have to score minimum 50% marks and the proportion of questions shall be decided by the University at its own level.

6(d) (iii) In respect Group D posts:-

In case of selection and recommendation of the names of candidates to a department or an office for Group D posts, there shall be written exam only. The practice of interview shall be discontinued.

The scheme of marks in respect of selection to Group D posts shall comprise of total 100 marks, as detailed below:-

(a) If no person from among the applicant's father, mother, spouse, brothers, sisters, sons and daughters is, was or has been a regular employee in any Department/ Board/ Corporation/ Company/ Statutory Body/ Commission/ Authority of Government of Haryana or any other State Government or Government of India. **(05marks)**

(b) Orphan/ Widow:-

d. If the applicant is a Widow ; or

e. If the applicant is the first or the second child and his father had died before attaining the age of 42 years; or

f. If the applicant is the first or the second child and his father had died before the applicant had attained the age of 15 years. **(05 marks)**

(c) If the applicant belongs to such a denotified tribe (Vimukt Jatis and Tapriwas Jatis) or Nomadic tribe of Haryana which his neither a Scheduled Caste nor a Backward Class.

(d) Experience: One-half (=0.5) mark for each year or part thereof exceeding six months of experience, out of a maximum of 10 years, on the same or a higher post in any Department/ Board/ Corporation/ Company / Statutory Body/ Commission/Authority of Government of Haryana. No marks will be awarded for any period less than six months.

(a maximum of 05 marks)

No applicant shall be given more than 10 marks under any circumstances.

It is also worth to mention here that University Executive Council vide Resolution No. 31 dated 25.07.2015 has approved the recommendations of the committee constituted by the then Vice-Chancellor to review the existing Qualifications of various Non-Teaching posts on the pattern of MDU, Rohtak and approved the Selection Criteria for various including some Group-C posts.

In view of directions in the notification dated 13.12.2017, the Vice Chancellor has ordered to refer the same to the Executive Council for approval and implementation / adoption in the University to all group 'C' and 'D' posts of the University and its constituent Colleges/Institutions/Schools (for appointment of teachers group-B & C) /Regional Centre(s)/ Polytechnic, including the posts already advertised by the University in January 2019.

7. **To consider and approve the confirmation in r/o Ms. Babita Rani, Assistant Professor in the Department of English w.e.f. 01.01.2019 on satisfactory completion of probation period.**

Statement of the Case:-

Ms. Babita Rani has been appointed as Assistant Professor in English in the Department of English w.e.f. 02.01.2018 (A/N). Her appointment has been approved by Executive Council vide resolution No. 13 dated 19.12.2017. Her work and conduct report found satisfactory as submitted by concerned HOD. The date of completion of her probation is as below:-

Name of Person and Deptt /College	Post on which to be Confirmed	Date of Joining	Date of Confirmation
Ms. Babita Department of English	Assistant Professor in English	02.01.2018 A/N	01.01.2019

The case was submitted to the Vice-Chancellor and it has been ordered to place it before the meeting of Executive Council for consideration and approval.

8. **To consider the recommendations of the Screening-cum-evaluation committee for the grant of AGP Rs. 8,000/- Stage-II to Stage-III under CAS in the pay scale of Rs. 15,600 – 39,100 on completion of 5 years of service in Stage-II GP Rs. 7,000/- in respect of Mrs. Priya Dhingra, Assistant Professor, B.P.S. Institute of Teacher Training & Research in light of UGC guidelines received from State Govt. vide memo No. KW-7/18-2009 C-IV (3) dated 21.07.2011.**

Statement of Case:-

As per the UGC guidelines as mentioned in the para 8.0 Revised Pay Scale, Service conditions and Career Advancement Scheme for teachers and

equivalent positions; and as per the provision in the Appendix-III Table-II (A), the case for grant of AGP Rs. 8000/- has been considered. The Vice-Chancellor constituted the Screening Committee and the committee in its meeting held on 18.03.2019 recommended the following teacher for grant of AGP Rs. 8000/- Stage-III under CAS w.e.f. the date shown against her name as under:-

Sr. No.	Name of Teacher	Recommended for AGP
01	Mrs. Priya Dhingra, Assistant Professor	Rs. 7,000/- to Rs. 8,000/- (Stage-II to Stage-III) on completion of five years of her service in AGP Rs. 7,000/- (Stage-II) w.e.f. 02.07.2018

The recommendations of the Screening Committee held on 18.03.2019 are kept under sealed envelope to place the same before the Executive Council.

The Vice-Chancellor has considered the above matter and ordered to place the recommendations of Screening Committee for consideration to the 63rd Executive Council.

9. **To consider the case for Granting/Releasing Non-Practicing Allowance to the following four teachers who are getting UGC pay scale namely 1. Dr. B.C. Arya, Dr. Mahender Sharma, Dr. G.K. Panda and Dr. Naresh Bhargav.**

Statement of the Case:-

The University sought concurrence of Department of Higher Education, Haryana for release of Non-Practicing Allowance to the staff/teachers of M.S.M. Institute of Ayurveda vide letter No. 277 dated 18.11.2008 and the Directorate informed that the decision about N.P.A. is required to be taken at the level of the University itself as per Government instructions (**Annexure-8, page- 32**) . Thereafter, the Executive Council in its 14th meeting held on 24.10.2008 vide resolution No. 4 decided to grant revised NPA to teachers of M.S M. Institute of Ayurveda as per State Government letter no F.D./Hr No 9/16/94-1 PR dated 09.04.2011 (**Annexure-9, page- 33- 37**) . Further, the Financial Commissioner & Principal Secretary to Government of Haryana, Finance Department vide Endst. No. F19/2009-I PR dated 20.02.2009 (**Annexure- 10, page- 38**) conveyed that the Government

has decided to grant NPA at a uniform rate of 25% of basic pay (Pay in the Pay Band +Grade Pay) in the revised pay structure to all the doctors working in the Health Department, Animal Husbandry and Dairy Development Department and Ayush Department (AMO/UMO/HMO) subject to the condition that the basic pay-NPA does not exceed Rs. 85000/- and the State Government also agreed to grant NPA to the staff of M.S.M. Institute of Ayurveda vide Memo No. 18/231-2009 UNP (2) dated 17.01.2011 (Annexure-10, page-37-A).

The University appointed four Assistant Professors namely Dr. B.C. Arya, Dr. G.K. Panda, Dr. Mahender Sharma and Dr. Naresh Bhargav in the UGC Pay Scale in M.S.M. Institute of Ayurveda and these teachers were paid the UGC pay scale till 2010 when audit objected as the rest of Assistant Professors working in the Institute were getting State Pay Scale i.e. 9300-34800+5400GP. Therefore, these above named Assistant Professors pay was re-fixed as per State Pay Scales on the analogy of the rest of Assistant Professors of the Institute. These above named four Assistant Professors filed CWP No. 7768 of 2011 for grant of UGC Pay Scales from the date of their initial appointment. The Hon'ble Punjab & Haryana High Court held that these four teachers are entitled for UGC Pay Scales from initial date of appointment, as also placement in the corresponding revised pay band Rs. 15600-39100+5000AGP along with arrears.

The University granted these four teachers UGC Pay Scale and released their salary arrears in the UGC Pay Scale along with NPA on last working day of September 2017. Thereafter, the Directorate of Higher Education vide memo no. 5/13-2016 UNP (1) dated 03.10.2017 at points (iv) & (v) clarified that the Petitioners will not be entitled for NPA as NPA is meant for the Doctors/Teachers of Allopathic/Ayurvedic Colleges/Hospitals who are receiving the State Pay Scales and there is no mention of NPA in notification dated 21.07.2011 issued by the State Government prescribing UGC Pay Scales for University and College Teachers. The Directorate further clarified that NPA i.e. 25% of BP+GP has been calculated in the calculation sheet despite that there is no provision of the same in the Notification dated 21.07.2011 adopting UGC Pay Scales for Teachers of Government Colleges and Universities of the State, therefore, it may be clarified under which

rule/instructions the NPA is calculated and the difference of pay has been released to the Petitioners (**Annexure-12, page-39-40**).

The University clarified to the Directorate of Higher Education vide letter dated 04.10.2017 that the State Government agreed to grant NPA to the staff of M.S.M. Institute of Ayurveda vide Memo No. 18/231-2009 UNP (2) dated 17.01.2011 (**Annexure-13, page-41-42**) and drew attention of the Directorate to regulation 27B of the notification dated 21.07.2011 which prescribes that allowances shall be at par with those accepted by the State Government for State Government employees on the recommendations of 6th CPC (**Annexure-14, page-43**). Thereafter the directorate has not questioned payment of N.P.A. to the teachers granted UGC Pay Scale. Thereafter, the university again wrote to Directorate of Higher Education vide letter dated 30.01.2018 for seeking clarification whether these faculty members namely the Petitioners in CWP 7768 of 2011 are entitled for N.P.A. in the UGC Pay Scale? It was also requested to give clarification at the earliest otherwise the University shall have no option than to grant the N.P.A. (**Annexure-15, page-44-45**).

The Vice-Chancellor ordered to release these teachers salary without NPA for September 2017 onwards and to place the matter of NPA before the Executive Council.

10. To consider and approve the confirmation of services of Sh. Suresh Kumar to the post of Assistant Registrar w.e.f. 18.05.2019.

Statement of the Case:-

The Executive Council vide resolution No. 09 dated 20.11.2018 has considered and approved the recommendations of the Departmental Promotion Committee held on 18.05.2018 for grant of promotion to Sh Suresh Kumar, Superintendent to the vacant post of Assistant Registrar w.e.f. the date of meeting of the DPC held i.e. 18.05.2018. As such he was issued promotion letter for the post of Assistant Registrar w.e.f. 18.05.2018 and put on probation for one year. Now, he has successfully completed his probation period of one year. His work and conduct is found very Good and fit for confirmation to the post of Assistant Registrar (**Annexure-16, page-46**).

The Vice-Chancellor has considered the case and ordered to place the matter before the Executive Council for consideration and approval subject to final outcome / decision of Hon'ble Punjab & Haryana High Court in CWP No 1612 of 2011 titled as Ms. Nirmala Rani and others Vs State of Haryana and others.

11. To consider and approve the recommendations of the Screening-cum-Evaluation Committee for grant of AGP Rs. 7000/- to Rs. 8000/- under CAS to Dr. Shalini, Assistant Prof., Department of English in the pay scale of Rs. 15,600-39,100+8000 on successful completion of five years service in light of UGC guidelines received from State Govt. vide memo No. KW-7/18-2009 C-IV (3) dated 21.07.2011.

Statement of Case:-

As per the UGC guidelines as mentioned in the para 8.0 Revised Pay Scale, Service conditions and Career Advancement Scheme for teachers and equivalent positions (**Annexure-17-page-47-48**) and as per the provision in the Appendix-III Table-II Assistant Professor/ equivalent cadre Stage-II to Stage-III. The Vice-Chancellor constituted the Screening-cum-Evaluation Committee and the Committee recommended the concerned teacher for the CAS as under:-

S	Name of Teacher	Name of Post	Name of Deptt.	Recommended for AGP	w.e.f. due date of promotion under CAS
1	Dr. Shalini	Asstt. Prof.	English	Rs. 8000/-	22/06/2017

The recommendations of the Screening-cum-Evaluation Committee held on 31.05.019 are kept under sealed envelope and will be placed on the table.

The Vice-Chancellor has considered the above matter and ordered to place the recommendations of the Screening-cum-Evaluation Committee for consideration and approval of the Executive Council.

12. To consider and approve the recommendations of the Screening-cum-Evaluation Committee for grant of AGP Rs. 6000/- to 7000/- under CAS in the pay scale of Rs. 15,600-39,100/- on successful completion of five years service in light of UGC guidelines received from State Govt. vide memo No. KW-7/18-2009 C-IV (3) dated 21.07.2011.

Statement of Case:-

As per the UGC guidelines as mentioned in the para 8.4 Revised Pay Scale, Service conditions and Career Advancement Scheme for teachers and equivalent positions (**Annexure-18, page-50-52**) and as per the provision in the Appendix-II Table-III Assistant Professor/ equivalent cadre Stage-I to Stage-II. The Vice-Chancellor constituted the Screening-cum-Evaluation Committee and the Committee recommended the concerned Assistant Librarian for the CAS as under:-

Sr. No.	Name of Teacher	Name of Post	Name of College/Deptt.	Recommended for AGP	w.e.f. due date of promotion under CAS
1.	Sh. Nafay Singh	Assistant Librarian	Centre Library	Rs. 7000/-	12.11.2014

The recommendations of the Screening-cum-Evaluation Committee held on 31.05.2019 are kept under sealed envelope and will be placed on the table.

The Vice-Chancellor has considered the above matter and ordered to place the recommendations of the Screening-cum-evaluation Committee for consideration and approval the Executive Council.

13. To consider and approve the recommendations of the committee constituted by the Vice-Chancellor to frame a policy for Assured Career Promotion for teaching Staff of MSM Institute of Ayurveda (**Annexure-19, pages-53-61**).

Statement of the Case:-

The following committee was constituted by the Vice-Chancellor to frame the Assured Promotion Policy for teaching staff of MSM Institute of Ayurveda:-

- | | | |
|----|----------------------|------------------|
| 1. | Dr. Mukesh Dubey | Co-Convener |
| 2. | Dr. Naresh Kumar | Member |
| 3. | Dr. Veena H.Sharma | Member |
| 4. | Dr. Manoj Gupta | Member |
| 5. | Dr. Mahesh Sharma | Member |
| 6. | Dr. Piyush Chaudhary | Member Secretary |

The meeting was held on 05.10.2018 in which recommendations were finalized and a copy of the same is at (**Annexure-19, pages-53-61**).

The recommendations of the committee are as under:-

1. The DACP policy which has been notified by Ministry of AYUSH, Govt. of India, which is governing body for Ayush Education in India and is currently applicable in the National Institute of Ayurveda, Jaipur seems most appropriate for implementation for doctors of Teaching cadre and Medical Officers in MSM Institute of Ayurveda.
2. This promotion policy has no linkage to the available vacancies and also assures time bound promotions.
3. This policy seems suitable to implement for Doctors (teaching and non-teaching) in the MSM Institute of Ayurveda, BPSMV for the better career opportunities, faculty development and enrichment and to create a better academic environment.
4. The Ministry of AYUSH, Govt. of India while finalizing this policy has issued clear guidelines for its initial implementation also, considering all the legal aspects.
5. Dr. Naresh Kumar suggested that in light of decision of Hon'ble Supreme Court on GWP 7768 of 2011 in the case of Dr. B.C. Arya & Others v/s State of Haryana, the 04 faculty members' viz Dr. B.C. Arya, Dr. Mahendra Sharma, Dr. G.K. Panda and Dr. Naresh Kumar should not be included under this policy till the decision of competent authority regarding implementation of verdict of Hon'ble Supreme Court.
6. The matter should be submitted to the Hon'ble Vice-Chancellor for her directions in finalizing the policy so that the final policy draft may be presented before forthcoming EC meeting.

The matter was placed before the Vice Chancellor and she ordered to place the matter in the Executive Council meeting.

14. **Agenda item for Revision of (i) License fee (ii) Penal rent on overstaying beyond permissible period (iii) Penal rent and Market rent on sub letting Government accommodation.**

Statement of the Case:-

The House Allotment Rules as contained in University Calendar Vol.III were approved vide resolution No.9 by the Executive Council in its 28th meeting held on 15.06.2012 (**Annexure-20, pages-62-64**). The rates of various charges associated with the service accommodation were decided according to the

rules taking in account the salary structure prevailing at that time. Now, the Govt. of Haryana have revised the pay structure as per 7th CPC w.e.f. 01.01.2016 with a fitment factor of 2.57, which ultimately resulted in significant growth of salary. Therefore, the charges inter-alia related to pay structure, needs to be revised in interest of the University exchequer.

(1) LICENSE FEE:-

In clause 5 (Classification of Residence) of House Allotment Rules. It has been mentioned that the Charges of License fee shall be on the pattern of State Govt. Currently, the License fee for service accommodation is being charged by the University@ 1.5% of Basic Pay (as per 6th CPC). The Govt. of Haryana have revised the License fee. by means of Gazette notification as contained in HCS Rule 2016.

The new rates of License fee decided by Govt. of Haryana w.e.f. 19.7.2016 are as under:-

Sl. No.	Type of House	Amount of Licence fee (Rs.)	Total Area	Plinth Area
1	Type- I	200	125 Sq Yds	350 Sq Feet +5%
2	Type- II	300	140 Sq Yds	440 Sq Feet +5%
3	Type- III	400	190 Sq Yds	600 Sq Feet +5%
4	Type- IV	500	360 Sq Yds	770 Sq Feet +5%
5	Type- V	1000	500 Sq Yds	1220 Sq Feet +200 sq feet as Garage
6	Type- VI	1500	--	--

Note: Actual total area and plinth area may vary from one location to another on any reason,

(2) PENAL RENT ON OVERSTAYING:-

As per sub- clause (i) of Clause 24 (Consequences of breach of rules and conditions) and clause 25 (Un-authorized stay in residence after cancellation of allotment) mentioned in HAC rules, beside service action there is a provision of imposing license fee 10 times of the flat rate of license fee or double the market rent, whichever is higher.

Sl. No.	Period of Overstay	Rate of Penal rent over and above the normal rent
1	Upto first month of overstay	At the rate of fifty times of the normal license fee.
2	Overstay of above one month and up to two months	At the rate of one hundred times of the normal license fee.
3	Overstay of above two month and up to three months overstay	At the rate of two hundred times of the normal license fee
4	Overstay of four months and above	At the rate of three hundred times of the normal license fee.

This provision of penal rent on over-staying has been revised vide HCS (Allowance) Rule 2016, as under:-

In addition, proceedings under the Haryana Public Premises and Land (Eviction and Rent Recovery) Act, 1972 shall also be initiated, if the Government accommodation is not vacated upto the prescribed period.

(3) PENAL RENT AND MARKET RENT ON SUB LETTING GOVERNMENT ACCOMMODATION :-

As per clause 23 of House Allotment Rules, there is no provision of sub letting the Government accommodation. However, in certain cases/ circumstances the sharing among employees as a care-taker for specific time limits as permitted in rule(s) is allowed with prior approval of the Vice- Chancellor. The House Allotment Rules did not provide any provision and the rule is silent in the event of violation of sub-letting rule(s) by any of the University employee.

The Govt. of Haryana (vide HCS Rule 2016), vide Rule 49, provides a provision to deal the case(s) of violation of sub-letting which is extracted and re-produced as under:-

"On sub letting the Government accommodation, the Govt. employee shall be liable to pay penal rent equal to the amount of 500 times of License fee, or as prescribed from time to time, for a period of three months and thereafter five times of market rent, or as prescribed from time to time, or 500 times of license fee, whichever is higher, as fixed by the committee.

He shall be de-barred from getting Government accommodation in future for a period of five years and in addition, proceedings shall be instituted against him under-

- (a) the Haryana Civil Services (Punishment and Appeal) Rules; and
- (b) the Haryana Public Premises and Land (Eviction and Rent Recovery) Act 1972."

The various sub-provisions which were considered and taken in account at the time of framing House Allotment Rules at initial stage needs to up-dated and revised on the analogy of State Govt. pattern as a sizeable difference between the earlier and the revised rates continued to exists.

The revised rates of License fee and other related provisions as stated above shall be made applicable in the University from the date, the same is approved by the Executive Council to avoid revenue loss to the University exchequer.

15. Any other item with the permission of the chair.

Spd
09/9/19
Registrar
Officiating Registrar

BHAGAT PHOOL SINGH MAHILA VISHWAVIDYALAYA KHANPUR KALAN (SONEPAT)

SUPPLEMENTARY AGENDA FOR THE 63rd MEETING OF THE EXECUTIVE COUNCIL TO BE HELD ON 14/11/2019 AT 11.00 IN THE CONFERENCE HALL, ADMINISTRATIVE BLOCK, BPS MAHILA VISHWAVIDYALAYA, KHANPUR KALAN (SONIPAT).

15. To note the action taken by the Vice-Chancellor in anticipation of the approval of the Executive Council to extend the term of one year of Prof. Ipshita Bansal, Professor, Deptt. of Management Studies as Dean Academic Affairs, in addition to her own duties, in terms of statute 3 and 4 of BPSMV Act 2006.

Statement of the Case:-

The provisions contained in the statute 3 and 4 of BPSMV Act 2006 for appointment of Dean Academic Affairs read as under:-

(3) The following persons in the service of the University are also declared to be the officers of the University, namely:-

- (a) xxx
- (b) xxx
- (c) xxx
- (d) Dean, Academic Affairs
- (e) xxx
- (f) xxx
- (g) xxx
- (h) xxx

Provided that preference will be given to women in appointment of above officers.

(4) The Proctor, the Chief Warden, the Dean of Students' Welfare, Dean Academic Affairs shall be appointed by the Executive Council, on the recommendations of the Vice-Chancellor, from amongst the teachers of the University, who shall not be below the rank of Professor on such terms and conditions as the Vice-Chancellor may recommend to the Executive Council:

Provided that the term of Dean Academic Affairs shall be two years extendable by another one year, if deemed proper, by the Executive Council, on the recommendations of the Vice-Chancellor.

Prof. Ipshita Bansal, Professor, Deptt. of Management Studies has been working as Dean, Academic Affairs of the University since 02/08/2017, and her term of two years has been completed on 01/08/2019. Therefore, the Vice-



Chancellor in anticipation of the approval of the Executive Council has extended her term for more one year as Dean Academic Affairs w.e.f. 02/08/2019 as she has been working with full dedication and sincerity and ordered to refer the same to the Executive Council for Information.

16. To consider the recommendations of the Screening-cum-Evaluation Committee for grant of AGP Rs. 7000/- under CAS in the pay scale of Rs. 15600-39100 w.e.f. the date of completion of their required years of five years and six years respectively of service for grant of stage-I to stage-II in the UGS guidelines received from State Govt. vide memo No. KW-7/18-2009 C-IV (3) dated 21-07-2011.

Statement of the Case:-

As per the UGC guide lines mentioned in the para 8.0 revised pay scale, service conditions and Career Advance Scheme for teacher(s) and equivalent position and as per provision in the Appendix-III- 11 (A). The request for grant of AGP Rs. 7000/- i.e. stage-I to stage-II has been considered and a Screening-cum- Evaluation Committee was constituted to check the eligibility by the Vice-Chancellor and the committee in its meeting held on 31-05-2019 recommended the following teachers for grant of AGP 7000/- Stage-II under CAS w.e.f. the dates shown against each of them as under-

Sr. No.	Name of the teachers	Recommended for AGP
1	Sh Ashish Kumar	Rs. 7000/-(Stage-I to Stage-II) on completion of six years' service w.e.f 27.7.2013
2	Dr. Archana Malik	Rs. 7000/-(Stage-I to Stage-II) on completion of five years' service w.e.f 26.6.2017

The report of screening-cum-evlution committee held on 31-5-2019 is kept under sealed envelope and will be placed on the table.

The Vice Chancellor considered the above matter and ordered to place recommendations of screening-cum-evaluation committee for consideration of Executive Council.

17. To consider the recommendations of the Screening-Cum-evaluation-committee for grant of AGP Rs.7000/- to Rs.8000/- under CAS to Dr. Nutan, Assistant Professor in Home Science in BPSIHL in the pay scale of Rs.15600-39,100 +8000GP on successful completion of five years of



service on 05.11.2017 in light of the UGC guidelines received from State Govt. vide memo No. KW-7/18-2009 C-IV(3) dated 21.07.2011.

Statement of Case:-

As per the UGC guidelines as mentioned in the para 8.0 Revised pay Scale, Service conditions and Career Advancement Scheme for teachers and equivalent positions (Annexure-17-page-47-48) and as per position in Appendix-III Table-II(A) for grant of AGP Rs.7000/- to 8000/- to Assistant Professor/equivalent cadre from Stage-II to Stage-III. The Vice Chancellor constituted the Screening-cum-evaluation committee and the committee in its meeting held on 31.5.2019 considered the case of Dr.Nutan, Assistant Professor in Home Science in BPSIHL for grant of AGP Rs.8000/- under CAS w.e.f. 5.11.2017.

The recommendations of Screening-cum-evaluation committee held on is kept under sealed envelope and will be placed on the table.

The Vice-Chancellor has considered the above matter and ordered to place the recommendations of the Screening-cum-evaluation Committee for consideration.

18. To consider the recommendations of the Screening-Cum-evaluation-committee for grant of AGP Rs.6000/- to Rs.7000/- under CAS to Sh. Rajesh Kumar, Assistant Professor in Mathematics in BPSIHL in the pay scale of Rs.15600-39,100 +7000GP on successful completion of six years of service on 26.4.2017 in light of the UGC guidelines received from State Govt. vide memo No. KW-7/18-2009 C-IV(3) dated 21.07.2011.

Statement of Case:-

As per the UGC guidelines as mentioned in the para 8.0 Revised pay Scale, Service conditions and Career Advancement Scheme for teachers and equivalent positions (Annexure-17-page-47-48) and as per position in Appendix-III Table-II (A) for grant of AGP Rs 6000/- to 7000/- to Assistant Professor/equivalent cadre from Stage-I to Stage-II. The Vice Chancellor constituted the Screening-cum-evaluation committee and the committee in its meeting considered the case of Sh.Rajesh Kumar, Assistant Professor in



Mathematics in BPSIHL for grant of AGP Rs.7000/- under CAS w.e.f. 25.4.2017.

The recommendations of Screening-cum-evaluation committee held on 31.5.2019 are kept under sealed envelope and will be placed on the table.

The Vice-Chancellor has considered the above matter and ordered to place the recommendations of the Screening-cum-evaluation Committee for consideration and approval of Executive Council.

19. To note the action taken by the Vice-Chancellor in anticipation approval of Executive Council to extend the last date for submission of application/proposal along-with prescribed processing fee for New College/Institute/increase intake/additional course(s)/ subject(s)/branch(s) etc. with 100% late fee upto 31st July, 2019.

Statement of case:-

The following request have been received in the University w.r.t starting of new courses and new college in compliance to the orders of the State Govt. Haryana, vide Memo No. 3/2-2019-C-1(1) dated 27.05.2019 and vide Memo No. 7/6-2019 C-1(2) dated 31.05.2019 respectively.

Sr. No.	Name of College	Request
1.	Tau Devi Lal Govt. College for Women, Murthal (Sonipat)	To start the new courses i.e. M.A.(English) & M.Com
2.	Govt. College for Women, Sonipat	To start the new course i.e. Gohana, B.Sc.(Comp.Sc.)
3.	Govt. College for Girls, Mohana (Sonipat)	To start the new Govt. College.

Further, it is stated that the ordinance of affiliated colleges have been passed by the Executive Council of the University during its 57th meeting held on 05.02.2018 vide resolution No. 4. The relevant Clause No. 6 and 7 of the said ordinance is reproduced below:-

6. Last date for submission of application/proposal along-with prescribed processing fee for New College/Institute/increase intake/additional course(s)/subject(s)/branch(s) etc. without late fee shall be 31st Oct. of the preceding year to which it is proposed to start.
7. Proposal/application shall be entertained upto 31st December of the preceding

year on payment of 25% extra charges and upto 31st March of the year concerned on payment of 50% extra charges and upto 30th April on payment of 100% extra charges. No application for new institute/course/increase in intake shall be entertained after 30th April of the current academic session.

In view of the above clauses of the ordinance the last date for submission of application/proposal along with prescribed fee was 30th April, 2019 on payment of 100% extra charges. Principals of the above three colleges by giving the reference of the State Govt. letters memo. No. 3/2-2019 C-1(1) dated 27.05.2019 and memo no. 7/6-2019 C-1(2) dated 31.05.2019 has requested to grant the permission to start new courses and new college from the Academic session 2019-20. Being a State Govt. University we have to comply the Instruction of the State Govt.

In view of the State Govt. letters and requests, the case were put up before the Hon'ble Vice-Chancellor and she has granted the approval to extend the last date for submission of the application/proposal along-with prescribed processing fee for New College/Institute/increase intake/additional course(s)/subject(s)/branch(s) etc. with 100% late fee upto 31st July, 2019 in anticipation approval of Executive Council and refer the same to the Executive Council for information and approval.

20. **To consider and approve the recommendations made by the Academic Council vide Resolution no. 07 in its meeting held on 09/07/2019.**

Statement of the case:-

The Academic Council in its 21st meeting held on 09/07/2019, vide Resolution no. 07 (Annexure-21, page-65), approved the Ordinance of B.Com and M.Com courses applicable w.e.f. July 2018 and the same is placed at (Annexure-22, page-66-83).

As per rule, the Ordinance of the course is required to be approved by the Executive Council, hence presented.

21. **To consider and approve the recommendations made by the Academic Council vide Resolution no. 08 in its meeting held on 09/07/2019.**



Statement of the case:-

The Academic Council in its 21st meeting held on 09/07/2019, vide Resolution no. 08 (**Annexure-23, page-84**), approved the Ordinance of Bachelor of Hotel Management (B.H.M.) and the same is placed at (**Annexure-24, page-85-91**).

As per rule, the Ordinance of the course is required to be approved by the Executive Council, hence presented.

22. **To consider and approve the recommendations made by the Academic Council vide Resolution no. 09 in its meeting held on 09/07/2019.**

Statement of the case:-

The Academic Council in its 21st meeting held on 09/07/2019, vide Resolution no. 09 (**Annexure-25, page-92**), approved the Ordinance of M.A. History & Archaeology and the same is placed at (**Annexure-26, page-93-98**).

As per rule, the Ordinance of the course is required to be approved by the Executive Council, hence presented.

23. **To consider and approve the recommendations made by the Academic Council vide Resolution no. 15 in its meeting held on 09/07/2019.**

Statement of the case:-

The Academic Council in its 21st meeting held on 09/07/2019, vide Resolution no. 15 (**Annexure-27, page-99**), approved the Ordinance of Master in Hotel Management and the same is placed at (**Annexure-28, page-100-106**) applicable w.e.f. July 2019-20.

As per rule the Ordinance of the course is required to be approved by the Executive Council, hence presented.

24. **To consider and approve the recommendations made by the Academic Council vide Resolution no. 20 in its meeting held on 09/07/2019.**

Statement of the case:-

The Academic Council in its 21st meeting held on 09/07/2019, vide Resolution no. 20 (**Annexure-29, page-107**), approved the Ordinance of M.Phil English 2015 and the same is placed at (**Annexure-30, page-108**).

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As per rule, the Ordinance of the course is required to be approved by the Executive Council, hence presented.

25. To note the assent of the Hon'ble Chancellor in exercising his powers to insert/incorporate Statute No. 39 in the Bhagat Phool Singh Mahila Vishwavidyalaya Act, 2006 related to affiliated Colleges of BPSMV.

Statement of the Case:-

The Hon'ble Governor Chancellor has accorded his assent on 12/06/2019 to insert/incorporate Statute No. 39 in the Bhagat Phool Singh Mahila Vishwavidyalaya Act, 2006 related to affiliated Colleges of BPSMV (Annexure-31, Page-109-110) as resolved by the Executive Council vide Resolution No. 4 in its 57th meeting held on 05/02/2018.

The case was submitted to the Vice-Chancellor and it has been ordered to place it before the meeting of Executive Council to note the assent of the Hon'ble Governor Chancellor.

26. Any other item with the permission of the chair.


31/8/19

Registrar



BHAGAT PHOOL SINGH MAHILA VISHWAVIDYALAYA KHANPUR KALAN (SONEPAT)

TABLE AGENDA FOR THE 63rd MEETING OF THE EXECUTIVE COUNCIL TO BE HELD ON 14/11/2019 AT 11.00 IN THE CONFERENCE HALL, ADMINISTRATIVE BLOCK, BPS MAHILA VISHWAVIDYALAYA, KHANPUR KALAN (SONIPAT).

26. To note the action taken by the Vice-Chancellor in exercising her powers conferred upon her under the provisions of the Act-11 sub-clause 6 of the University Act-2006 after taking into consideration the recommendations of the committee along with the circulars/ guidelines received from Government of Haryana time to time.

Statement of Case:-

The circulars/ instructions received from Government of Haryana regarding grant of maternity leave to female extension lecturers vide Memo No. KW 4/36-2010 CI (5) dated 29.11.2018 (Annexure-32, page-111), implementation of principle Equal Pay for Equal Work vide Memo No. KW 4/36-2010 CI (5) dated 27.06.2019 (Annexure-33, page-112), meeting regarding demands of employees under the Chairmanship of Hon'ble Chief Minister, Haryana vide Memo No. KW 18/133-2015 UNP (4) dated 22.07.2019 (Annexure-34, page-113), regarding charter of demands submitted by all India Haryana Universities employees federation vide Memo No. 18/155-2019 UNP (1) dated 12.09.2019 (Annexure-35, page-114-115)

A committee was constituted by the Vice-Chancellor to resolve various issues of Teaching Assistants of the University. The minutes of the committee are available at (Annexure-36, page-116-117).

Further, a request received from Teaching Assistants, BPSMV Khanpur Kalan vide which they have requested for change of nomenclature from Teaching Assistants to Assistant Professor, Equal Pay for Equal Work (Minimum Pay Scale Rs. 57,700/- for 7th Pay Commission), Remuneration for exam duty, Study Leave and Academic Leave for seminars/ Conferences, Maternity Leave, Casual Leaves and Winter Vacations (Annexure-37, page-118-122).

After taking into consideration the recommendation of the committee along with the circulars/ guidelines received from Government of Haryana time to time regarding various demand of Teaching Assistant working in this University, the Vice-Chancellor has approved as under:-

1. That teaching assistants fulfilling minimum eligibility for the post of Assistant Professor as per the University Grants Commission regulations shall be redesignated as Assistant Professor (Temporary).
2. That the redesignated Assistant Professor (Temporary) having full workload at par with regular Assistant Professor for the full academic session shall be paid remuneration equal to the initial basic pay of a regular Assistant Professor under 7th Pay Commission i.e. Rs. 57,700/- p.m. till the regular appointments or existence of the workload or their satisfactory work and conduct.
3. That teaching assistants not fulfilling minimum eligibility for the post of Assistant Professor as per the UGC regulations but engaged due to non-availability of eligible candidates for a semester/ academic session having full workload shall be paid remuneration of Rs. 35,400/- p.m.
4. That the redesignated Assistant Professors (Temporary) shall be given remuneration for examination duty at par with the regular Assistant Professor.
5. That the redesignated Assistant Professors (Temporary) shall be entitled to duty leave for two weeks for presenting paper's in conferences/ seminars etc. and for attending faculty development programmes sponsored by the UGC/ICSSR/Government funding agencies without any financial liability.
6. That the redesignated Assistant Professors and teaching assistants shall be entitled for paid maternity leave as per the State Government rules for contractual/ temporary employees.
7. That the redesignated Assistant Professors (Temporary)/ teaching assistants shall be entitled for one casual leave per month or ten casual leaves annually.
8. That the redesignated Assistant Professors (Temporary) shall be entitled for summer and winter vacations with the mandate that they shall be present as and when required for official duty.

The copy of office order issued by this branch vide No. BPSMV/ET-II/19/3757-90 dated 19.09.2019 is available at (Annexure-38, page-123-124)

The Vice-Chancellor has approved above said demands of Teaching Assistants of the University by exercising her powers conferred upon her under the provisions of the Act-11 sub-clause 6 of the University Act and ordered to refer the matter to the Executive Council for information and approval.

27. To consider the recommendations of the Screening-cum-evaluation Committee for grant of AGP Rs. 6000/- to Rs. 7000/- under CAS in the pay scale of Rs. 15,600-39,100 on successful completion of four years service Stage-I to Stage-II in respect of Dr. Bhavna Sharma in light of UGC guidelines received from State Govt. vide memo No. KW-7/18-2009 C-IV (3) dated 21.07.2011.

Statement of Case:-

As per the UGC guidelines as mentioned in the para 80 Revised Pay Scale, Service conditions and Career Advancement Scheme for teachers and equivalent positions and as per the provision in the Appendix-III Table-II-A Assistant Professor/ equivalent cadre The Vice-Chancellor constituted the Screening-cum-Evaluation Committee and the Committee recommended and the meeting held on 20.08.2014 the teacher for promoting under CAS as under:-

Sr. No.	Name of Teacher	Name of Post	Name of Deptt.	Recommen ded for AGP	w.e.f. due date of promotion under CAS
1.	Dr. Bhavna Sharma	Asstt. Prof.	Commerce	Rs. 7000/-	01.07.2014

The recommendation of the committee were placed before the Executive Council vide resolution No. 11 dated 30.05.2013 resolved to authorize the Vice-Chancellor to Constitute a Committee to examine all such cases in detail in the light of govt. instructions received from time to time and accordingly the item be placed before the EC for re-consideration. The EC also resolved that Dr. Bhavna Sharma need not to appear for interview again

The report of the committee has not been received. However, a reminder has already been issued to the Convener of the Committee. Moreover, clarification from the state Government were received vide Memo No. 18/61-2014 UNP (1) dated 01.01.2019

and provided that 'UGC guidelines could not be made applicable sub-moto despite it has to be adopted by the State Government. Therefore, cases of teachers dealt on UGC circular should be re-examined under the provision of instructions dated 21.07.2011 strictly (Annexure-39, page-125). Dr. Bhavna Sharma requested to consider the case without counting the past service, till any final decision on counting of SFS.

The Vice-Chancellor considered the matter and ordered to place the item before the Executive Council.

28. To note the action taken by the Vice-Chancellor for approval of UGC regulations on minimum qualifications for appointment of teachers and other academic staff in universities and colleges and measures for the maintenance of standards in higher education, 2018 received through DGHE vide Memo No. 1/24-2019 Co. (1) dated 12.07.2019.

Statement of the case:-

The DGHE, Haryana vide Memo No. 1/24-2019 Co. (1) dated 12.07.2019 requested to initiate and complete the selection process of filling up the teaching faculty within a period of six months as per guidelines to be assessed on the UGC website "revised guidelines for recruitment of faculty" (Annexure-40, page-126-180)

The guidelines downloaded from the UGC website were put up to the Vice-Chancellor and she has approved the UGC regulations on minimum qualifications for appointment of teachers and other academic staff in universities and colleges and measures for the maintenance of standards in higher education, 2018 (except pages 88 to 93 i.e. leave rules) received through DGHE vide Memo No. 1/24-2019 Co. (1) dated 12.07.2019 in anticipation of the Executive Council and ordered to place the item before the Executive Council to note the action taken by the Vice-Chancellor.

29. **To Note the action taken by the Vice-Chancellor in anticipation of approval of Executive Council in granting extension to Sh. Devender Singh Ex-Supdt for engagement after superannuation in MSM Institute of Ayurveda for six months w.e.f. 26.06.2019 to 25.12.2019.**

Statement of the case:-

In this regard, it is stated that Sh. Devender Singh Ex-Supdt was engaged against the sanctioned vacant post of Accountant in MSM Institute of Ayurveda after his superannuation in anticipation of approval of Executive Council by the Vice-Chancellor initially for a period of six months vide letter No. BPSMV/EN-II/18/4087-91 dated 26.12.2018 (Annexure-4, page-25).

His pay will be fixed as per chapter XI of Haryana civil Services pay rules 2016 and accordingly fixed Rs 26650+D.A. (as per 7th pay commission)

The present term of his engagement after superannuation has expired on 25.6.2019. he further made a request for extension of another six months. The Vice-Chancellor on the recommendation of Principal Ayurveda has granted him six months extension on the same terms & conditions and ordered to place it before the Executive Council to note the action taken by Vice-Chancellor in anticipation of approval of Executive Council.

30. **To consider and approve the Engagement of Sh Arjun Prasad, as Horticulture Consultant on contract basis on a consolidated salary of Rs. 4,000/- per visit + travelling allowance subject to a maximum of 5 visits in a months for a period of 10 months.**

Statement of the case:-

The University has vast campus of approximately 400 acres. There is no expert is available to look after the maintenance of the Horticulture services in the University. The University authorities are keen interested to engage the services of Horticulture consultant for maintenance of greenery and beautification of University & development of Nursery etc. Sh. Arjun Prasad (Retd) Deputy Director (Horticulture) is willing to provide his services as Horticulture Consultant.

He has also provided his services in the past as Horticulture Consultant from 16.07.2013 to 24.07.2017 (age of 65 years). During the said period his service was very beneficial to the University and up to the satisfaction of the University authorities.

The University rule for engagement of superannuated person is as under:-

RE-EMPLOYMENT OF NON-TEACHING EMPLOYEES AND FIXATION OF THEIR PAY

1. All whole time paid non-teaching employees shall retire on completing the age of sixty years, provided that the Executive Council may, on the recommendation of the Vice-Chancellor, re-employ any employee for a period not exceeding five years, if it is satisfied that such extension is in the interest of the University and provided further that he/ she shall not be granted extension of more than one year at a time, till the age of sixty-five years.

2. The Executive Council may, on the recommendation of the Vice-Chancellor, also appoint any superannuated person in the service of the University up to the age of sixty five years on contract basis. Provided that such an employee shall not be granted extension of more than one year at a time during his re-employment, till the age of sixty five years.

Accordingly, Sh. Arjun Prasad may be engaged as Horticulture consultant on contract basis on consolidated salary of Rs. 4,000/- per visit + travelling allowance subject to a maximum of 5 visits in a month for a period of 10 months

The matter was submitted to the Vice-Chancellor, who has after due consideration has ordered to refer the same to the Executive Council for consideration and approval

31. To Consider and approve the engagement of Dr. Kumari Darshna Devi, Ex-Acharaya, Kanya Gurukul Sr Sec School, Kharal under Regional Centre, BPSMV, Khanpur Kalan as Advisor/OSD, against the sanctioned and vacant posts of Sr Scale Stenographer on consolidated salary of Rs. 35,400/- with rent free accommodation at KGSSS-Kharal for one year.

Statement of case:-

Dr. Kumari Darshna Devi was working in the Kanya Gurukul Sr Sec School Kharal well before it is taken over by the State Govt under Regional Centre, BPSMV, Khanpur kalan with its existing staff w.e.f. 29.08.2018. It is also worth to mention here that the post of Principal by name for Dr. Kumari Darshna Devi has also been sanctioned by the State Govt, however, she attained the age of superannuation before the State Govt approve the rationalization of staff of KGSSS Kharal w.e.f. 29.08.2018.

It is also worth to mention here that she has devoted her full life to the Gurukul-Kharal. She is spinster till date. Presently, no other long experienced person is available with the Gurukul-Kharal.

As per Chapter – XVIII of University Calendar Vol.-III the Executive Council may, on the recommendation of the Vice Chancellor, re-employ any employee for a period not exceeding five years, if it is satisfied that such extension is in the interest of the University and provided further that he/she shall not be granted extension of more than one year at a time, till age of sixty-five years.

The Vice-Chancellor has considered the request of the then Mahasabha regarding engagement of Kumari Darshana Devi and due to shortage of experienced staff at Kanya Gurukul Sr Sec School-Kharal as Advisor/OSD on consolidated salary of Rs. 35,400/- (all inclusive) with rent free accommodation in Kanya Gurukul-Kharal and ordered to refer the same to the Executive Council for consideration.

- 32. To note the action taken by the Vice Chancellor in anticipation of approval of Executive Council regarding engagement of Sh. Vinod Kakkar as Consultant to the Vice-Chancellor for a period of six months w.e.f. 19.09.2019 on a consolidated salary of Rs. 65000/- (all inclusive) with rent free accommodation in the University campus against the sanctioned and vacant post of Executive Engineer.**

Statement of case:-

Sh. Vinod Kumar Kakkar was appointed as OSD to Vice Chancellor w.e.f. 08.02.2019 (F/N) after superannuation for one year or till he attains 65 years of his age whichever is earlier duly approved by the EC in its 62nd meeting held on 30.03.2019 vide resolution no. 32. He has attained the age of 65 years on 17.09.2019 as per documents/birth evidences provided by him with his curriculum vitae. The Vice Chancellor has recommended that during the short stay of 07 months he has contributed to University-provided systems on file movement, hostel management, building management, in addition to providing useful assistance to Vice Chancellor.

In addition to above, his persuasion with bank resulted into contribution from their CSR fund and timings of the ATM increased to 24 hrs. His devotion and dedication towards education administration is appreciable.

As per Chapter – XVIII of University Calendar Vol-III (Annexure-41, page-180 A) the Executive Council may, on the recommendation of the Vice Chancellor, re-employ any employee for a period not exceeding five years, if it is satisfied that such extension is in the interest of the University and provided further that he/she shall not be granted extension of more than one year at a time, till age of sixty-five years. However, taking consideration, the note from the assiduous efforts made by Sh. Vinod Kumar Kakkar towards the University and due to acute shortage of experienced staff faced by the University, the Vice Chancellor has approved his engagement as consultant to Vice Chancellor on a consolidated salary of Rs. 65,000/- (all inclusive) with rent free accommodation in the University campus, against the sanctioned and vacant post of Librarian in anticipation of approval of Executive Council and ordered to refer the same to the Executive Council for ratification.

33. **To consider the possibility of promotion case of Sh. Sumer Singh, J.E.(Civil), whose services have been rationalized in the BPSIHL w.e.f. 27.02.2009 on the post of SDO by following the rules of MDU Rohtak in toto till BPSMV Khanpur Kalan frame its own rules as directed by the State Govt. vide Memo dated 21.09.2006.**

Statement of the Case:-

The BPSMV, Khanpur kalan was established by the State Govt on 18.05 2006. On the basis of recommendations of the Executive Council made in its 12th meeting held on 23.06.2006 regarding rationalization of various teaching and Non-teaching posts of different College/Institutions of the then Mahasabha in BPSMV, Khanpur Kalan further approval by the Financial Commissioner & Principal Secretary of Govt of Haryana, Education Department as conveyed vide Endst No. 18/203-2007 UNP (2) dated 27.02.2009, all 190 employees of the then Mahasabha were regularized under rationalization w.e.f. 27.02.2009 including petitioner. Accordingly 190 employee(s) including the petitioner were brought on the regular strength of concerned constituent Colleges / Schools / Institutes of BPSMV. Hence, petitioner has been brought on the strength of BPSIHL (erstwhile BPS Girls College).

It is further stated that the services of Sh Sumer Singh as J.E (Civil) have been taken in the University Engineering Cell in absence of regular staff in the Engineering Cell,

He has also been given the additional charge of SDO vide letter No. BPSMV/EN/12/PF-58/326 dated 24.02.2012, reproduced as under:-

"The Vice-Chancellor is pleased to assign you the responsibilities of SDO (Civil) in addition to your own duties without any extra financial benefit till such time a regular incumbent is posted by PWD (B & R). Consequent upon this assignment, you will have no right to claim regularization of your service on the post of SDO (Civil)". (Annexure-42, page-181)

It is pertinent to mention here that at present the promotion cases of the employee(s) of the constituent Colleges/Institutions are being considered against the vacant posts of their respective Institutes, where they were brought on the regular strength w.e.f. 27.02.2009. The Services of

Sh. Sumer Singh, as J.E. (Civil) were rationalized against Bhagat Phool Singh Institute of Higher Learning (erstwhile BPS Girls College) and there is no vacant post of Sub Divisional Engineer in BPSIHL.

The matter to transfer the services of Sh Sumer Singh, J.E. (Civil) from BPSIHL to University was referred to the 50th meeting of Executive Council held on 30.12.2018 under Agenda No. 11. The Executive Council Resolved as Under:-

The item was deferred on the basis of the comments received on dated 30.12.2018 through FAX from the O/o the Director General, Higher Education Haryana, Panchkula the same is reproduced as under:-

"Since the Establishment of all the Institutions of the University is being maintained by the University Authorities, institution wise, due to which, no joint seniority is being maintained in the University. Hence, transfer of a particular employee from Institution to University setup is not judicious, which will create legal complication and heart burning among others. It will be better, if the Establishment of all the Institutions maintained within the University, it is therefore proposed this item may be deferred". (Annexure-43, page-182-184)

It is also informed that some employees have filed CWP No. 1612 of 2011 titled as Mrs Nirmla Rani & others V/s State of Haryana & others regarding joint seniority of Non-Teaching employees, which is subjudice in the Hon'ble High Court Chandigarh.

Further, Sh Sumer Singh, J.E. has also filed a court case in the Hon'ble Punjab and Haryana High Court vide CWP No. 10823 of 2018 for grant of promotion and the Hon'ble Court has issued orders on 02.05.2018 as under:-

"The petition is accordingly disposed of in the above terms.

in the event, the petitioner moves any such representation, as indicated above, within four weeks from today, the respondent-authorities shall consider and decide the same within a further period of three months from its receipt". **{Annexure.44, page-185-186}**. Sh. Sumer Singh, J.E. has also filed the contempt petition no. 1422 of 2019 dated 30.04.2019.

In view of above, the Vice-Chancellor has constituted a committee to frame joint seniority of all Non Teaching Staff of University including Constituent / maintained Colleges & Schools. so that promotion may be granted to eligible rationalized employees against the sanctioned, vacant posts available in the University. However, till date no recommendations have been received from the committee constituted for framing joint seniority.

It is also worth to mention here that BPSMV Executive Council vide resolution no. 05 dated 10.07.2014 has approved the promotion policy to the Technical staff i.e. Sub Divisional Engineer. The same is reproduced below along with the promotion policy of MDU in an annotated form:-

Sr No	Promotion Policy of BPSMV, Khanpur-kalan	Promotion Policy of MDU, Rohtak
1	J.E with B.E. should have three years experience as Junior Engineer or JE with AMIE with five experiences as JE. (Annexure-45, page-187-189)	The Junior Engineer who has attained the Qualification of B. Sc (Engg), B.E., B.Tech, A.M.I.E or equivalent in required specialization should have acquired 10 years exp as J.E. before being promoted as SDE (Annexure46, page-190-196)
2	JE, three years diploma holder with eight years experience as JE (in which minimum 05 years experience in BPSMV Khanpur Kalan).	For a J.E. who is having only diploma in required specialization and has not been able to attain the degree qualification should have an Exp of 15 years of J.E. before being promoted to SDE.

As per MDU, Executive Council Resolution No. 46 dated 24.02.2003 the promotion quota for the post of S.D.E. is as under:-

Considered the proposal that 75% of the sanctioned posts of S.D.Es in the University may be filled up by promotion from J.Es of the University and 25% posts by direct

recruitment instead of existing criteria of 50% by promotion and 50% by direct recruitment on the pattern of Ch Charan Singh Haryana Agriculture University, Hisar and other non-teaching posts above the rank of Superintendents in this University
Resolved that the above proposal be approved.

It is worth to mention here that Sh. Sumer Singh J.E. has completed his B. Tech in Civil degree in 2008 through distance mode.

It is pertinent to mention here that 02 posts of SDO (to be filled through deputation) have been sanctioned by the State Govt. for the University. However, a clarification has also been received from State Govt vide letter dated 11.01.2016, reproduced as under that:-

"One SDO (out of 02 sanctioned post) on direct basis, while remaining one SDO will continue to be appointed on deputation basis."

It is worth to mention here that the Executive Council, vide Resolution No. 14 dated 11.02.2016 has resolved that:-

The house note the contents of the Memo No. 20/6-2006 UNP (1) dated 11.01.2016 (Annexure-47, pages-197) received from the Director Higher Education Haryana, Panchkula, regarding approval to fill up one post of SDO, two posts of J.E.s and one post of Executive Engineer by direct recruitment, while remaining one SDO, two J.E.s will continue to be appointed on deputation basis.

The house also discussed and resolved that as per the requirement of the Engineering cell the post of SDO be filled from civil branch and two posts of J.E.'s be filled as one J.E. from electrical branch and one J.E. from civil branch, (Annexure-48, page-198)

Sh. Sumer Singh J.E. is the only official in his cadre.

In view of whole position as explained above the Vice Chancellor has ordered to refer the case to the Executive Council to decide the case of promotion of Sh. Sumer Singh J.E. to the sanctioned and vacant post of SDO by taking him on the strength of University and further to allow the University to follow the MDU rules as per directions of the State Govt. vide Memo no. 20/1-2006 UNP (1) dated 21.09.2006 for all purposes.

34. To note the action taken by the Vice-Chancellor in anticipation of the approval of Executive Council in implementation the fixation of pay and payment of arrears as per 7th pay commission in respect of teachers working in MSM Institute of Ayurveda in view of Memo No. 18/35-2009 UNP (1) dated 26.02.2019 (Annexure-I) and as per provisions of notification No. 1/20/2016(PR)-5PR (FD) dated 28.10.2016 received from Additional Chief Secretary to Govt. of Haryana, Higher Education

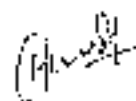
Department, Chandigarh and as authorized by the EC vide its resolution No. 11 dated 19.09.2017 to implement the further directions/instructions to be received from State Govt. In this regard from time to time, if any.

Statement of case:-

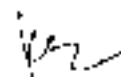
The Director Higher Education, Haryana vide Memo No. 18/35-2019 UNP (1) dated 26.02.2019 has conveyed the approval of revising of pay scales of the teaching staff of MSM Institute of Ayurveda as per the provision of notification No 1/20/2016-(RP)-5PR (FD) dated 28.10.2016 and at par with the teachers of Shri Krishna Ayurvedic Government College, Kurukshetra.

The matter was put up to the Vice-Chancellor for consideration, who has allowed implementation of the revised 7th pay commission as per Govt. rule/instructions in anticipation of the approval of the Executive Council as was done in the case of teaching and non-teaching staff/employees which may be noted and accordingly the Vice-Chancellor may be authorized to implement further directions/instructions/ clarification to be received from the State Govt. in this regard from time to time, if any.

35. Any other item with the permission of the chair.



Registrar



MINUTES OF THE 62nd MEETING OF THE EXECUTIVE COUNCIL HELD ON 30/03/2019 AT 10.30 A.M. IN THE CONFERENCE HALL, ADMINISTRATIVE BLOCK, BPS MAHILA VISHWAVIDYALAYA, KHANPUR KALAN (SONIPAT).

The following were present:-

- | | | |
|-----|--|----------------------|
| 1. | Prof. Sushma Yadava,
Vice-Chancellor | Chairperson |
| 2. | Sh. S.P. Sukhija,
Joint Director-1, 9855044389
Higher Education Department,
Haryana | Ex-officio-member |
| 3. | Prof. Vimal Joshi,
Dean, Faculty of Law | -do- |
| 4. | Prof. Sanket Vij,
Dean, Faculty of Commerce & Mgt. | -do- |
| 5. | Prof. Vijay Nehra,
Dean, Faculty of Engineering & Technology
Dean Students Welfare | -do- |
| 6. | Dr. Suman Datta,
Dean, Faculty of Physical Education | -do- |
| 7. | Prof. Amrita,
Dean, Faculty of Arts & Languages | -do- |
| 8. | Dr. Neelam Jain,
Dean, Faculty of Pharmaceutical Sciences,
Dean, Faculty of Sciences, | -do- |
| 9. | Prof. Sarla Dhan,
Dean, Faculty of Ayurvedic Medicine | -do- |
| 10. | Prof. Mahesh Dadhich,
Principal, MSM Institute of Ayurveda | -do- |
| 11. | Dr. Voena, Principal,
BPS Institute of Higher Learning, | -do- |
| 12. | Prof. Nimala Chaudhary,
University School of Management,
Kurukshetra University Kurukshetra. 8886436069
nchaudhary@kuk.ac.in | Chancellor's Nominee |
| 13. | Prof. Sumitra Singh,
Department of Pharmaceutical Sciences,
Guru Jambheshwar University, Hisar. 9416295444
Sumitra.singh32@gmail.com | -do- |
| 14. | Prof. (Dr.) Luxmi Malodia
University Business School,
Punjab University, Chandigarh. 9463888038
luxmimalodia@yahoo.com | -do- |




- | | | |
|-----|--|-----------------|
| 15. | Smt. Kamla Rani
House No. 12, University Campus
9467000901 | -do- |
| 16. | Prof. Ipshta Bansal,
Dean Academic Affairs,
BPSMV, Khanpur Kalan | Special Invitee |
| 17. | Smt. Manju,
Superintendent, ENT | Other Member |
| 18. | Dr. Kiran Kamboj,
Registrar | Secretary |

Following members could not attend the meeting:

1. Smt. Kiran Lekha Walia,
Financial advisor, HBPE.
Secretary to Govt. Haryana
Finance Department, Chandigarh
2. The Secretary to Government, Haryana,
Technical Education Department,
Chandigarh
3. The Secretary to Government, Haryana,
Health Department. 0172-2740851
Chandigarh
4. Prof. Surender Mor,
Dean, Faculty of Social Sciences

Quorum was complete.

Before taking up the agenda item The Vice-Chancellor welcomed all the members, to the 62nd meeting of the Executive Council. She introduced the newly appointed Chancellor's nominees Prof. Nirmla Chaudhary, School of Management, Kurukshetra University, Kurukshetra, Prof. Sumitra Singh, Department of Pharmaceutical Sciences, Guru Jambheshwar University of Science & Technology, Hisar and Prof. Luxmi Malodia, University Business School, Panjab University, Chandigarh and congratulated them on being nominated to the Executive Council of BPSMV, Khanpur Kalan. The Vice-Chancellor also introduced Dr. Kiran Kamboj, Registrar to the members of the Executive Council. The Vice-Chancellor appreciated Prof. Ipshta Bansal, Dean Academic Affairs for discharging the additional assignment as Registrar from 16.08.2018 to 08.03.2019 in a dedicated and efficient manner. She also put on record the appreciation for the outgoing members of the Executive Council, the nominees of the Chancellor for their support towards the University's growth.

Some of the members wished that the Agenda of the Executive Council should have been forwarded through e-mail as well as hard copy at least ten days before the meeting, which was noted for future. After a brief round of introduction Vice Chancellor and Chairperson asked the Registrar and Secretary to take up the agenda.

With the permission of the Chairperson, the Secretary to the Executive Council took up the agenda.

1. Confirmation of the Minutes of 61st meeting of Executive Council held on 20/11/2018.




The minutes of 61st meeting of Executive Council held on 20.11.2018 were confirmed by the Executive Council. While confirming the minutes it was also resolved that if any of the members have any dissent over a particular agenda, the same be conveyed during the meeting. It was noted for future.

2. **Follow up Action Report.**

The members of the Executive Council felt that as the agenda was received by them at the eleventh hour, the same could not be gone through and requested to defer the same for the next meeting. Hence, the item was deferred.

3. **To consider and approve the recommendations made by the Committee constituted by the Executive Council to assess the actual workload for engagement through Outsourcing policy in various Departments/Offices of the University**

The item was deferred for the next meeting.

4. **To consider the cases for grant of extension for six months in the contractual appointment of Sh. Ved Prakash Dua and Sh. Bhawani Shankar as Accounts Officer in the Accounts Branch beyond 06.10.2018 & 13.10.2018 respectively on expiry of their present term of contractual appointment.**

The Executive Council considered and discussed the agenda item in detail. The House was apprised with the fact that the university is facing acute shortage of experienced staff and the above persons were engaged on contractual basis after the retirement from the service. It was also informed that during the Model Code of Conduct, no further appointment/ contractual appointment is feasible in the university. Taking into consideration the above facts, the House resolved to grant the extension for six months w.e.f 06.10.2018 & 13.10.2018 respectively and authorized the Vice-Chancellor to grant them further extension of six months on need basis in this particular case. The House desired that the regular appointments of the non-teaching staff be made at the earliest.

5. **To consider and approve the minutes of the Departmental Promotion Committee (D.P.C.) for granting of promotion in respect of Sh. Binesh Kumar, Personal Assistant (P.A.) against the sanctioned and vacant post of Private Secretary (P.S.) in the pay scale of Rs. 15,600-39,100+6,000GP as per University rules.**

Considered and approved

6. **To note the contents of the letter received from Additional Chief Secretary to Govt. of Haryana, Higher Education Department and Director General Higher Education, Haryana vide their letter No. KW/3/1-2017 CI (1) Dated 08.10.2018 and KW3/1-2017 C-4 (1) Dated 05.09.2018 regarding Waiving off Processing Fees/Inspection Fees/Course Fees/Affiliation Fees/Late fees and format fees**

Noted.

7. To note the action taken by the Vice-Chancellor while exercising the powers conferred upon her under the provisions in the sub section 6 of section 11 of the University Act-2006 for grant of extension in contractual appointment of Sh. Labh Singh, SDE (Electrical) for Six Months beyond 14.10.2018 on expiry of his present term, on the existing terms and conditions & enhancement in remuneration as per D.C. rate, Sonipat.

The Executive Council discussed and approved the agenda. The House was apprised of the fact that the university is facing acute shortage of experienced staff and the above persons were engaged on contractual basis after the retirement from the service. It was also informed that during the Model Code of Conduct, no further appointment/contractual appointment is feasible in the university. Taking into consideration all such facts in mind, the House resolved to grant him extension up to six months w.e.f. 14.10.2018 for the smooth functioning of the university in the first instance and authorized the Vice-Chancellor to grant them further extension of six months on need basis in this particular case.

8. To note the action taken by the Vice-Chancellor while exercising the powers conferred upon her under the provisions in the sub section-6 of section-11 of the University Act for grant of extension for one year in the contractual appointment of Sh. Raj Kishan as Superintendent in the Examination Branch w.e.f. 18.10.2018 to 17.10.2019 on expiry of his present term.

The Executive Council considered the agenda item in detail. The House was informed that there is a complaint pending against some employees of the examination branch on which an enquiry is going on. Therefore, it was resolved that the extension be granted up to 30.04.2019. It was also resolved that the issue of the salary being paid to Superintendent be examined and be placed before the next meeting.

9. To consider the action taken by the Vice-Chancellor in anticipation of the approval of the Academic Council in granting provisional affiliation to a new college named Govt. College for women, Sonipat for running B.A- I, B.Com- I with 160 seats in each, B.Com (Hons.-I) with 80 seats, BJMC-I and BSW-I with 40 seats each w.e.f. the session 2018-19 on the basis of the Inspection Committee.

The house noted and approved the action taken by the Vice-Chancellor. Dean Faculty of Commerce & Management raised issues of non-availability of proper infrastructure and staff. The House noted the observations and desired that in future, Dean of Colleges be invited to the meetings of Executive Council as a special invitee.

10. To consider the recommendations of the Screening-cum-evaluation Committee for grant of AGP Rs. 8000/- under CAS to Mr. Sunil Kumar Sangwan, Assistant Professor in the pay scale of Rs. 15,600-39,100+8000 on successful completion of five years service in light of UGC guidelines received from State Govt. vide memo No. KW-7/18-2008 C-IV (3) dated 21/07/2011.

The House considered and approved the recommendations of the Screening-cum-evaluation Committee as per existing norms/ rules in respect of the following faculty member in the AGP and w.e.f. the date as mentioned against each.

Sr. No.	Name of Teacher	Name of post	Name of Deptt.	Recommended for AGP	w.e.f. date of eligibility for promotion under CAS
1.	Mr. Sunil Kumar Sangwan	Assistant Professor	Basic & Applied Sciences	Rs. 6000/-	09/08/2018

11. To consider the recommendations of the Screening-cum-evaluation Committee for grant of AGP Rs. 6000/- to Rs. 7000/- under CAS to the following teachers in the pay scale of Rs. 15,600-39,100+7000 on successful completion of five years service in light of UGC guidelines received from State Govt. vide memo No. KW-7/18-2009 C-IV (3) dated 21/07/2011.

The House considered and approved the recommendations of the Screening-cum-evaluation Committee as per existing norms/rules in case of following faculty members in the AGP and w.e.f. the date as mentioned against each:

Sr. No.	Name of Teacher	Name of post	Name of Deptt.	Recommended for AGP of Rs.	w.e.f. date of eligibility for promotion under CAS
1.	Sh. Vinod Kumar	Assistant Professor	CSE&IT	Rs. 7000/-	06.04.2017
2.	Mrs. Manju Saroha	Assistant Professor	CSE&IT	Rs. 7000/-	06.04.2017
3.	Mrs. Shnila Rani	Assistant Professor	CSE&IT	Rs. 7000/-	11.04.2017
4.	Sh. Krishan Kumar	Assistant Professor	CSE&IT	Rs. 7000/-	20.04.2017

12. To Consider the recommendations of the Screening-cum-evaluation Committee for grant of AGP mentioned against each name under CAS in the pay scale as mentioned against each name on successful completion of five years service in light of UGC guidelines received from State Govt. vide memo No. KW-7/18-2009 C-IV(3) dated 21/07/2011.

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The House considered and approved the recommendations of the Screening-cum-evaluation Committee as per existing norms/ rules in case of following faculty members in the AGP and w.e.f. the date as mentioned against each:

Sr. no.	Name of Teacher	Name of post	Name of Dep't.	Recommended for AGP	w.e.f. date of eligibility of promotion under CAS
1.	Dr. Ashok Kumar	Assistant Professor	Laws	Rs. 8000/- (stage- III)	14-3-2017
2.	Dr. Anil Halhera	Assistant Professor	Laws	Rs. 8000/- (stage- III)	26-7-2017
3.	Dr. Sandhya	Assistant Professor	Laws	Rs. 7000/- (stage- II)	27-2-2017
4.	Dr. Kriika	Assistant Professor	Laws	Rs. 7000/- (stage- II)	21-2-2018
5.	Dr. Anand Kumar	Assistant Professor	Laws	Rs. 7000/- (stage- II)	23-2-2018

13. To consider the bio-data (Annexure-15, pages-111-112) of Sh Satish Chander Solanki, retired Executive Engineer Delhi Development Authority, (DDA) for appointment as Technical Expert against the Vacant post of Executive Engineer on contract basis, @ Rs. 5000/- per visit subject to a maximum of ten visits in a month along with T.A. from Residence to University and back by own car.

The item was discussed and it was resolved that the case should be first vetted by the finance officer. Further resolved that the word 'Appointment' be replaced with "Engagement".

14. To consider the case for grant of extension in the deputation period on expiry of his present term w.e.f. 09.02.2019 till he attains the 65 years of age i.e. on 03.06.2019 in respect of Sh. Siya Ram as Superintendent on contractual basis, on the existing terms and conditions.
Considered and approved.
15. To consider the recommendations of the Screening-cum-evaluation Committee for grant of AGP Rs. 8000/- under CAS to the following teachers in the pay scale of Rs. 15,600-39,100+8000 on successful completion of five years service in light of UGC

(Signature)
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guidelines received from State Govt. vide memo No. KW-7/18-2009 C-IV (3) dated 21.07.2011.

The House considered and approved the recommendations of the Screening-evaluation Committee as per existing norms/ rules in respect of the following faculty members in the AGP and w.e.f. the date as mentioned against each:

Sr. No.	Name of Teacher	Name of post	Name of Dept.	Recommended for AGP	w.e.f. date of eligibility for promotion under CAS
1.	Dr. Himanshu Parmar	Asstt. Prof.	English	Rs. 8000/-	28/06/2017
2.	Dr. Krishan Kumar	Asstt. Prof.	Management	Rs. 9000/-	12/08/2018

16. To consider the proposal for construction of Pharmacy Building of MSM Institute of Ayurveda at BPSMV Khanpur Kalan.

Considered and approved.

17. To consider and approve the recommendations made by the Academic Council vide Resolution no. 24 in its meeting held on 20/06/2018, regarding implementation of CBCS in LLM course and amendment in Ordinance w.e.f. 2019-20.

Considered and approved from the first semester of Academic Session 2019-2020.

18. To consider that the following Dr. Deshmukh be confirmed on his post w.e.f. the date mentioned against his name on satisfactory completion of probation period in the MSM Institute of Ayurveda Khanpur Kalan:

Sr. No.	Name of Person & subject/ Deptt.	Post on which to be confirmed	Date of Joining	Date of confirmation
1	Dr. Deshmukh Prashant Nareshrao, Asstt. Prof.	Assistant Prof.	28.12.2017	28.12.2018

Considered and approved as per existing norms.

For

19. To consider and approve the recommendation made by Academic Council vide Resolution No.30 in its 20th meeting held on 20.06.2018 to start the new job oriented diploma courses in Ayurveda.

The Executive Council discussed the agenda item in detail and the Principal of MSM Institute of Ayurveda has assured that the above courses will be taken up with the help of existing faculty members and no other teaching staff will be required for the same. It was also informed that no additional fund will be demanded for starting the above said courses except the infrastructural facilities which is one time investment and that will also be managed from the existing grant sanctioned by the State Govt. for the financial year 2019-20. Taking into consideration all the facts, the house approved the recommendations of the Academic Council made vide Resolution No.30 in its 20th meeting held on 20.06.2018.

20. To note the action taken by the Vice-Chancellor in exercising her powers conferred upon her by sub section (6) of section 11 of University Act in granting 06 months study leave with pay w.e.f. 23.8.2018 (A/N) to 23.2.2019 in r/o Sh.Rajesh Kumar, Assistant Professor in Mathematics in BPSIHL, Khanpur Kalan.

The Executive Council approved the action taken by the Vice-Chancellor in exercising her powers conferred upon her by sub section (6) of section 11 of University Act in granting 06 months study leave with pay w.e.f. 23.8.2018 (A/N) to 23.2.2019 in r/o Sh.Rajesh Kumar, Assistant Professor in Mathematics in BPSIHL, Khanpur Kalan. The Principal, IHL apprised the House that the concerned teacher has also joined his duty after completing the course work. The House further desired that in future while granting such leave to any faculty, an undertaking may be taken from the concerned that in the event of not completing the Ph. D course the leave granted with pay for the said purpose would be converted into Extra Ordinary Leave (without pay) and the salary paid to the concerned teacher would be recovered.

21. To note the action taken by the Vice- chancellor in exercising her powers under section 11(6) of BPSMV Act, in anticipation of approval of Executive Council in appointing Sh. Shobhan Singh Ex Clerk after superannuation in KGSSS for a period of six months.

Considered and approved as per existing norms

22. To consider the recommendations of the Screening-cum-evaluation committee for the grant of AGP Rs. 7,000/- Stage-II under CAS in the pay scale of Rs. 15,600 – 39,100 on completion of 5 years of service in Stage-I GP Rs. 6,000/- in respect of Dr. Popnam, Assistant Professor, B.P.S. Institute of Teacher Training & Research in light of LGC guidelines received from State Govt. vide memo No. KW-7/18-2009 C-IV (3) dated 21.07.2011.

The House considered and approved the recommendations of the Screening-cum-evaluation Committee as per existing norms/ rules in respect of the following faculty member in the AGP and w.e.f. the date as mentioned against each:

Sr. No.	Name of Teacher	Name of post	Name of Dept.	Recommended for AGP	w.e.f. date of eligibility for promotion under CAS
1	Dr. Poonam	Assistant Professor	ITTR	Rs. 7,000/-	22/01/2015

23. To consider the recommendations of the Screening-cum-evaluation committee for the grant of AGP Rs. 7,000/- Stage-II under CAS in the pay scale of Rs. 15,600 – 39,100 on completion of 5 years of service in Stage-I AGP Rs. 6,000/- in respect of Smt. Dinesh Kumari, Librarian, B.P.S. Institute of Teacher Training & Research in light of UGC guidelines received from State Govt. vide memo No. KW-7/18-2009 C-IV (3) dated 21.07.2011.

The House considered and approved the recommendations of the Screening-cum-evaluation Committee as per existing norms/ rules in respect of the following faculty member in the AGP and w.e.f. the date as mentioned against each:

Sr. No.	Name of Teacher	Name of post	Name of Dept.	Recommended for AGP	w.e.f. date of eligibility for promotion under CAS
1.	Smt. Dinesh Kumari	Librarian	ITTR	Rs. 7,000/-	11/07/2014

24. To consider the recommendations of the Screening-cum-evaluation committee for the grant of AGP Rs. 8,000/- Stage-II to Stage-III under CAS in the pay scale of Rs. 15,600 – 39,100 on completion of 5 years of service in Stage-II GP Rs. 7,000/- in respect of Dr. Anu Balhara, Assistant Professor, B.P.S. Institute of Teacher Training & Research in light of UGC guidelines received from State Govt. vide memo No. KW-7/18-2009 C-IV (3) dated 21.07.2011.

The House considered and approved the recommendations of the Screening-cum-evaluation Committee as per existing norms/ rules in respect of the following faculty member in the AGP and w.e.f. the date as mentioned against each:

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Sr. No.	Name of Teacher	Name of post	Name of Dept.	Recommended for AGP	w.e.f. date of eligibility for promotion under CAS
1.	Dr. Anu Balhara	Assistant Professor	ITIR	Rs. 8,000/-	24/04/2017

25. To note the appointment of Dr. (Mrs) Kiran Kamboj, as Registrar, BPS Mahila Vishwavidyalaya, Khanpur Kalan (Sonapat).

Noted the appointment of Dr. (Mrs) Kiran Kamboj as Registrar and the members extended their best wishes to her for a successful tenure as Registrar.

The House also authorized Dr. Kiran Kamboj to avail all the facilities as Registrar which were availed by the earlier Registrars till the terms and conditions of her appointment are received from the State Govt.

26. To consider and approve the revised Income & Expenditure for the year 2018-19 and budget estimates for the year 2019-20 recommended by the Finance Committee in its meeting held on 26.03.2019.

The house considered and approved the revised Income & Expenditure for the year 2018-19 and budget estimates for the year 2019-20 as recommended by the Finance Committee in its meeting held on 26.03.2019. The Vice-Chancellor appreciated the efforts made by the Registrar, Dr. Kiran Kamboj and the Finance Officer, Sh. Rakesh Kumar in preparing and presenting the agenda for Finance Committee. The Vice Chancellor and Chairperson thanked the State Govt. to grant the amount that was demanded by the University. The Hon'ble Vice-Chancellor further informed the House that the State Govt. has also advised BPSMV to start a P.G. Course on Environmental Sciences outside the campus of the university in the vicinity of Delhi. The State Govt. would provide land and funds for the purpose. The members of the Executive Council congratulated the Vice-Chancellor and Registrar for the same. The Hon'ble Vice-Chancellor gave the credit to the Registrar and other University colleagues for the same.

27. Constitution of committee for preparation of Investment guidelines.

The Finance Officer explained the agenda item, before the Executive Council and the Executive Council authorized the Vice-Chancellor to appoint Chairperson of the Committee

28. To consider the recommendations of the Screening-cum-evaluation Committee for grant of AGP Rs. 7000/- and Rs. 8000/- respectively under CAS to the following teachers in the pay scale of Rs. 15,600-39,100/- on successful completion of five years service in light of UGC guidelines received from State Govt. vide memo No. KW-7/18-2009 C-IV (3) dated 21.07.2011.

The House considered and approved the recommendations of the Screening-cum-evaluation Committee as per existing norms/ rules in case of following faculty members in the AGP and w.e.f. the date as mentioned against each

Sr. No	Name of Teacher	Name of Post	Name of College/ Deptt.	Recommended for AGP	w.e.f. due date of eligibility promotion under CAS
1.	Dr. Savina	Asstt. Prof.	IHL	Rs. 7000/-	30.09.2015
2.	Mr. Rampal	Asstt. Prof.	IHL	Rs. 5,000/-	08.11.2018
3.	Dr. Shriksha Chaudhary	Asstt. Prof.	IHL	Rs. 8000/-	10.11.2017

29. To consider the recommendations of the Screening-cum-evaluation Committee for grant of AGP Rs. 7000/- under CAS in the pay scale of Rs. 15,600-39,100/- on successful completion of five years service in light of UGC guidelines received from State Govt. vide memo No. KW-7/18-2009 C-IV (3) dated 21.07.2011.

The House considered and approved the recommendations of the Screening-cum-evaluation Committee as per existing norms/ rules in respect of the following faculty members in the AGP and w.e.f. the date as mentioned against each

Sr. No.	Name of Teacher	Name of post	Name of Deptt.	Recommended for AGP	w.e.f. date of eligibility for promotion under CAS
1.	Dr. Alka Bhatti	Asstt. Prof.	Laws	Rs. 7,000/-	09/04/2017

30. To consider the request of Ms Anita Bajaj, Accountant dated 08.08.2018 for placing her name at Sr No. 1 in the seniority list of Assistants after merging of Accountants. The agenda item was deferred. Further resolved that the all relevant details pertaining to this case be put up again in the next meeting of Executive Council and that a committee be constituted for the purpose.

31. To note the action taken by the Vice-Chancellor for granting extension in study leave (with pay) till 14.07.2019 in r/o Ms. Rani Toke, Assistant Professor, HROC in anticipation of approval of the Executive Council.

The House noted and approved the action taken by the Vice-Chancellor in granting extension of study leave (with pay) till 14.07.2019 in r/o Ms. Rani Toke, Assistant Professor, HROC in anticipation of approval of the Executive Council. The House was

apprised that no further extension would be given to Mrs. Rani Tokes for the said purpose. The House further observed that in future while granting such leave to any faculty, an undertaking may also be obtained that in the event of not continuing/ completing the Ph. D course, the leave granted with pay for the said purpose would be converted into Extra Ordinary Leave (without pay) and the salary paid to the concerned teacher would be recovered.

32. To note the action taken by the Vice-Chancellor while exercising the powers conferred upon her under the provisions of the statute 23(4) of the BPSMV, Act 2006 for appointment of Sh. Vinod Kumar Kakkar as OSD to Vice-Chancellor through walk-in-interview held on 14.1.2019 as recommended by the duly constituted selection committee.

Considered and approved

33. To consider and approve the Annual Report for the year 2018-19.

The House considered and approved the Annual Report with the following observations

1. Before releasing the Annual Report, proper indexing and page numbering be rechecked.
2. The information which could not be included in the Annual Report be included by issuing a Notice to all the departments to submit the information, if not sent, within two days.
3. Heading index be made more attractive and informative.
4. The Vice-Chancellor was authorized to approve all such amendments which are necessary in the Annual Report.

The Executive Council expressed concern over the low admission in some of the departments. In this regard, the house was informed that the University is located in the rural heartland disconnected from railways and other facilities usually availed by the urban folks. Further, the fee charged by the university is very high compared to other sister universities of the State. Prof. Sanket Vij apposed the House that once the request to equalize the fees with other sister universities of the State was submitted to the Govt. but the direction was received from the Govt. to maintain status quo in this regard. The Vice-Chancellor assured the House that active steps in this direction will be taken by the university and all such issues would be resolved one by one.

34. To Consider the recommendations of Departmental Promotion Committee constituted by the Vice-Chancellor for promotion in respect of Smt. Babita Malik, Lecturer in Library & Information Science (LIS) against the vacant post of Senior Lecturer in LIS of BPS Mahila Polytechnic.

Considered and approved in view of existing norms/ rules.





35. Any other item with the permission of the chair.

It was discussed that as per University Act, Smt. Manju, Superintendent, who is the representative of non-teaching staff, has been shown as other member. In this regard it was resolved that, representative of non-teaching staff should be written in bracket below her status in the minutes of the meeting.

The meeting ended with a vote of thanks to the Chair.



Registrar and Secretary to Executive Council



Annexure-2

Report of follow-up action on the decisions taken by the Executive Council in its 62nd meeting held on 30/03/2019.

Re s No	Particulars	Follow up action taken
1.	Confirmation of the Minutes of 61 st meeting of Executive Council held on 20/11/2018.	Noted
2.	Follow up Action Report.	The same is being put up in the 63 rd meeting of Executive Council.
3.	To consider and approve the recommendations made by the Committee constituted by the Executive Council to assess the actual workload for engagement through Outsourcing policy in various Departments/Offices of the University.	Item is being taken again in the ensuing meeting of the Executive Council.
4.	To consider the cases for grant of extension for six months in the contractual appointment of Sh. Ved Prakash Dua and Sh. Bhawani Shankar as Accounts Officer in the Accounts Branch beyond 06.10.2018 & 13.10.2018 respectively on expiry of their present term of contractual appointment.	Issued Extension letter to Sh. Ved Prakash Dua and Sh. Bhawani Shankar as Accounts Officer vide No. BPSMV/EN-1/19/1575 dated 29/05/2019 and BPSMV/EN-1/19/1643 dated 03/06/2019
5.	To consider and approve the minutes of the Departmental Promotion Committee (D.P.C.) for granting of promotion in respect of Sh. Binesh Kumar, Person: Assistant (P.A.) against the sanctioned and vacant post of Private Secretary (P.S.) in the pay scale of Rs 15,600-39,100+6,000GP as per University rules.	Issued promotion letter vide letter No. BPSMV/EN-1/19/1342 dated 09/05/2019
6.	To note the contents of the letter received from Additional Chief Secretary to Govt. of Haryana, Higher Education Department and Director General Higher Education, Haryana vide their letter No. KW/3/1-2017 CI (1) Dated 08.10.2018 and KW/3/1-2017 CI (1) Dated 05.09.2018 regarding Waiving off Processing Fees/Inspection Fees/Course Fees/Affiliation Fees/Late fees and format fees.	Noted
7.	To note the action taken by the Vice-Chancellor while exercising the powers conferred upon her under the provisions in	The matter has been processed for consideration of the Vice-Chancellor for grant of extension

	the sub section 6 of section 11 of the University Act-2006 for grant of extension in contractual appointment of Sh. Lakh Singh, SDE (Electrical) for Six Months beyond 14.10.2018 on expiry of his present term on the existing terms and conditions & enhancement in remuneration as per D.C. rate, Sonipat.	vide dairy No. CFMS NO 17/53 dated 23/05/2019
8.	To note the action taken by the Vice-Chancellor while exercising the powers conferred upon her under the provisions in the sub section-5 of section-11 of the University Act for grant of extension for one year in the contractual appointment of Sh. Raj Kishan as Superintendent in the Examination Branch w.e.f. 18.10.2018 to 17.10.2019 on expiry of his present term.	Relieving letter has been issued vide BPSMV/EN-1/19/1312 dated 02/05/2019 and he is relieved from the University services w.e.f 30/04/2019
9.	To consider the action taken by the Vice-Chancellor in anticipation of the approval of the Academic Council in granting provisional affiliation to a new college named Govt. College for women, Sonipat for running B.A- I, B.Com- I with 160 seats in each, B.Com (Hons -I) with 80 seats, BSW-I and BSW-II with 40 seats each w.e.f. the session 2018-19 on the basis of the Inspection Committee.	Provisional affiliation letter to the Govt. College for Women, Sonipat has been issued by the College Branch.
10.	To consider the recommendations of the Screening-cum-evaluation Committee for grant of AGP Rs. 8000/- under CAS to Mr. Sunil Kumar Sangwan, Assistant Professor in the pay scale of Rs. 15,600-39,100+8000 on successful completion of five years service in light of UGC guidelines received from State Govt. vide memo No. KW-7/18-2009 C-IV (3) dated 21/07/2011.	Office order has been issued vide No. BPSMV/ET/19/1738-53 dated 18/05/2019.
11.	To consider the recommendations of the Screening-cum-evaluation Committee for grant of AGP Rs. 6000/- to Rs. 7000/- under CAS to the following teachers namely 1. Vinod Kumar 2. Manju Saroha, Ms. Sunita Rani 4. Sh. Krishan Kumar in the pay scale of Rs. 15,600-39,100+7000 on successful completion of five years service in light of UGC guidelines received from State Govt. vide memo No. KW-7/18-2009 C-IV (3) dated 21/07/2011.	Office order has been issued vide No. BPSMV/ET/19/1738-53 dated 18/05/2019.
12.	To Consider the recommendations of the Screening-cum-evaluation Committee for	The pay fixation of Dr. Ashok Kumar, Dr. Anil Kumar Balhara,

	grant of AGP mentioned against each name under CAS in the pay scale as mentioned against each name on successful completion of five years service in light of UGC guidelines received from State Govt. vide memo No. KW-7/18-2009 C-IV(3) dated 21/07/2011.	Dr. Sandhya Rohat, Dr. Kinika, Dr. Anand Kumar is under process for next stage
13.	To consider the bio-data (Annexure-15, pages-111-112) of Sh. Satish Chander Solanki, retired Executive Engineer Delhi Development Authority, (DDA) for appointment as Technical Expert against the Vacant post of Executive Engineer on contract basis, @ Rs. 5000/- per visit subject to a maximum of ten visits in a month along with T.A. from Residence to University and back by own car.	The case is under consideration with Accounts Branch for vetting
14.	To consider the case for grant of extension in the deputation period on expiry of his present term w.e.f. 09.02.2019 til he attains the 65 years of age i.e. on 03.06.2019 in respect of Sh. Siya Ram as Superintendent on contractual basis on the existing terms and conditions.	Issued extension letter vide No. BPSMV/EN-I/19/1439 dated 14/05/2019 and relieved on 03/06/2019.
15.	To consider the recommendations of the Screening-cum-evaluation Committee for grant of AGP Rs. 8000/- under CAS to the following teachers namely 1. Dr. Himanshu Parmar and Dr. Krishan Kumar in the pay scale of Rs. 15,600-39,100+8000 on successful completion of five years service in light of UGC guidelines received from State Govt. vide memo No. KW-7/18-2009 C-IV (3) dated 21.07.2011.	Office Order has been issued vide No. BPSMV/ET/19/1735-53 dated 18/05/2019.
16.	To consider the proposal for construction of Pharmacy Building of MSM Institute of Ayurveda at BPSMV Kharpur Kalan.	The drawing details estimate, DNIT and BOQ etc. are being prepared by the Architect Consultant (Ms. Bachitter Singh Associate) of the University. The said documents will be submitted by the Architect Consultant to the University shortly. Thereafter the tender will be invited for construction the Pharmacy Building of MSM Institute of Ayurveda. Account branch has allocated the budget of Rs.279.00 lacs.
17.	To consider and approve the recommendations made by the Academic	The CBCS system is to be implemented in LLW w.e.f.

	Council vide Resolution no. 24 in its meeting held on 20/06/2018, regarding implementation of CBCS in LLM course and amendment in Ordinance w.e.f. 2019-20.	2019-20.
18	To consider that the following Dr. Deshmukh be confirmed on his post w.e.f. the date mentioned against his name on satisfactory completion of probation period in the MSM Institute of Ayurveda Khanpur Kalan:	The confirmation letter is under process due to main file is lying pending for 7 th pay fixation at Account Branch of BPSMV Khanpur Kalan from 01 st March 2019.
19	To consider and approve the recommendation made by Academic Council vide Resolution No.30 in its 20 th meeting held on 20.06.2018 to start the new job oriented diploma courses in Ayurveda.	The letter has been sent to all the concerned for implementation the new job oriented diploma courses and it will be started from this academic session 2019-20
20.	To note the action taken by the Vice-Chancellor in exercising her powers conferred upon her by sub section (5) of section 11 of University Act in granting 06 months study leave with pay w.e.f. 23.9.2018 (A/N) to 23.2.2019 in r/o Sh.Rajesh Kumar, Assistant Professor in Mathematics in BPSIHL, Khanpur Kalan.	Noted and implemented.
21.	To note the action taken by the Vice-Chancellor in exercising her powers under section 11(6) of BPSMV Act, in anticipation of approval of Executive Council in appointing Sh Shobhan Singh Ex Clerk after superannuation in KGSSS for a period of six months.	Issued letter vide BPSMV/EN-11/19/248 dated 15/01/2019.
22.	To consider the recommendations of the Screening-cum-evaluation committee for the grant of AGP Rs. 7,000/- Stage-II under CAS in the pay scale of Rs. 15,600 – 39,100 on completion of 5 years of service in Stage-I GP Rs. 6,000/- in respect of Dr. Pooran, Assistant Professor, B.P.S. Institute of Teacher Training & Research in light of UGC guidelines received from State Govt. vide memo No. KW-7/18-2009 G-IV (3) dated 21.07.2011.	Noted and implemented.
23.	To consider the recommendations of the Screening-cum-evaluation committee for the grant of AGP Rs. 7,000/- Stage-II under CAS in the pay scale of Rs. 15,600 – 39,100 on completion of 5 years of service in Stage-I AGP Rs. 6,000/- in respect of Smt Divash Kumari, Librarian, B.P.S.	Noted and implemented.

	Institute of Teacher Training & Research in light of UGC guidelines received from State Govt. vide memo No. KW-7/18-2009 C-IV (3) dated 21.07.2011.	
24	To consider the recommendations of the Screening-cum-evaluation committee for the grant of AGP Rs. 8,000/- Stage-II to Stage-III under CAS in the pay scale of Rs. 15,600 – 39,100 on completion of 5 years of service in Stage-II GP Rs. 7,000/- in respect of Dr. Anu Bathara, Assistant Professor, B.P.S. Institute of Teacher Training & Research in light of UGC guidelines received from State Govt. vide memo No. KW-7/18-2009 C-IV (3) dated 21.07.2011	Noted and implemented
25	To note the appointment of Dr. (Mrs) Kiran Kamboj, as Registrar, BPS Mahila Vishwavidyalaya, Khanpur Kalan (Sonapat).	Noted
26	To consider and approve the revised Income & Expenditure for the year 2018-19 and budget estimates for the year 2019-20 recommended by the Finance Committee in its meeting held on 26.03.2019.	After approval of the E.C. the revised Income & Expenditure for the year 2018-19 & budget estimates for the year 2019-20 was put up in the University Court meeting. After approval of the University Court, the same has been allocated to the different departments/ institutions/ schools/ branches etc with the approval of the authority.
27.	Constitution of committee for preparation of Investment guidelines.	As per approval of the Executive Council, Dr. Surender Mor has been appointed by the Hon'ble Vice-Chancellor as Chairperson of the investment committee
28	To consider the recommendations of the Screening-cum-evaluation Committee for grant of AGP Rs 7000/- and Rs. 8000/- respectively under CAS to the following teachers in the pay scale of Rs 15 600-39,100/- on successful completion of five years service in light of UGC guidelines received from State Govt. vide memo No. KW-7/18-2009 C-IV (3) dated 21.07.2011. 1. Dr. Savina, 2. Mr Rampal, 3. Dr. Shriekha Chaubey	Noted and implemented
29	To consider the recommendations of the Screening-cum-evaluation Committee for	The pay fixation of Dr. Alka Bhatti is under process for next stage

	grant of AGP Rs. 7000/- under CAS in the pay scale of Rs. 15,600-39,100/- on successful completion of five years service in light of UGC guidelines received from State Govt vide memo No KW-778-2009 C-IV (3) dated 21.07.2011.	
30	To consider the request of Ms Anita Bajaj, Accountant dated 08.08.2018 for placing her name at Sr No. 1 in the seniority list of Assistants after merging of Accountants.	Deferred by the Executive Council. The matter is under process for constitution of committee.
31	To note the action taken by the Vice-Chancellor for granting extension in study leave (with pay) till 14.07.2019 in r/o Ms. Rani Tokes, Assistant Professor, HRDC in anticipation of approval of the Executive Council.	The letter has been issued vide No. BPSMV/ET-11/19/2046-47 dated 10/06/2019
32	To note the action taken by the Vice-Chancellor while exercising the powers conferred upon her under the provisions of the statute 23(4) of the BPSMV, Act 2006 for appointment of Sh. Vinod Kumar Kakkar as OSD to Vice-Chancellor through walk-in-interview held on 14.1.2019 as recommended by the duly constituted selection committee.	Sh. Vinod Kakkar joined University on 08/02/2019 as OSD to Vice-Chancellor and his pay has been released as per approval of the Executive Council.
33	To consider and approve the Annual Report for the year 2018-19.	i & ii Draft copy of revised Annual report for the year 2018-19 has been prepared & the same has been sent to Dr. Rav. Bhushan for finalise. The same may be got printed after finalization. ii, a letter vide No. BPSMV/Gen/19/353 dt. 1/4/19 has been issued to all Head of Deptt./Chairpersons/Principal/Branch officers to provide the additional details of all kind of cultural Activities, Seminar/Conferences/Workshops /NSS within two days.
34	To Consider the recommendations of Departmental Promotion Committee constituted by the Vice-Chancellor for promotion in respect of Smt. Babita Malik, Lecturer in Library & Information Science (LIS) against the vacant post of Senior Lecturer in LIS of BPS Mahila Polytechnic.	The promotion letter has been issued to Smt. Babita Malik, Lect. Vide letter No. MP/Pro/19/PB/2438 dated 15/04/2019.
35	Any other item with the permission of the chair.	

Annexure-3

Report of follow-up action on the decisions taken by the Executive Council in its 61st meeting held on 20/11/2018.

Res No.	Particulars	Follow up action taken
1.	Confirmation of the Minutes of 52 nd meeting of Executive Council held on 22/06/2017.	Noted
2.	The Follow up Actions on the decisions taken by the Executive Council in its meeting held on 22/06/2017 was noted.	Noted
3.	Confirmation of the Minutes of 53 rd meeting of Executive Council held on 20/07/2017.	Noted
4.	The follow up action report on the decisions taken by the Executive Council in its meeting held on 20/07/2017 was noted.	Noted
5.	Confirmation of the Minutes of 59 th meeting of Executive Council held on 25/04/2018.	Noted legal opinion has been sought from University Advocate Sh. Tribhuvan Dahiya is placed at (Annexure-3 (A), page-i-ii)
6.	The follow up actions on the decisions taken by the Executive Council in its meeting held on 25/04/2018 were noted. However, at annexure-VI, at page no. 43, at point no. 3, an observation was received from Mrs. Kiran Lekha Walia in writing that it was deliberated that since the DPC is done by a Committee therefore the Executive Council cannot go into the details of the DPC therefore the Executive Council approves the proceedings of the DPC provided "everything else is in order and has been done in accordance with the rules and regulations". The bold portion needs to be incorporated in the minutes. The house noted it and decided that the same may be referred to the members of DPC for comments and the comments of the DPC be put up before the august House accordingly. Related to Resolution No. 7 of 57 th meeting of Executive Council dated 05/02/2018, Prof. Sanket Vij informed the house that a committee was constituted by the Executive Council to resolve the	Noted For Annexure-VI at page No 43 point No.3:- The resolution was sent to the concerned officers who participated in the meeting of DPC in different capacities. The certificates signed by them in the light of the observations of EC as contained in the subject resolution are placed at (Annexure-3 (B), page-iii-vii). Resolution No.7:- As per record the payment of Honorarium and T.A. in respect of SH Arjun Prasad has already been made copy of payment voucher is placed at (Annexure-3 (C), page-viii-xi).

	issue of excess payment made to Sh. Arjun Prasad, Ex. Horticulture Consultant and that the committee has already submitted its report over the issue. This could have been informed to the Executive Council. The Vice-Chancellor ordered that the action taken for the same be informed in the next Executive Council by the concerned branch.	
7.	Confirmation of the Minutes of emergent 60 th meeting of Executive Council held on 11/10/2018.	Noted
8.	The Follow up Action Report on the decisions taken by the Executive Council in its meeting held on 11/10/2018 was noted.	Noted
9.	To consider and approve the minutes of the Departmental Promotion Committee (D.P.C.) for granting of promotion in respect of Sh. Suresh Kumar, Superintendent against the sanctioned and vacant post of Assistant Registrar as per University rules.	The promotion letter issued to Sh. Suresh Kumar vide letter No. BPSMV/19/37 dated 02/01/2019.
10.	To note the appointment of Prof. Sushma Yadava, Vice-Chancellor, BPS Mahila Vishwavidyalaya, Khanpur Kalan (Sonapat).	Noted
11.	To consider the recommendations made by the Committee constituted by the Vice-Chancellor, to frame the Promotion Policy for Technical Staff and Staff of the Engineering Branch of the University, in its meeting held on 11.06.2018	The matter has been referred back to the Dean Academic Affairs, Convenor of the committee for further consideration as per directions of the Executive Council.
12.	To consider the Memo No. 7/51-2016 UNP(1) dated 24.01-2018 received from Director General Higher Education, Haryana, Panchkula vide which inquiry report dated 03-01-2017 received from SP, Sonapat and a copy of letter dated 14-12-2017 received from Vigilance Department, Haryana has been forwarded for taking departmental action against Dr. Vimal Joshi, Professor of Law in B.P.S. Mahila Vishwavidyalaya, Khanpur Kalan in FIR No. 07 dated 19-07-2016.	Draft letter addressed to District Attorney O/o Director General, Higher Education Shiksha Sadan, Sector-5, Panchkula (Haryana) has been submitted to Vice-Chancellor for approval vide CFMS No. 539 dated 11/06/2019.
13.	To consider the request of Prof.(Dr.) Ipshta Bansal, Department of Management for grant of one year	No action required as the item was deferred.

	sabbatical leave from the date of proceeding on leave to enable her to engage in research work as per University rules.	
14.	To note the action taken by the Vice-Chancellor in exercising her powers conferred upon her under the provision of Act under section-11, sub-section-6 of the University for granting 6 months extension in contractual appointment w.e.f 27-07-2018 to 26-01-2019 to Prof. Shamsher Singh Janjohadur in anticipation of approval of the Executive Council	Noted and extension letter issued vide No BPSMV/ET-II/18/2624-27 dated 31/05/2018
15.	To consider the recommendations of the committee constituted by the Vice-Chancellor to determine the status of the BPS ITTR.	No action required as the case was withdrawn.
16.	To consider the case for framing a Policy for empanelment of Advocates to present the University in competent Courts.	The file is under process.
17.	To approve the action taken by the Vice-Chancellor in exercising her powers conferred upon her under the provision of University Act by subsection-6 of section - 11 for granting 6 months study leave with pay w.e.f 24-08-2018 to 23-02-2019 in r/o Ms. Rani Tokas, Assistant Professor, HRDC in anticipation of approval of the Executive Council.	Noted and conveyed vide letter No. BPSMV/ET-II/18/3326 dated 12/10/2018.
18.	To consider the bio-data of Sh. R. K. Jain, retired Chief Engineer PWD B & R (Br) Haryana for appointment as Technical Advisor initially for a period of 06 months @ Rs. 5000/- per visit subject to a maximum of five visits in a month along with T.A. from Residence to University and back by own car.	The office issued appointment vide letter No. BPSMV/EN-1/19/497 dated 01/02/2019
19.	To consider & approve the proposal for grant of sanction in respect of excess workmen of Secretarial & Supporting Staff deployed through outsource agency in various Departments / Branches/ offices of this University from time to time.	As per directions of the Executive Council revised agenda item is being submitted for approval
20.	To consider the recommendations of the committee constituted for framing the policy to provide the Air Conditioners to various offices/officers/Labs etc. in the University.	Noted

21.	To note the action taken by the Vice-Chancellor to appoint Chief Warden in anticipation of approval of the Executive Council.	Noted and implemented.
22.	To note the action taken by the Vice-Chancellor in anticipation of approval of the Executive Council in appointing Prof. Ajit Singh, Chairperson Department of CSE&IT, as Dean of Colleges in addition to his own duties, with immediate effect, in terms of statute 3 and 5 of BPSMV Act 2006.	Noted and implemented.
23	i) To note the contents of the letter circulated by Finance Department, Govt. of Haryana vide No. 2/23/2016-1 Pension dated 10.01.2018 regarding revision of pension / family pension of pre 01.01.2016 pensioners / family pensioners of Haryana Govt. (7th CPC) w.e.f. 01.01.2016. and clarification thereon circulated vide letter Memo No.2/23/2016-1 Pension (FD) dated 30.01.2018/01.02.2018 for implementation in the University. AND (i) The proposal that the Vice-Chancellor be authorized to implement the further directions /instructions/clarification to be received from the State Govt in this regard from time to time.	Circulated to all concerned for implementation.
24	To consider and approve the recommendations made by the Academic Council vide Resolution no. 33 in its meeting held on 20/05/2018, in approving the revised Ordinance of M.A Social Work (2 Year) applicable w.e.f. 2018-19 in the Department of Social Work.	Noted and implemented.
25	To note the action taken by the Vice-Chancellor in anticipation of approval of the Executive Council in approving re-allocation of the budget for grant sanctioned by UGC during XIIth Plan period	Noted & letter have been issued to the concerned Deptl. for further necessary action.
26.	To note the action taken by the Vice-Chancellor in anticipation of the approval of the Executive Council in implementation the Fixation of pay and Payment of arrears as per 7 th pay	Noted and pay fixation as per 7 th pay commission for the teachers and equivalent has been done.

	commission in respect of Teachers and equivalent cadres of the BPS Mahila Vishwavidyalaya, Khanpur Kalan in view of the Memo No 7/79-2017C-IV (3) dated 08/09/2018 and Memo. No. KW7/79-2017 C-IV dated 14-09-2018 received from the Additional Chief Secretary to Govt. of Haryana Higher, Education Department, Chandigarh and as authorized by the EC vide its resolution no. 11 dated 19.09.2017 to implement the further directions/instructions to be received from the State Govt. in this regard from time to time, if any	
27.	To note the action taken by the Vice Chancellor in anticipation of approval of Executive Council in approving the age group i.e. 30 to 60 years of security guards both for male and female.	The resolution has been forwarded to Finance Officer, Security Officer & Esstt (NT) branch for information & further n.a. at their end and the same has already been incorporated in tender document of concerned service(s).
28	To consider the proposal for providing liveries to the following permanent employees of BPSMV, Khanpur Kalan at par with M.D. University, Rohtak, as per directions of the State Govt. a). CSO/DSO/SD and ASO (b) Drivers of the University (c) All Group D (Class IV) Employees.	Letter circulated vide circular No. BPSMV/EN-III/19/292-352 dated 17/01/2019
29	(i) To note the action taken by the Vice-Chancellor in terms of Statute 2 (ii) of University Act, in assigning the additional charge of Registrar to Prof. Ipshta Bansal Dean Academic Affairs. AND (i) To allow Prof. Ipshta Bansal to use all such facilities as granted to the regular Registrar whenever required.	Sent to XEN Branch and Accounts Branch for further necessary action.
30	To consider the request of Ms Anita Bajaj, Accountant dated 08.08.2018 for placing her name at Sr No. 1 in the seniority list of Assistants after merging of Accountants.	Item is being taken
31	To consider the proposal to enhance the monthly remuneration applicable to Visiting Professors on the basis of 7th pay commission.	Noted
32	To consider the payment of Rs 21,00,000/- on account of salary of staff working at Kanya Gurukul School, Khara!	The case is still under process action taken report will be sent after the finalization of the matter

for the period May to August 2018 as adjustment against the rent of the building of Kanya Gurukul, Kharal used for Regional Centre, Kharal, Narwana.	
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TRIBHUVAN DAHIYA

Advocate Punjab and Haryana High Court

2073 Sector 21 Panchkula -134 117, INDIA

Phones (Telefax): 9172 2551676 (Cell Phone) +91 9316135863

E-mail: tribhuvandahiya@gmail.com

08 Jan. 2019

The Registrar

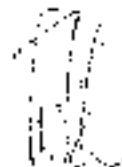
BPS Manila Vishwavidyalaya

Khanpur Kalan (Sonapat)

Subject: Legal Opinion regarding approval of previous EC meetings' minutes in the 61st EC Meeting held on 20 Nov 2018

My opinion has been sought vide email dated 07 Feb 2019 regarding viability of the confirmation of minutes of various previously held Executive Councils in the 61st meeting of the Executive Council

1. A perusal of minutes of 61st Executive Council (EC) meeting held on 20 Nov 2018 shows that minutes of previously held 52nd, 53rd and 59th EC meetings were approved in it.
2. Minutes are a record of the decisions taken on the agenda items put up for consideration/approval. Approval of minutes of previous EC meeting is one of the functions of the subsequent EC meeting.
3. Only the EC has power and authority to approve its minutes, and the approval is a must to make them authentic official documents. In case minutes of a few of its previous meetings could not be approved earlier, and were placed for approval in its 61st meeting, it was not illegal or illegal. The EC was well within its powers to approve the minutes ex-post facto, as had been done by it.
4. Therefore, in my opinion, the ex-post facto approval to minutes of previously held 52nd, 53rd and 59th EC meetings in 61st meeting of EC was not invalid in any manner.



Advocate TRIBHUVAN DAHIYA

1.  Gmail

2.  in sent

For legal opinion of Ashu. T. Dabirga.

X

Compose

Inbox

Starred

Snoozed

Sent

Drafts

More

 LegalCell

+

Subject: To obtain Legal Opinion.

LegalCell <legalcell@bharatiyamuniversity.ac.in>
to abhinav

Dear Sir,
Further enclosed is regarding confirmation of the minutes of the EEC meeting whereby your legal opinion is sought. You are requested EEC meeting is very close

Regards,

Dr. Harigouls conrath

legal@bharatiyamuniversity.ac.in

Dr. Rajesh Loothi

MD, Legal Cell,

Please find enclosed

----- Forwarded message -----

From: Ashok Malik <ashokm@bharatiyamuniversity.ac.in>

Date: Thu, Feb 7, 2018 at 1:06 PM

Subject: Confirmation of the minutes of 59th meeting of Executive Council held on 25/04/2018

BPSMP/SS/01483
Dated: 23/1/19

To,

Ms. Geeta
HOD, Computer Engg.
BPSM Polytechnic.

Sub: Meeting of Departmental Promotion Committee and subsequent Follow up Report of Executive Council Meeting of BPS Mahila Vishwavidyalaya Khanpur Kalan.

Madam,

It is submitted that a meeting of the DPC (Departmental Promotion Committee) to finalize the promotion cases of faculty members of BPS Polytechnic was held on 02.04.2018 in which you participated as a Member.

The sealed envelope containing minutes of the above Departmental Promotion Committee was placed before the Executive Council in its meeting held on 25.04.2018. The minutes of the DPC have been approved by the EC with a condition that the following clause needs to be incorporated in the minutes:-

"Everything else is in order and has been done in accordance with the rules and regulations"

Hence, before incorporating the above amendment in minutes, I have been directed to seek your consent. A copy of the relevant documents is also attached for your ready reference.

You are requested to provide your consent in the format given below within a period of 10 days. In the event of non-receipt of reply it would automatically be construed as concurrence

Thanking you,

With Regards,

Yours sincerely,

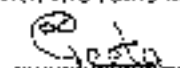
Encl: As stated above.

Principal

CERTIFICATE

I, Ms. Geeta, HOD Computer Engg, BPSMV Polytechnic, who participated as a Member in meeting of the DPC related to BPSM Polytechnic held on 02.04.2018 in office of the Vice-Chancellor, BPSMV Khanpur Kalan, hereby submit my consent for incorporating/ inserting the following words/ statement in existing recommendation of the DPC in question:-

"Everything else is in order and has been done in accordance with the rules and regulations"



(Ms. Geeta)

HOD

Computer Engg

BPSM Polytechnic Khanpur Kalan

Date: 23.1.19

To,

Prof. (Dr.) S P Bansal
Vice-Chancellor
Himachal Technical University
Hamirpur (HP).

Sub: Meeting of Departmental Promotion Committee and subsequent Follow up Report of Executive Council Meeting of DPS Mahila Vishwavidyalaya Khanpur Kalan.

Respected Sir,

It is submitted that a meeting of the DPC (Departmental Promotion Committee) to finalize the promotion cases of faculty members of BPS Polytechnic was convened on 02.04.2018 under your kind Chairmanship. The sealed envelope containing minutes of the above Departmental Promotion Committee was placed before the Executive Council in its meeting held on 25.04.2018. The minutes of the DPC have been approved by the EC with a condition that the following clause needs to be incorporated in the minutes:-

"Everything else is in order and has been done in accordance with the rules and regulations"

Hence, before incorporating the above amendment in minutes, I have been directed to seek your consent. A copy of the relevant documents is also attached for your ready reference.

You are requested to provide your consent in the attached format within a period of 10 days. In the event of non receipt of reply it would automatically be considered as concurrence.

Thanking you,

With Regards,

Yours sincerely,

Encl: As stated above.

Yours sincerely,
Principal

CERTIFICATE

I, Prof. (Dr.) S P Bansal (Ex-Vice-Chancellor of BPSMV), who convened the meeting of DPC related to faculty members of BPSMV Polytechnic on 02.04.2018 in office of the Vice-Chancellor, BPSMV Khanpur Kalan, hereby express my consent for incorporating/ inserting the following words/ statement in existing recommendation of the DPC in question:-

"Everything else is in order and has been done in accordance with the rules and regulations"

As per the format provided & verified by the concerned office, the same is kept for the record & the same has been forwarded to the concerned authority for their consideration.

Date:-

Prof. (Dr.) S P Bansal
Vice-Chancellor
Himachal Technical University
Hamirpur (HP).

BPSMP/19/D.1/682
Dated: 23/1/19

To,

Prof. Ritu Bajaj
Registrar
Gurugram University
Sector-51, Gurugram.

Sub: Meeting of Departmental Promotion Committee and subsequent Follow up Report of Executive Council Meeting of BPS Mahila Vishwavidyalaya Khanpur Kalan.

Respected Madam,

It is submitted that a meeting of the DPC (Departmental Promotion Committee) to finalize the promotion cases of faculty members of BPS Polytechnic was held on 02.04.2018 in which your kindself participated as Member Secretary. A copy of the relevant documents is also attached for your ready reference.

The sealed envelope containing minutes of the above Departmental Promotion Committee was placed before the Executive Council in its meeting held on 25.04.2018. The minutes of the DPC have been approved by the EC with a condition that the following clause needs to be incorporated in the minutes:-

"Everything else is in order and has been done in accordance with the rules and regulations"

Hence, before incorporating the above amendment in minutes, I have been directed to seek your consent.

You are requested to provide your consent in the format given below within a period of 10 days in the event of non-receipt of reply it would automatically be considered as concurrence.

Thanking you,

With Regards,

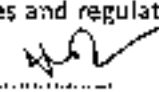
Yours sincerely,


Principal

CERTIFICATE

I, Ms. Ritu Bajaj (Ex- Registrar of BPSMV), who participated as Member Secretary in the meeting of DPC related to BPSM Polytechnic held on 02.04.2018 in office of the Vice-Chancellor, BPSMV Khanpur Kalan, hereby submit my consent for incorporating/ inserting the following word/s/ statement in existing recommendation of the DPC in question:-

"Everything else is in order and has been done in accordance with the rules and regulations"


(Prof. Ritu Bajaj)
Registrar
Gurugram University
Gurugram

Date:-

BPSMP/19/02/0461
Dated 23/01/19

To,

Prof. Ipshita Bansal,
Dean Academic Affairs,
BPS Mahila Vishwavidyalaya.

Sub: Meeting of Departmental Promotion Committee and subsequent Follow up Report of Executive Council Meeting of BPS Mahila Vishwavidyalaya Khanpur Kalan.

Respected Madam,

It is submitted that a meeting of the DPC (Departmental Promotion Committee) to finalize the promotion cases of faculty members of BPS Polytechnic was held on 02.04.2018 in which you participated as a Member.

The sealed envelope containing minutes of the above Departmental Promotion Committee was placed before the Executive Council in its meeting held on 25.04.2018. The minutes of the DPC have been approved by the EC with a condition that the following clause needs to be incorporated in the minutes:-

"Everything else is in order and has been done in accordance with the rules and regulations"

A copy of the relevant documents is also attached for your ready reference. Hence, before incorporating the above amendment in minutes, I have been directed to seek your consent.

You are requested to provide your consent in the format appended below within a period of 10 days. In the event of non-receipt of reply it would automatically be considered as concurrence.

Thanking you,

With Regards

Yours sincerely,

Encl: As stated above.

Principal

CERTIFICATE

I, Prof. Ipshita Bansal, Dean Academic Affairs, BPSMA Vishwavidyalaya, who participated as a Member in meeting of the DPC related to BPSM Polytechnic held on 02.04.2018 in office of the Vice-Chancellor, BPSMV Khanpur Kalan, hereby submit my consent for incorporating/ inserting the following words/ statement in existing recommendation of the DPC in question:-

"Everything else is in order and has been done in accordance with the rules and regulations"

... *as per the record provided & verified by the concerned office, concerned Deptt/Office Head, to the best of my knowledge.*
Date: _____

Ipshtita
(Prof. Ipshita Bansal)
Dean Academic Affairs
BPSM Vishwavidyalaya Khanpur Kalan

BPSMP/19/2211/88

Date: 23/1/19

To,

Sh. KK Kataria
Director
Department of Technical Education
Bays No. 7/12, Sector 4
Panchsala.

Sub: Meeting of Departmental Promotion Committee and subsequent Follow up Report of Executive Council Meeting of BPS Mahila Vishwavidyalaya Khanpur Kalan.

Respected Sir,

It is submitted that a meeting of the DPC (Departmental Promotion Committee) to finalize the promotion cases of faculty members of BPS Polytechnic was held on 02.04.2018 in which you participated as a nominee of DTE.

The sealed envelope containing minutes of the above Departmental Promotion Committee was placed before the Executive Council in its meeting held on 23.04.2018. The minutes of the DPC have been approved by the EC with a condition that the following clause needs to be incorporated in the minutes -

"Everything else is in order and has been done in accordance with the rules and regulations"

Hence, before incorporating the above amendment in minutes, I have been directed to seek your consent. A copy of the relevant documents is also attached for your ready reference.

You are requested to provide your consent in the format appended below within a period of 10 days. In the event of non-receipt of reply it would automatically be considered as concurrence.

Thanking you,

With Regards

Encl. As stated above.

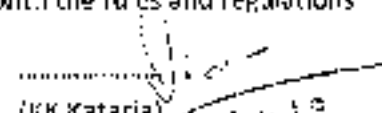
Yours sincerely,


Principal

CERTIFICATE

I, Sh. KK Kataria, Director, Department of Technical Education, Haryana, who participated as nominee of DTE in meeting of the DPC related to BPSM Polytechnic held on 02.04.2018 in office of the Vice-Chancellor, BPSMV Khanpur Kalan, hereby submit my consent for incorporating/ inserting the following words/ statement in existing recommendation of the DPC in question:-

"Everything else is in order and has been done in accordance with the rules and regulations"


(KK Kataria)
Director
Department of Technical Edn.
Haryana

Date:

B.P.S. Mahila Vishwavidyalaya, Khanpur Kalan (Sonapat)State University Established by an Act of Haryana Legislature & Recognized by UGC
Under Section 2(3)(2)(B) of the UGC Act, 1956

Detail of Bill of Contingent Charge: ACCOUNT

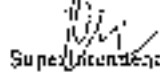
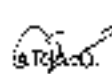
Voucher No. 4596

Date: 30-5-2019

Detail of Availability of Budget	Particulars	Amount
Budget Head :	Head: SALARY FOR TEACHING ASSISTANT / CONTRACTUAL	16000
Grant: 24600000	Firm: Arjuna Parash	
Expenditure Inv.: 20350036	For Work: Examination bill month of June 2017	
Balance Avail.: 1209964	Pan/GST/VAT/Exp.ID: ADTPF6606B	
Amount: 16000	Amount No:	
Passed for Payment:	55251203562	
Total Rs.(In Word): sixteen thousand Only		
	Address: 0	

Head of Charge	Debit	Credit
SALARY REIMBURSEMENT & ALLOWANCES (SALARY FOR TEACHING ASSISTANT / CONTRACTUAL)	16000	
TDS Payable/Paid		16000
Security of Cont. Payable/Paid		0
SGST Payable/Paid		0
IGST Payable/Paid		0
Labour Cost Payable/Paid		0
Service Tax Payable/Paid		0
Salary/Wages Payable/Paid		0
CPI Payable/Paid		0
GIS Payable/Paid		0
CPI Payable/Paid		0
NPS Payable/Paid		0
Home Rent/Lic. Fee Payable/Paid		0
Water Charges Payable/Paid		0
Wheat Loan Payable/Paid		0
Other Payable/Paid		0
TDS on GST		0
Bank A/c No: 372		14
Cheque No: _____		
Issued Date: _____	Bill No. 507.	



B.P.S. Mahila Vishwavidyalaya, Khanpur Kalan (Sonapat)

State University Established by an Act of Haryana Legislature & Recognised by UGC
Under Section 2(1) (B) of the U.G. Act, 1956

18/10/2018

Detail of Bill of Contingent Charge : ACCOUNT

Voucher No. 4573

Date : 30-3-2018

Detail of Availability of Budget	Particulars	Amount
Budget Head:	Head: TRAVELING ALLOWANCE	8800
Grant: 2613000	Finance/Arjuna/posaid	
Exp-Already Inc.: 26252.50	For Work/TA last month of Dec. 2017	
Balance Availb.: 147.50	Part/CST/VAT/Imp./ID: 65T P 6608B	
Amount: 8800	Account No.	
Passed for Payment:	332331251542	
Thru As (In Words) eight thousand eight hundred only		
	Address: 3	

Head of Charge	Particulars	Debit	Credit
TA/DA TO STAFF & INVITEES (TRAVELING ALLOWANCE)		8800	
TDS Payable/Paid			0
Security of Curt. Payable/Paid			0
SGST Payable/Paid			0
ECGST Payable/Paid			0
Labour Chrgs Payable/Paid			0
Service Tax Payable/Paid			0
Sal. & Wages Payable/Paid			0
CPF Payable/Paid			0
GIS Payable/Paid			0
CPF Payable/Paid			0
NPS Payable/Paid			0
House Rent/Lic. Fee Payable/Paid			0
Water Charges Payable/Paid			0
Wheat Loan Payable/Paid			0
Otherd Payable/Paid			0
TDS on US			0
Bank Acc No. 372			8800
Charge Non			
Issued Date:	Bill No. 6/17		

8800

Chk

Am

Superintendent

18/10/2018

AT PHOOL SINGH MAHILA VISHWAVIDYALAYA, KILANPUR KALAN (SONIPAT)

RPSMVIACCT/AC-7/11/16
DATED: 27/11/16

The Manager,
Punjab National Bank,
Kilampur Kalan, Sonapat

Rs 2560

o/c

Sub: Transfer of amount of Rs 126880 (Rupees One Lakh Twenty Six Thousand Eight Hundred Eighty Only)

You are requested to transfer the amount of Rs. 126880
bank A/c of the beneficiary as per the detail given below:-

from Saving A/c No. 230300100326372 into the

S.No	V.No	Name of Beneficiary/Employer	Bill No./ Emp. ID	Amount	Name of Bank	Acc. No.	IFSC Code
1	2889	Anun Parash	00	126530	SBI, Dwar ka New Delhi	33231283582	SBIN0018531
TOTAL:				125,880.00			

Assistant Clerk

Sub (A/c)

A.R.I.A.O.

Finance Officer 27/11/16

27/11

A/c BCR Page No.	Brought Forward.....	
Gen BCR	Budget head.. T.A./DA.....	1,36,480/-
Henraim Reg Page No.	Budget.....	
127	Grant.....	
128	Expenditure already incurred.....	
31,32	Excluding this bill.....	
129	Balance Available.....	
33,34,35	Rs.....	
129	Passed for payment	
33	Ruppes.. 1,36,480/-	
	Total Rs (in words)	1,36,480/-

1. Also certified that the expenditure charged in the bill could not with due regard to interest of the B.P.S. Mañila Vishwavidyalaya be avoided.
2. I have satisfied myself that the charge supported by vouchers entered in this bill have been really paid with the exceptions noted below, which exceed the balance of the permanent advance and will be paid on receipt of money drawn on this bill.
3. Certified that payment of this bill is being put up for the first time.

Payment of TA/DA
 & Henraim
 Sanit to July 17
 except July 17.

TDS @ 10% on Henraim bill is Rs. 9600/-
 = 9600/-

Dated... 9/10/18

Net Payment = 1,26,880/-

Name...
 Office...

VALID FOR 10 DAYS
 Pre existing bill passed for Payment
 of Rs. 1,36,480/-
 Rupees One Lakh and thirty six thousand four hundred only

20/11/18 26/11/18
 Bill for Payment of Rs. 1,36,480/-

Date of Payment

(In word Rs.) One Lakh thirty six thousand Henraim

Examination of one hundred eighty only

- ① 16000/-
- ② 16000/-
- ③ 22000/-
- ④ 12000/-
- ⑤ 18000/-
- ⑥ 16000/-
- 96000/-

- TA/DA
- A 7040/-
 - B 6150/-
 - C 7920/-
 - D 5280/-
 - E 7040/-
 - F 7040/-
 - 40480/-

Supdt. A.O. 4/10 Finance Officer
 Bhagat Phool Singh, Mahila Vishwavidyalaya,
 Khanpur Kalan, (Sonapat)

Net Payment
 VALID FOR 10 DAYS
 Pre existing bill passed for Payment
 of Rs. 1,26,880/-

20/11/18 26/11/18
 One Lakh twenty six thousand eight hundred eighty only

TDS @ 10% = 9600/-

Net Payment = 36480/-

Total = 1,36,480/-
 Net Payment Henraim + TA/DA = 1,26,880/-

TDS = 9600/-



Bhagat Phool Singh Mahila Vishwavidyalaya
Khanpur Kalan (Sonapat), Haryana-131305

Office No. 01263-283001-283002, Fax No. 01263-283119, www.bpsmvkhanpurkalan.org

BPSMV/EN-III/8/2018

Date: 26/01/2019

To

Sh. Davinder Malik, Sr. Late Sh. Indar-Dutt,
 VFC, Khanpur Kalan

Sub: Appointment as Accountant on Re-employment.

Please refer to your application dated 02-10-2018. In this regard it is intimated that the Vice-Chancellor has approved your appointment against the sanctioned and vacant post of Accountant on the re-employment basis in anticipation of approval of Executive Council. You are, hereby, offered the post of Accountant initially for six months on the following terms and conditions:-

1. The period of re-employment will be for six months from the date of your joining.
2. Pay will be as per HCS re-employment rules (Chapter XI) pay minus pension basis.
3. The re-employment can be terminated in any case either by giving one month's notice or one month's salary in lieu thereof.
4. The re-employment is liable to be terminated in case of any adverse remarks come to the notice of authorities regarding your work, character and antecedents.
5. You will abide by the rules and regulations laid by the University.
6. No leave other than one day casual leave for each completed month subject to total of 10 days in a Calendar Year will be allowed.

If the above terms and conditions are acceptable, you may join your duties within 15 days from the date of issue of this letter, failing which your appointment will be treated as cancelled.

Assistant Registrar (ENT)
 for Registrar

Enlist No. BPSMV/EN-III/2018

Dated: _____

Copy of the above is forwarded to the following for information and necessary action:-

1. Principal, WSM Institute of Ayurveda, BPSMV, Khanpur Kalan
2. Finance Officer, BPSMV Khanpur Kalan.
3. P.A to Vice-Chancellor (for kind information to the Vice-Chancellor), BPSMV, Khanpur Kalan
4. P.A to Registrar (for kind information to the Registrar), BPSMV, Khanpur Kalan

Assistant Registrar (ENT)
 for Registrar

o/c

Chapter XVIII

RE-EMPLOYMENT OF NON-TEACHING EMPLOYEES
AND FIXATION OF THEIR PAY

1. All whole time paid non-teaching employees shall retire on completing the age of sixty years, provided that the Executive Council may, on the recommendation of the Vice-Chancellor, re-employ any employee for a period not exceeding five years, if it is satisfied that such extension is in the interest of the University and provided further that he/she shall not be granted extension of more than one year at a time, till the age of sixty-five years.
2. The Executive Council may, on the recommendation of the Vice-Chancellor, also appoint an superannuated person in the service of the University upto the age of sixty five years on contract basis. Provided that such an employee shall not be granted extension of more than one year at a time during his re-employment, till the age of sixty five years.
3. In the case of payment of salary to such re-employed persons, whereas the person covered in (1) above shall get salary as per Haryana Civil Services Rules in the case of category (2) above, the employee shall get salary at the rate of 50% of pay last drawn by him/her plus DA as admissible from time to time. In case such an employee was getting salary in the pre-revised scale, he/she shall be entitled to draw the pay in the corresponding revised scale.

c) Leave is granted to accept an invitation to a teaching post or fellowship or research-conducting post or an assignment for administrative or technical or academic work of importance. Provided that the maximum total period for which such leave is granted shall not ordinarily, exceed three years and in exceptional cases such leave may be extended so that the total period of leave during the whole tenure of service of an employee does not exceed five years. Provided further that the benefit of increment for a period upto three years of extra-ordinary leave may be allowed for accepting such assignments and for the purpose of higher studies and research anywhere in India or abroad.

The word 'invitation' of the above rule may include both a direct offer sent by the host institution and any offer received in response to an application or bio-data sent by the employees through the university to any institution in India or abroad.

Extension would be permitted only in rare and exceptional cases, subject to the satisfaction of the Vice-Chancellor.

12. * DUTY LEAVE.

- i. Duty Leave of the 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 or with the permission of the university;
 - b. Delivering lectures in institutions and universities at the invitation of such institutions or universities received by the university, and accepted by the Vice-Chancellor, working in another Indian or foreign university, any other agency, institution or organization, when so deputed by the university;
 - c. Participating in a delegation or working on a committee appointed by the Central Government, State Government, the UGC, a sister university or any other academic body;
 - d. For performing any other duty for the university.
- i. The duration of leave should be such as may be considered necessary by the sanctioning authority on each occasion.
- ii. 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.
- iii. Duty leave may be combined with earned leave, half pay leave or extraordinary leave.
- iv. Duty leave should be given also for attending meetings in the UGC, DST, etc. where a teacher invited to share expertise with academic bodies, government or NGO.

13. *STUDY LEAVE (with Pay): Study leave may be granted to the entry level appointees as Assistant Professor/Assistant Librarian/Assistant Director of Physical Education and Sports/College DPE&S after a minimum of three years of continuous service, to pursue a special mode 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 3.2, in respect of granting study leave with pay for acquiring Ph.D. in a relevant discipline while in service, the number of years to be put in after entry would be a minimum of two or the years of probation specified in the university statutes concerned, keeping in mind the availability of vacant positions for teachers and other cadres in colleges and universities, so that a teacher and other cadres

* Reproduced from UGC & MHRD Regulations received from the State Govt. vide Memo No. KW-7418-2009C-IV(3) dated 21.07.2011

entering service without Ph.D. or higher qualification could be encouraged to acquire these qualifications in the relevant disciplines at the earliest rather than at a later stage of the career.

iii) The paid period of study leave should be for three years, but two years may 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/Syndicate 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 on the recommendation of the concerned Head of the Department. The leave shall not be granted for more than three years in one spell, save in very exceptional cases in which the Executive Council is satisfied that such extension is unavoidable on academic grounds and necessary in the interest of the university.

v. Study leave shall not be granted to a teacher who is due to retire within five years of the date on which he/she is expected to return to duty after the expiry of study leave.

vi. Study leave may be granted not more than twice during one's career. Provided that, under no circumstances, the maximum of study leave admissible during the entire service should not exceed five years.

vii. No teacher, who has been granted study leave, shall be permitted to alter substantially the course of study or the programme of research without the prior permission of the Executive Council. In the event, the course of study falls short of study leave sanctioned, the teacher shall resume duty

HARYANA GOVERNMENT
GENERAL ADMINISTRATION DEPARTMENT
(GENERAL SERVICES)

Notification

The 13th December, 2017

No. G.S.R.-25/Const./Art. 309/2017.— In exercise of the powers conferred by article 309 of the Constitution of India, the Governor of Haryana hereby makes the following amendment in the Haryana Government, General Administration Department, General Services, notification No. 523-3GS-70/2068, dated the 28th January, 1970, namely:-

Amendment

In the Haryana Government, General Administration Department, General Services, notification No. 523-3GS-70/2068, dated the 28th January, 1970, in para 6 for clause (d), the following Clause shall be substituted, namely:-

"(d) (i) In case of selection and recommendation of the names of candidates to a department or an office for ~~the posts of Group C posts on the basis of written exam only.~~

The scheme of marks in respect of selection to Group C posts shall comprise of total 100 marks, which is detailed below:-

1. Written exam. 90 marks
2. Socio-Economic criteria and experience: 10 marks

The marks for experience and some objective socio-economic criteria are to be allocated as follows:-

- (a) If no person from among the applicant's father, mother, spouse, brothers, sisters, sons and daughters is, was or has been a regular employee in any Department/ Board/ Corporation/ Company/ Statutory Body/ Commission/ Authority of Government of Haryana or any other State Government or Government of India.

(5 marks)

- (b) Orphan/Widow:-

- a. if the applicant is a Widow ; or
- b. if the applicant is the first or the second child and his father had died before attaining the age of 42 years ; or
- c. if the applicant is the first or the second child and his father had died before the applicant had attained the age of 15 years.

(5 marks)

- (c) If the applicant belongs to such a denotified tribe (Vimukt Jatis and Tapriwas Jatis) or Nomadic tribe of Haryana which is neither a Scheduled Caste nor a Backward Class.

(5 marks)

- (d) Experience: One-half (=0.5) mark for each year or part thereof exceeding six months of experience, out of a maximum of 10 years, on the same or a higher post in any Department/ Board/ Corporation/ Company/Statutory Body/Commission/Authority of Government of Haryana. No marks will be awarded for any period less than six months.

(a maximum of 5 marks)

No applicant shall be given more than 10 marks under any circumstances and for the post of Clerk, the State Eligibility Test in Computer Appreciation and Applications shall be mandatory.

- (ii) For the posts of Teacher, Educational Supervisor and Teacher Educator in School Education Department, the Commission shall make selection and recommendation of the names of candidates belonging to Group B and C posts on the basis of written exam only.

The written exam shall be divided into two portions comprising:-

- (a) 75% weightage for General Awareness, Reasoning, Maths, Science, English, Hindi and concerned or relevant subject, as applicable;
- (b) 25% weightage for History, Current Affairs, Literature, Geography, Civics, Environment, Culture etc. of Haryana.

To qualify Clause (b) above, the candidates would have to score minimum 50% marks and the proportion of questions shall be decided by the Commission at its own level.

- (d) (iii) In respect of Group D posts:-

In case of selection and recommendation of the names of candidates to a department or an office for Group D posts, there shall be written examination. The practice of oral test is not to be followed.

The scheme of marks in respect of selection to Group D posts shall comprise of total 100 marks, as detailed below:-

- | | |
|--|----------|
| 1. Written exam: | 90 marks |
| 2. Socio-Economic criteria and experience: | 10 marks |

The marks for experience and some objective socio-economic criteria are to be allocated as follows:

- (a) If no person from among the applicant's father, mother, spouse, brothers, sisters, sons and daughters is, was or has been a regular employee in any Department/ Board/ Corporation/ Company/ Statutory Body/ Commission/ Authority of Government of Haryana or any other State Government or Government of India. (5 marks)
- (b) Orphan/Widow -
 - a. if the applicant is a Widow ; or
 - b. if the applicant is the first or the second child and his father had died before attaining the age of 42 years, or
 - c. if the applicant is the first or the second child and his father had died before the applicant had attained the age of 15 years. (5 marks)
- (c) If the applicant belongs to such a denotified tribe (Vinukt Jatis and Tapriwas Jatis) or Nomadic tribe of Haryana which is neither a Scheduled Caste nor a Backward Class. (5 marks)
- (d) Experience. One-half (=0.5) mark for each year or part thereof exceeding six months of experience, out of a maximum of 10 years, on the same or a higher post in any Department/ Board/ Corporation/ Company/ Statutory Body/ Commission/ Authority of Government of Haryana. No marks will be awarded for any period less than six months. (a maximum of 5 marks)

No applicant shall be given more than 10 marks under any circumstances

D.S. DHESI,
Chief Secretary to Government, Haryana.

Amoy 8

Higher Education Commission, Dhaka
State Education, Sector 3, D. H. Road

To: Registrar
Dhaka University
Khajur Bazar (Dhaka)

Memo No. 18250-2000/2001
Dated: Dhaka, Dec 27, 1998

Subject: Comments for release of D.A. information and N.F.A. to the
staff teachers of MSM Institute of Agriculture, Khurdukh

Kindly refer to your letter No. 277 of dt. 18.11.2000 on the subject.

It is intimated that the decision regarding release of D.A. information and
N.F.A. is deferred. It shall be decided at the level of the University as per the relevant

Deputy-Director of Education
for Higher Education, Government of Bangladesh
Dhaka

Annexure-5

BHAGAT PHOOL SINGH MAHIL:-
VISHWAVIDYALAYA KHANPUR KALAN

AGENDA
for
14th Meeting of the Executive Council

Date : 24th October, 2008
Time : 12.30 p.m.
Venue : Committee Room,
Haryana Niwas,
Sector-3, Chandigarh

15. Release of DA, Increments and NPA to the staff/teacher of MSIM Institute of Ayurveda.

To consider the following matters in respect of staff and members/employees of MSIM Institute of Ayurveda who fulfil the eligibility conditions and have been appointed through regular Selection Committees (both teaching and non-teaching).

- Release of DA and arrears to the staff so released by the State Govt. from time to time w.e.f. 15.8.2006
- Grant of annual increments and arrears to the staff of MSIM Institute of Ayurveda after 15.8.2006; and
- Grant of NPA (Non-Practicing Allowance) to the teachers of the Institute as per State Govt. order No. F.D.H. 105 dated 15.8.2006 (FD) dated 15.8.2006. (Annexure-K, pages 13).

Note:

Earlier MSIM Institute of Ayurveda was being run by Mahasabha Gurukul Vidya Peeth, Haryana, Bhainsi, Haryana and Kanya Gurukul, Kharpur Kalan. On commencement of BPS Mahila Vishwavidyalaya Act, 2006 this Institute became a maintained Institute of BPS Mahila Vishwavidyalaya, Kharpur Kalan w.e.f. 15.8.2006.

In this regard section 36(1) of the BPS Mahila Vishwavidyalaya Act provides as under:-

"All properties, movable or immovable and all the rights of whatsoever nature and kind therein, vested in the Institute of Mahasabha Gurukul Vidya Peeth, Haryana, Bhainsi, Kharpur Kalan and Kanya Gurukul, Kharpur Kalan and the schools run there under and the posts, tenures, filled, vacant or commencing of this Act, shall vest in the Institute;

When this Institute becomes a part of IASST on 1.8.2005, the staff of this Institute was drawing DA @ 11%. However, the then Vice-Chancellor on 15.10.2004 decided that the salary for the month of August 2005 amount may be released on provisional basis to the employees who have not drawn by him/her before the formation of the University at their terms and conditions of appointment decided by the University after proper scrutiny of their record.

In view of these orders of the Vice-Chancellor, the disbursements of further DA and increments have been released to the staff of IASST Institute of Agricultural Sciences on 16.8.2005.

Further, the State Government vide letter F.O. No. 1001 dated 9.4.2001 (Annexure-X), pages 11, has directed the doctors, including Ayurveda as under:-

Existing Pay Slabs & Rate of NPA				Revised pay Slab & Rate of NPA	
Sr. No.	Present Pay Slabs	Corresponding Rev. pay Slabs	Existing Rate	Revised pay Slab	Rate of NPA
1.	For basic pay up to Rs. 3200/-	For basic pay up to Rs. 10,000/-	Rs. 600/-	Basic pay up to Rs. 3200/-	10%
2.	For basic pay above Rs. 3200/- and upto 3700/-	For basic pay above Rs. 10,000/- and upto 12,000/-	Basic Pay from Rs. 600/- to Rs. 800/-	Basic Pay from Rs. 3200/- up to Rs. 3700/-	10%
	For basic pay above Rs. 3700/-	For basic pay above Rs. 12,000/-	Rs. 800/-	Basic pay from Rs. 3700/- and above	10%

2. NPA - Basic Pay will not exceed Rs. 25,000/- per month.

However, the doctors of MSIM, Institute of Ayurveda, have not been paid any NPA so far.

There are 18 teachers and 22 non-teaching staff who have been appointed through proper recruitment procedure as reported by the Principal, MSIM, Institute of Ayurveda (Annexure-X) page 7. Further, no financial liability on account of release of up to date for the NPA comes is as under -

Sr.No	Item	Liability
i	DA and Increments: Total liability w.e.f. 15.8.03 to October 2003	Rs. 2,12,000/- Rs. 25,000/- (20 months)
ii	NPA (On current basic pay)	Rs. 80,000/- (20 months)

Presently, the Institute is being run on self-financing basis. The Principal has informed that the College will not meet the liability out of the funds of the Institute by March 2004.

The Vice-Chancellor has considered the whole matter and has ordered that the same be placed before the Managing Council for consideration.

Annexure 5 - 12

No. 12/2009-1PR(FD)

From:

The Financial Commissioner & Principal Secretary to
Government Haryana, Finance Department.

To:

1. All Heads of Department in Haryana
2. Commissioner, Ambala, Hisar, Rohtak & Gurgaon Divisions.
3. All Deputy Commissioners & Sub Divisional Officers (Civil) in Haryana.
4. The Registrar, Punjab & Haryana High Court, Chandigarh.

Dated, Chandigarh the 20.02.2009

Subject:- Revision of rates of Non-Practising Allowance w.e.f. 01.01.2006

Sir,

I am directed to invite your attention to the Finance Department notification no. 12/25/2008-1PR(FD) dated the 14th January, 2009 on the subject noted above.

2. After careful consideration the Govt. has decided to grant NPA at a uniform rate of 25% of Basic Pay (Pay in Pay Band - Grade Pay) in the revised Pay Structure to all the doctors working at the Health Department, Animal Husbandry and Dairy Development Department and Ayush Department (AMO/UMO/HMO) subject to the condition that the basic pay + NPA does not exceed Rs 85000/- P.M.

3. The Non-Practising Allowance shall be treated as part of pay for the purpose of DA, entitlement of loans and advances and TA/DA only.

Yours faithfully,

[Signature]

Senior Accounts Officer (PR)

for Financial Commissioner & Principal Secretary to
Government Haryana, Finance Department.

Encls. No 12/2009-1PR(FD)

Dated Chandigarh, the 20.02.2009

A copy is forwarded to the Accountant General, Haryana (i) (A&E) (ii) (Audit), Chandigarh for information.

[Signature]

Senior Accounts Officer (PR)

for Financial Commissioner & Principal Secretary to
Government Haryana, Finance Department.

Encls. No. 12/2009-1PR(FD)

Dated Chandigarh, the 20.02.2009

A copy is forwarded to the Home Secretary, Chandigarh Administration, Chandigarh for information and necessary action.

[Signature]

Downloaded from www.india.gov.in Download?action=download&attach_file=83-scan0011.jpg&file_name=123.

Annexure -

Regd. No. 20

18/11

From

Financial Commissioner and Principal Secretary
to Government of Haryana, Haryana Higher Education
Department.

To

Registrar,
Bhagat Phool Singh Mahila Vishwavidyalaya Khanpur Kalan,

Memo No. 15/231-2009 UNP/21
Dated, Panchkula 17/11/11

Subject: Grant of NPA to teaching staff/AMO/UMO/HMO of MSM
Institute of Ayurveda, BPSMV Khanpur Kalan.

Kindly refer to your letter No. BPSMV/Accounts/ 10/3031
dated 21.05.2010 on the subject cited above.

The State Government agree to grant Non Practicing
Allowance (NPA) to teaching staff/AMO/UMO/HMO working in MSM
Institute of Ayurveda, BPS Mahila Vishwavidyalaya Khanpur Kalan
(Sonapat) with prospective effects.

The concurrence of finance department has been obtained
vide their U.O. No. 63/48/27D-11/10/2857 dated 05.01.2011.

Deputy Secretary Higher Education
for Financial Commissioner and Principal Secretary
to Government of Haryana, Haryana Higher
Education Department, Chandigarh.

Approved by 171

Amal Singh, A.S.G.

A.C.B.

18/11

URGENT/ COURT CASE

From

Director General Higher Education, Haryana,
Shiksha Sadan, Sector-5, Panchkula.

To

The Vice Chancellor,
Shagat Phool Singh Mahila Vishwavidyalaya,
Khanpur Kalan, Sonapat.

Memo No. 5/13-2016 JNP (1)
Dated Panchkula, the 03.10.2017

Subject: Regarding clarification to implement the decision of Hon'ble Punjab and Haryana High Court in CWP No. 7768 of 2011 for granting UGC Pay Scales to the petitioner teachers of MSM Institute of Ayurveda.

=====

In reference to your letter No. BPSMV/Inst./Ayu/17/361 dated 31.08.2017, which received in this office on 11.09.2017, on the subject cited above.

I have been directed to issue the following clarifications for implementation of the orders of the Hon'ble High Court in the subject cited matter:-

- i) According to the Govt. instructions/ notification dated 21.07.2011, the UGC Pay Scales are to be given in toto as per the notified notification. The pay of the petitioners may be re-fixed as per the orders of the Hon'ble High Court.
- ii) No State Pay Scales will be applicable to the petitioners.
- iii) The promotion of the petitioners will be considered under the CAS on fulfilling all the requirements as per UGC notification and orders of the Hon'ble High Court.
- iv) The petitioners will not be entitled for NPA as the NPA is meant for the Doctors/ Teachers of Allopathic/ Ayurvedic Colleges/ Hospitals who are receiving the State Pay Scales. There is no mention of NPA in notification dated 21.7.2011 issued by the State Government.
- v) It may be clarified that why the arrears have been calculated till 06.12.2012 despite that they have to be granted the arrears of pay scales till date as per the orders of the High Court Hon'ble Court.
- vi) Non Practicing Allowance (NPA) i.e. 25% of BP+GP has been calculated in the calculation sheet despite that there is no provision of the same in the Notification dated 21.07.2011 adopting the UGC Pay Scales for teachers of Govt. Colleges and Universities of the State. Therefore, it may be clarified under which rule/ instructions the NPA is calculated and the difference of pay has been released to the petitioners, as mentioned at Sr. No. (iv).
- vii) First of all the calculation was made without following the applicable rules/ regulations and thus the undue benefit has been granted to the petitioners. Secondly, the concerned dealing Assistant & Superintendent of Accounts Branch,

- viii) Further, no undertakings have been obtained from the petitioners mentioning that if in case, any over payment has been paid; the same will be recovered from them.
- ix) Who is responsible for this act and from which the excess amount will be recovered, if the petitioners denied for recovery.

In view of the above, it is requested that the payment to the petitioners may be refunded within 3 days positively under intimation to this office. Further, it is also requested it may be ensured that the clarification/ information, as mentioned at Sr. No. (v), (vi), (vii) and (viii) may be sent to this office within a week positively alongwith the names of signing official officers.

Further, the Vice-Chancellor and Registrar of the university have been not adhered to the issue and approved the overpayment to the petitioners. It was done just to evade the contempt proceedings.

It may be accorded top priority and in case of delay, the university authorities will be solely responsible for any legal proceedings.

— 34 —
Deputy Director Cadet Corps,
for Director General Higher Education, Haryana
Panchkula.

Enclt. No. 5/13-2006 UNP (T)

Dated Panchkula, the 03.10.2011

action:-

1. Registrar, Bhagat Phool Singh Mahila Vishwavidyalaya, Khanpur Kalan.
2. Principal, MSM Institute of Ayurveda, Bhagat Phool Singh Mahila Vishwavidyalaya, Khanpur Kalan.
3. Deputy Director (Audit), Bhagat Phool Singh Mahila Vishwavidyalaya, Khanpur Kalan.
4. Finance Officer, Bhagat Phool Singh Mahila Vishwavidyalaya, Khanpur Kalan.


Deputy Director Cadet Corps,
for Director General Higher Education, Haryana,
Panchkula.

*Check it with
the main file
for
13/10/2011*



Bhagat Phool Singh Mahila Vishwavidya

Khanpur Kalan (Sonapat), Haryana-131305, Office No. 31261-493627, www.bpsvvn.edu

Ref. No.: MSM/Inst/Aya/17/329

Date: 04.10.2017

From:-

Bhagat Phool Singh Mahila Vishwavidyalaya,
Khanpur Kalan (Sonapat)

To,

Deputy Director Cadet Corps,
O/o General Higher Education, Haryana
Siksha Sadan, Sector-5, Panchkula

Subject:- Regarding Clarification to Implement the decision of Hon'ble Punjab and Haryana High Court in CWP No. 7768 of 2011 for granting UGC Pay Scales to the petitioner teachers of MSM Institute of Ayurveda.

Sir,

Please refer to your office Memo no. 5/13-2016 UNP (I) dated 05.10.2017 which was received in this office on 03.10.2017 vide e-mail. In this regard, the Para wise reply / information on the subject cited is as follows:-

- i) That the petitioner's salary has been re-fixed as per the Hon'ble High Court orders and the Government instructions / notification dated 21.07.2011 and as per DHE Memo No. 5/13-2006 UNP (I) dated 01.09.2017, in the UGC Pay scale with AGP of Rs. 6000/- till 03.12.2012 as they moved beyond AGP of Rs. 6000/- after that date The difference of pay was disbursed (Annexure-I). However, the University has passed an order dated 04.10.2017, to pay arrears to the petitioners post August 2010 period only and recovered/adjust any excess payment (Annexure-II).
- ii) That the State pay scales are not applicable to the petitioners.
- iii) That to decide a policy for promotion of the petitioners under C-45, the University Authorities have constituted a committee which includes a nominee of the Director as per DHE Memo No. 5/13-2006 UNP (I) dated 01.09.2017.
- iv) That for payment of NPA, the Registrar of the University sought a clarification from DHE vide letter no. 277 dated 18.11.2008 and the DHE vide Memo No. 18/2126-2008 UNP (I) dated 27.11.2008 informed the Registrar that the decision regarding NPA is required to be taken at the level of the University itself as per Govt. instructions (Annexure-III) after the Executive Council of the University in its 14th meeting dated 24.10.2008, its resolution 14 decided to grant revise NPA to teachers of MSM Institute of Ayurveda as per State Govt. letter No. P.D./Hr.No. 9/16/94-1 PR (SD) dated 09.04.2011 after the commencement of the State

o/c

Manoj Kumar

Government and after concurrence the petitioners were given NPA from Nov.-2008 (Annexure-IV). Further, the Finance Commissioner & Principal Secretary to Government Haryana, Finance Department Endst. No. F19/2009-1 PR (FD) dated 20.02.2009 the Govt. has decided to Grant NPA at a uniform rate of 25% of basic pay (Pay in Pay Band + Grade Pay) in the revised pay Structure to all the doctors working in the Health Department Animal Husbandry and Dairy Development Department and AYUSH Department (AMO/JMO/HMO) subject to the condition that the basic pay - NPA does not exceed Rs. 85000/- P.M. The State govt. agreed to grant NPA to teaching staff of MSM Institute of Ayurveda conveyed vide Memo No. 18/251-2009 JNP (2) dated 17.01.2011 (Annexure-V). Further, your kind attention is drawn to page no. 62 of the notification dated 21.07.2011 wherein it is stated that allowances such asshall be as per those accepted by the State Government for State Government employees on the recommendation of 6th CI.

- v) That the decision on payment of arrears after 06.12.2012 have not been made because the petitioners are already getting pay scale of Rs. 15600-39100 with AGP of Rs. 6000.
- vi) That the rules under which the NPA has been given is indicated in Para-iv above. That no excess amounts have been paid to the petitioners as indicated above.
- vii) That the calculations have been made as per the rules indicated above and no undue benefits have been granted to the petitioners and the payments were made in a time bound manner in view of the Hon'ble Court order.
- viii) That the undertaking has not been obtained from the petitioners in view of the Hon'ble High Court Orders with the remarks that the same are subject to concurrence of DITE.
- ix) That the question of responsibility does not arise in light of the above facts.

The University is of the opinion that none of its official has committed any error and the University Authority adhered to the issue and approved the payments for the petitioners as per the State Government instruction/notification dated 21.07.2011 and Hon'ble High Court Orders.

Principal, MSM Institute of Ayurveda
For the Registrar

Endst.No. - MSM/Inst/Ayu/17/425-427
C.C. to :-

Date:- 04.10.2017

1. Director General, Department of Higher Education, Panchkula, Haryana.
2. P.S. to Vice-Chancellor, for kind information of Hon'ble Vice-Chancellor.
3. P.A. to Registrar, for kind information of Worthy Registrar

Principal, MSM Institute of Ayurveda
For the Registrar

- iii. Be aware of social problems and take part in such activities as would be conducive to the progress of society and hence the country as a whole;
- iv. Perform the duties of citizenship, participate in community activities and shoulder responsibilities of public offices;
- iv. Refrain from taking part in or subscribing to or assisting in any way activities which tend to promote feeling of hatred or enmity among different communities, religions or linguistic groups but actively work for National Integration.

27.0. Other terms and conditions

(a) Increments:

- i. 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 stage in the Pay Band.
- ii. 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.
- (iii) The number of additional increment(s) on placement at each higher stage of AGP shall be as per the existing scheme 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.

- B. Allowances: Allowances such as Leave Travel Concession, Special Compensatory Allowances, Children's Education Allowance, Transport Allowance, House Rent Allowance, Deputation Allowance, Travelling Allowance, Dearness Allowance, area based Special Compensatory Allowance etc as applicable to teachers and Library and Physical Education Cadres, shall be at par with those accepted by the State Government for State Government employees on the recommendations of 6th CPC.



MSM Institute of Ayurveda

Bhagat Phool Singh Mahila Vishwavidyalaya

A State University established under the Haryana Universities Act, 1973, incorporated in the State of Haryana, India.
Kharagpur, Kharagpur (Sonapat), Haryana-131325, Phone No. - 01763-233629, Email - principal@msm-bpsw.ac.in

Ref. No. MSM/Est./Ayu/18/0-P-33

Date: 29.01.2018

70-1-18

Director Higher Education,
Shiksha Sahan, Ground & 1st Floor,
Sec -5, Panchkula, Haryana (134105)

Subject: Payment of N.P.A to faculty of Ayurveda.

Sir,

Please refer to office letter No. Ends/no. Inst/Ayu/77/228-444 dated 04.10.2017 wherein under Para (iv) states:-

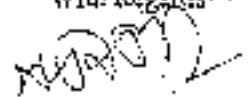
"That for payment of N.P.A, the Registrar of the University sought a clarification from DHE vide letter no. 277 dated 18.11.2008 (Copy Enclosed) and the DHE vide Memo No. 18/2226-2008 UNP (1) dated 27.11.2008 informed the Registrar that the decision regarding NPA is required to be taken at the level of the University itself as per Govt. Instructions (Annexure-III) after the Executive Council of the University in its 14th meeting dated 24.10.2008 vide resolution 14 decided to grant revised NPA to teachers of MSM Institute of Ayurveda as per State Govt. Letter No. P.D/Hr. No. 9/16/94-1 PR (FD) dated 05.04.2011 after the concurrence of the State Government, the petitioners were given NPA from Nov.-2008 (Annexure-IV). Further, the Finance Commissioner & Principal Secretary to Government Haryana, Finance Department vide Ends No. 229/2009-1 PR (PD) dated 20.02.2009 conveyed that the Govt. has decided to Grant NPA at a uniform rate of 25% of basic pay (Pay in pay Band + Grade Pay) in the revised pay structure to all the doctors working in the Health Department, Animal Husbandry and Dairy Development Department and AYUSH Department (AMO/UMO/HMO) subject to the condition that the basic pay - NPA does not exceed Rs. 85000/- P.M. The State Govt. agreed to grant NPA to teaching staff of MSM Institute of Ayurveda conveyed vide Memo No. 18/231-2009 UNP (2) dated 17.01.2011 (Annexure-V). Further, your kind attention is drawn to page no. 63 of the notification dated 21.07.2011 wherein it is stated that allowances shall be at par with those accepted by the State Government for State Government employees on the recommendation of 6th CPC."

You are requested to kindly clarify whether these faculty members namely petitioners in CWP No. 7768 of 2011 are entitled for N.P.A. or not in the UGC pay scale. The clarification may kindly be

provided at the earliest otherwise the university shall have no option than to grant the N.P.A. Looking for a reply at the earliest.

Thanking You

With Regards



Registrar

Endst.No.- MSM/Inst/Ayu/18/.....

Date: - 29.01.2018

C.C. to:-

1. P.A. to Vice-Chancellor, for kind information of Hon'ble Vice-Chancellor.
2. Nodal Officer, BPSMV.



Principal
For Registrar

Annexure - 16

Bhagat Phool Singh Mahila Vishwavidyalaya
Khanpur Kalan (Sonapat), Haryana-131305

Office No. 01263-283679, Fax No. 01263-283779 www.bpsmvonionuniversity.ac.in

Ref. No. BPSMV/COE/Exam Branch/19/1046

Dated: 11/06/2019

Assistant Registrar, ENT
BPSMV, Khanpur Kalan
Sonapat.

Sub: - Annual confidential Report (s) for the period 01.04.2019 to 10.06.2019 with latest work and conduct report.

Kindly refer to establishment non-teaching letter No. BPSMV/EN-1/19/1604 dated 29.05.2019 on the subject cited above.

This branch has already sent the ACR in respect of Sh. Suresh Kumar, Assistant Registrar vide Ref. No. BPSMV/COE/Exam Branch/19/1046 Dated 03/06/19 to your office and latest work and conduct report is Very Good and fit for confirmation for the post of Assistant Registrar.

Suresh Kumar
Suresh Kumar

Suresh Kumar
11.06.19
Controller of Examination

- (i). An Assistant Professor with completed service of four years, possessing Ph.D. Degree in the relevant discipline shall be eligible, for moving up to AGP of Rs. 7,000.
- (ii). Assistant Professors possessing M.Phil. Degree or post-graduate degree in professional courses approved by the relevant Statutory Body, such as LL.M./M.Tech., etc. shall be eligible for the AGP of Rs. 7,000 after completion of five years service as Assistant Professor.
- (iv). Assistant Professors who do not have Ph.D. or M.Phil. or a Master's Degree in the relevant Professional course shall be eligible for the AGP of Rs. 7,000 only after completion of six years' service as Assistant Professor.
- (v). The upward movement from AGP of Rs. 6,000 to AGP of Rs. 7,000 for all Assistant Professors shall be subject to their satisfying other conditions as laid down in Annexure IV.
- (vi). The pay of the incumbents to the posts of Lecturer (senior scale) (i.e. the unrevised scale of Rs. 10,000 - Rs. 15,200) shall be re-designated as Assistant Professor, and shall be fixed at the appropriate stage in Pay Band of Rs.15,600 - Rs. 39,100 based on their present pay, with AGP of Rs. 7,000.
- (vii). Assistant Professors with completed service of five years at the AGP of Rs. 7,000 shall be eligible, subject to other requirements laid down in Annexure IV, to move up to the AGP of Rs.8000.
- (viii). Posts of Associate Professor shall be in the Pay Band of Rs. 37,400 - Rs. 67,000, with AGP of Rs. 9,000. Directly recruited Associate Professors shall be placed in the Pay Band of Rs. 37,400 - Rs. 67,000 with an AGP of Rs. 9,000, at the appropriate stage in the Pay Band in terms of the conditions of appointment.
- (ix). Incumbent Assistant Professors holding the grade of Rs. 10,000 - Rs. 15,200 on 1 January 2017 shall be placed in the Pay Band of Rs. 37,400 - Rs. 67,000 with an AGP of Rs. 9,000, at the appropriate stage in the Pay Band in terms of the conditions of appointment.

APPENDIX – III TABLE – I (A)

PROVIDED IN APPENDIX – III TABLE I TO BE APPLIED FOR THE PROMOTION OF TEACHERS UNDER CAREER.

COMPARIMENT SCHEME (CAR) IN UNIVERSITY DEPARTMENTS, AND WEIGHTAGS FOR EXPERT ASSESSMENT

Teaching Team (e.g. Evaluation Panel etc)	Assistant Professor equivalent cadres: (Stage 1 to Stage 2)		Assistant Professor equivalent cadres: (Stage 2 to Stage 3)		Assistant Professor (Stage 3) to Associate Professor equivalent cadres (Stage 4)		Associate Professor (Stage 4) to Professor equivalent cadres (Stage 5)	
	Assistant Professor equivalent cadres: (Stage 1 to Stage 2)	Assistant Professor equivalent cadres: (Stage 2 to Stage 3)	Assistant Professor (Stage 3) to Associate Professor equivalent cadres (Stage 4)	Assistant Professor (Stage 3) to Associate Professor equivalent cadres (Stage 4)	Associate Professor (Stage 4) to Professor equivalent cadres (Stage 5)	Associate Professor (Stage 4) to Professor equivalent cadres (Stage 5)	Professor (Stage 5) to Professor (Stage 6)	Professor (Stage 5) to Professor (Stage 6)
Teaching Team (e.g. Evaluation Panel etc)	75/Year	75/Year	75/Year	75/Year	75/Year	75/Year	75/Year	75/Year
Academic (Category I)								
Co-curricular, Extension and Professional related activities (Category II)	15/Year	15/Year	15/Year	15/Year	15/Year	15/Year	15/Year	15/Year
Research and Academic Contribution (Category III)	100/Year	100/Year	100/Year	100/Year	100/Year	100/Year	100/Year	100/Year
Category I and II	100/Year (40/assessment period)	200/Year (100/assessment period)	300/Year (300/assessment period)	400/Year (320/assessment period)	500/Year (500/assessment period)	500/Year (500/assessment period)	500/Year (500/assessment period)	500/Year (500/assessment period)
Expert Assessment System	Screening Committee	Screening Committee	Selection Committee	Selection Committee	Selection Committee	Selection Committee	Selection Committee	Selection Committee
Percentage Distribution of Weightage Points in the Final Assessment: Total weight age = 120. Minimum required in promotions 100	No separate points. Screening committee to verify all scores	No separate points. Screening committee to verify all scores	30% - Contribution to Research 50% - Assessment of domain knowledge and teaching practices 20% - Interview performance	50% - Contribution to Research 30% - Assessment of domain knowledge and teaching practices 20% - Interview performance	50% - Contribution to Research 30% - Assessment of domain knowledge and teaching practices 20% - Interview performance	50% - Contribution to Research 30% - Assessment of domain knowledge and teaching practices 20% - Interview performance	50% - Contribution to Research 30% - Assessment of domain knowledge and teaching practices 20% - Interview performance	50% - Contribution to Research 30% - Assessment of domain knowledge and teaching practices 20% - Interview performance

Each category score 70 points from nine Category or Category II to achieve the minimum score required under Category I + II.

of Rs. 37,400 - Rs. 67,000 and re-designated as Associate Professor in the manner described in (x) above.

- (xiii). Assistant Professors completing three years of teaching in the AGP of Rs. 8,000 shall be eligible, subject to other conditions, as laid down in Appendix-IV to move to the Pay Band of Rs. 37,400 - Rs. 67,000 with AGP of Rs. 9,000 and to be designated as Associate Professor.

8.3. Pay Scales of Pro Vice Chancellor / Vice Chancellor of Universities, Principals shall be as per FD's notification dated 20-8-2009.

Further special allowance of Rs. 5000/- and Rs. 4000/- per month to VCs and Pro-VCs respectively may be granted from the date of notification.

And Special Allowance of Rs. 3000/- and Rs. 2000/- per month to Principals of Post Graduate and Under Graduate Colleges respectively may be granted from the date of notification.

8.4. Pay Scales and Career Advancement Scheme for Librarians etc:

(a) Assistant Librarian / College Librarian:

- i. Assistant Librarian/ College Librarian in the pre-revised scale of pay of Rs. 8,000 - Rs. 13,500 shall be placed in the Pay Band of Rs. 15,600 - Rs. 39,100 with AGP of Rs. 8,000.
- ii. All existing conditions of eligibility and academic qualifications laid down by the UGC and the state Government shall continue to be applicable for direct recruitment of Assistant Librarian/ College Librarian.
- iii. Assistant Librarian (Sr. Scale); College Librarian (Sr. Scale)
- iv. The posts of Assistant Librarian (Sr. Scale); College Librarian (Sr. Scale) in the pre-revised scale of pay of Rs. 10,000 - Rs. 15,500 shall be placed in the Pay Band of Rs. 15,600 - Rs. 39,100 with AGP of Rs. 7,000.

- ii. Assistant Librarian/ College Librarian possessing Ph.D. in Library Science at the entry level, after completing service of four years in the AGP of Rs. 6,000, and if otherwise eligible as per guidelines laid down by the UGC shall be eligible for the higher AGP of Rs. 7,000 within the Pay Band of Rs. 15,600 - Rs. 39,100.
- iii. Assistant Librarian/ College Librarian not possessing Ph.D. but only M.Phil. in Library Science at the entry level after completing service of five years in the AGP of Rs. 6,000, if otherwise eligible as per guidelines laid down by the UGC, shall become eligible for the higher AGP of Rs. 7,000.
- iv. After completing service of six years in the AGP of Rs. 6,000 Assistant Librarian/ College Librarian without the relevant Ph.D. and M.Phil. shall, if otherwise eligible as per guidelines laid down by the UGC and if any by the university, move to the higher AGP of Rs. 7,000.
- (v) The pay of the existing Assistant Librarian (Sr. Scale)/ College Librarian (Sr. Scale) in the pre revised scale of pay of Rs. 10,000 - Rs. 15,200 shall be fixed in the Pay Band of Rs. 15,600 - Rs. 39,100 with AGP of Rs. 7,000 at an appropriate stage based on their present pay.
- (c) **Deputy Librarian / Assistant Librarian (Selection Grade)/ College Librarian (Selection Grade)**
 - i. Deputy Librarians who are directly recruited at present shall be placed in the Pay Band of Rs. 15,600 - Rs. 39,100 with AGP of Rs. 8,000 initially at the time of recruitment.
 - ii. On completion of service of five years, Assistant Librarian (Sr. Scale)/ College Librarian (Senior Scale) shall be eligible for the post of Deputy Librarian, equivalent posts in Pay Band of Rs. 15,600 - Rs. 39,100, with headroom Grade Pay of Rs. 8,000 except in those following cases:
 - a. If eligible for award of Ph.D. Degree or equivalent published work as per Revised Librarian) as laid down in Appendix C of Pay and Allowance Regulations.

as Deputy Librarian/ Assistant Librarian (Selection Grade)/
College Librarian (Selection Grade), as the case may be.

- iii. The existing process of selection by a Selection Committee shall continue in respect of promotion to the post of Deputy Librarian and their equivalent positions.
- iv. After completing three years in the Pay Band of Rs. 15,600 - Rs. 39,100 with an AGP of Rs. 8,000, Deputy Librarians/ equivalent positions shall move to the Pay Band of Rs. 37,400 - Rs. 67,000 and AGP of Rs. 9,000, subject to fulfilling other conditions of eligibility laid down in Annexure IV.
- v. Assistant Librarians (Senior Scale) in universities/ College Librarians (Senior Scale) in the AGP of Rs. 7,000 not possessing Ph.D. in Library Science or equivalent published work but who fulfill other criteria prescribed by the UGC and if any by the university, shall also be eligible for being placed at the AGP of Rs. 8,000.
- vi. Incumbents to the posts of Deputy Librarian/ Assistant Librarian (Selection Grade)/College Librarian (Selection Grade) who have completed three years in the pre-revised pay scale of Rs. 12,000 - Rs. 18,300 on 1 January, 2006 shall be fixed at an appropriate stage in the Pay Band of Rs. 37,400 - Rs. 67,000 with an AGP of Rs. 9,000. They shall continue to be designated as Deputy Librarian/ Assistant Librarian (Selection Grade)/College Librarian (Selection Grade).
- vii. Incumbents in the posts of Deputy Librarian/ Assistant Librarian (Selection Grade)/College Librarian (Selection Grade) who have not completed the requirement of three years in the pre-revised pay scale of Rs. 12,000 - Rs. 18,300, for being eligible to be placed in the higher Pay Band of Rs. 37,400 - Rs. 67,000 shall be placed at an appropriate stage in the higher Pay Band of Rs. 37,400 - Rs. 67,000 on completion three years of service as Deputy Librarian/ Assistant Librarian (Selection Grade)/ College Librarian (Selection Grade).
- (8) Librarian (University)

**MINUTES OF MEETING OF COMMITTEE CONSTITUTED BY ORDERS OF
HON'BLE VICE CHANCELLOR, BPSMV FOR ASSURED PROMOTION POLICY
FOR TEACHING FACULTY OF MSM INSTITUTE OF AYURVEDA HELD ON
05-10-2018 AT 3.00 PM**

A meeting of committee constituted by orders of Hon'ble Vice Chancellor, BPSMV for assured promotion policy for teaching faculty of MSM Institute of Ayurveda held on 05-10-2018 at 3.00PM. All members were informed vide office order no. Ins/Ayu/PO-18/896-896 dated 5-10-18.

Following members were present:-

1. Dr. Mukesh Dubey	Co-Convenor
2. Dr. Naresh Kumar	Member
3. Dr. Veena H Sharma	Member
4. Dr. Manoj Gupta	Member
5. Dr. Mahesh Sharma	Member
6. Dr. Piyush Chaudhary	Member Secretary

The member secretary welcomed all the members of the committee.

The issue of Assured Career Promotion policy was discussed in detail:-

MSM Institute of Ayurveda is constituent part of Bhagat Phool Singh Mahila Vishwavidyalaya, Khanpur Kalan. It is nurturing the students in the field of Ayurveda (medical education) since 1973 and providing efficient health care services to approximately 4000 resident students, staff of BPSMV and nearby villages. The International acceptance of Ayurveda is increasing day by day. At present there is no standard provision (policy) for the assured career advancement of the faculty members and they have been continuously ignored. This has created apathy and agony in their minds which ultimately mars the zeal and enthusiasm to work efficiently and interestingly.

It is pertinent to mention here that the faculty members in MSM Institute of Ayurveda (medical education Institute) are doctors possessing a basic medical qualification (BAMS) with additional higher qualification (M.D./M.S.) in their concerned speciality appointed in teaching cadre.

There have been several litigations in court of justice regarding promotion matter due to lack of any standard assured career promotion policy. The litigations involve wastage of time, money and resources from both the sides. The learning, teaching, training environment and the chances of collaborative work in the Institute suffer.

In the current scenario, there is no way that any faculty member may get promoted. There is total blockade in promotions. If anyhow promotions are initiated, may attract litigations.

The Chief Secretary to Govt. of Haryana vide its Letter no.62/19/2015-6GS1 of dated 24-8-16 showed greater concern regarding repeated grievances/requests regarding promotions of officers/officials and observed that promotion policies of some departments also require major overhaul. (Flag-A)

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At present there are 38 sanctioned posts (Annexure I) of the Ayurveda teaching faculty, the details of which are as under:

S.No.	Designation	Sanctioned number	Filled	Vacant
1.	Professor	5	3	2
2.	Associate Professor	15	15	0
3.	Assistant Professor	18	13	5

The present status with due date of promotion of the teachers of MSM Institute of Ayurveda is as under:-

S.No.	Name of teacher	Designation	Eligible for Promotion since time period ¹ (As per CCIM norms/State Govt.)	Remarks
1	Dr. Vijay Swarnop Kumbhik	Professor	-	No Provision presently
2	Dr. Mahesh Kumar Dechhin	Professor	-	No Provision presently
3	Dr. Sarla Kumar	Professor	-	No Provision presently
4	Dr. Pushpendra Kumar Sharma	Associate Professor	August 2014	Promotion from Assistant to Associate was granted in 7 years and Next level is due since 2014
5	Dr. S.P. Gantam	Associate Professor	December 2017	Promotion from Assistant to Associate was granted in 12 years and Next level is due since 2017
6	Dr. Veera Agarwal	Associate Professor	December 2017	Promotion from Assistant to Associate was granted in 10 years and Next level is due since 2017
7	Dr. Sanjay Goswami	Associate Professor	December 2017	Promotion from Assistant to Associate was granted in 10 years and Next level is due since 2017
8	Dr. Vishal Prasad Gautam	Associate Professor	December 2017	Promotion from Assistant to Associate was granted in 7 years and Next level is due since 2017
9	Dr. H.C. Arya	Associate Professor	-	Matter under consideration by administration of State and University in pursuance of decision of CWP 7768 of 2011
10	Dr. G.K. Pandey	Associate Professor	-	Matter under consideration by administration of State and University in pursuance of decision of

Minutes of meeting of committee constituted by orders of Hon'ble Vice-Chancellor, BFSMY for assured promotion policy for teaching faculty of MSM Institute of Ayurveda held on 05-10-2013 at 3.00 PM

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				CWP 7762 of 2011
11	Dr. Manendra Kumar Sharma	Associate Professor	-	Matter under consideration by administration of State and University in pursuance of decision of CWP 7762 of 2011
12	Dr. Mukesh Kumar Dahiya	Associate Professor	Due in May 2018	Promotion from Assistant to Associate was granted in 3 years and Next level is due since 2018
13	Dr. Shabbir Benjwal	Associate Professor	Due in Jan 2019	Promotion from Assistant to Associate was granted in 3 years and Next level is due in 2019
14	Dr. Vivek Agarwal	Associate Professor	Due in Jan 2019	Promotion from Assistant to Associate was granted in 3 years and Next level is due in 2019
15	Dr. A.P. Nayak	Associate Professor	Due in Jan 2019	Promotion from Assistant to Associate was granted in 3 years and Next level is due in 2019
16	Dr. Nareish Kumar	Associate Professor	-	Matter under consideration by administration of State and University in pursuance of decision of CWP 7762 of 2011
17	Dr. Veena El Sharma	Associate Professor	Due in Feb 2021	Direct recruitment on Associate Prof
18	Dr. Madhavi Seetha	Associate Professor	Due in 2022	Promotion from Assistant to Associate was granted in 3 years and Next level is due in 2022
19	Dr. Gaviak Prasad Gupta	Assistant Professor	Due since 2016	Promotion pending since 2016
20	Dr. Manoj Kumar Gupta	Assistant Professor	Due since 2016	Promotion pending since 2016
21	Dr. Vahid Kumar Sharma	-do-	Due in March 2019*	Since senior person has not been promoted, hence no chance of promotion under present policy paralysis
22	Dr. Akshesh Kumar Sharma	-do-	Due in March 2019	
23	Dr. Manish Rani	-do-	Due in March 2019	
24	Dr. Deependra U Yadav	-do-	Due in March 2019*	
25	Dr. Anuradha	-do-	Due in March 2019	
26	Dr. Pankaj Rai	-do-	Due in Feb 2021*	
27	Dr. Piyush Chaudhary	-do-	Due in Feb 2021	
28	Dr. Bijay Kumar Gupta	-do-	Due in Feb 2021	
29	Dr. Arif Kaur	-do-	Due in Feb 2022	
30	Dr. Pawan Kumar	-do-	Due in Feb 2022	
31	Dr. Deshraj P Narsimhan	-do-	Due in Dec 2022*	

Minutes of meeting of committee constituted by orders of Hon'ble Vice Chancellor, GPGMV for revised promotion policy for teaching faculty of MSN Institute of Ayurveda held on 05-10-2019 at 3.00PM

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 1. A signature that appears to be "V. K. Sharma".
 2. A signature that appears to be "S. K. Sharma".
 3. A signature that appears to be "M. K. Sharma".
 4. A large, stylized signature that appears to be "R. K. Sharma".
 5. A signature that appears to be "P. K. Sharma".

NOTE:- The due date of promotion in the above said table is calculated on the basis of Minimum Eligibility Criteria laid down by CCIM and State Govt.

2. As per Gazette notification of CCIM dated 07-11-2016 schedule 1 (13) (b)(i). The CCIM restructured the eligibility criteria for post of Professor with following amendments.

"Ten years teaching experience in concerned subject or five years teaching experience as Associate Professor (Reader) in concerned subject or ten years research experience in regular service in Research Councils of Central Government or State Government or Union territory or University or National Institutions with minimum five papers published in a recognised journal"

As per these amendments, person with total 10 years teaching experience is eligible for post of Professor.

*The research experience of regular PhD holder is considered equivalent to one year teaching experience as per Gazette Notification No. 28-14/2012-Y (UG Regn) dated 21st May 2013.

In the present scenario there is no assured career progression policy in the Institute and this situation hampers the development path of the teachers. In the contemporary academic fields like Law, Engineering, Medical and Education etc there is time bound assured career progression policy. The UGC regulation 2010 & 2018, also supports and accepts the same time bound assured career progression policy. (Annexure-2)

The available promotion policies for Ayurveda teachers in other Government Institutes is as under:-

A. UGC Policy:

Currently exists in JMS BHU, Varanasi and IPGTR&A, Gujarat Ayurveda University, Jamnagar.

The policy is as per the directions of UGC. In the UGC gazette notification No. F.1-2/2017(TE/PS) dated 18-07-2018, it is mentioned that

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

i. Provided that where no such norms and standards have been laid down by any regulatory authority, UGC Regulations herein shall be applicable till such time as any norms or standards are prescribed by the appropriate regulatory authority."

The Central Council of Indian Medicine (CCIM) is the statutory body under Ministry of Ayush, Govt. of India for regulating Ayush Education in India. The minimum eligibility norms laid down by CCIM for teachers are as following: (Annexure-3)

S.No.	Designation	Essential Qualification	Experience (Eligibility for the post)
1.	Assistant	(i) A Bachelor	The age shall not exceed fifty-five years at the time

Minutes of meeting of committee constituted by orders of Hon'ble Vice Chancellor, IPGTR&A for assured promotion policy for teaching faculty of JMS Institute of Ayurveda held on 08-10-2018 at 2.00PM

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1/12/18

	Professor	degree in Ayurveda from a University or its equivalent as recognised under the Indian Medicine Central Council Act, 1970; and	of first appointment and it may be relaxed for in-service candidates as per the existing rules.
2.	Associate Professor		Five years teaching experience in concerned subject or five years research experience in regular service in Research Councils of Central Government or State Government or Union territory or University or National Institutions with minimum three papers published in a recognised journal.
3.	Professor	(ii) A Post-graduate qualification in the subject or specialty concerned included in the Schedule to the Indian Medicine Central Council Act, 1970	Ten years teaching experience in concerned subject or five years teaching experience as Associate Professor (Reader) in concerned subject or ten years research experience in regular service in Research Councils of Central Government or State Government or Union territory or University or National Institutions with minimum five papers published in a recognised journal.

State Govt pay scales (Haryana Ayurveda Education Group A & B Service Rules 2008) are currently applicable to the designated posts. If the UGC policy is implemented, the following hassles and procedural difficulties may be encountered:-

1. The guidelines of statutory body (CCIM) define the eligibility conditions for the teaching designations viz., Assistant/Associate/Professor. Hence, as per UGC guideline in 1.1 as quoted above and CCIM guidelines, this should be considered for a time bound promotion.
2. There is no provision of NET/PhD as a mandatory qualification for all the Teaching posts in the all medical streams including AYUSH.
3. The fixed teaching experience is mandatory for appointment/promotion from Assistant to Associate and further to Professor.
4. Ayurveda is a professional degree course, being run by a statutory body (CCIM) with minimum five and half year for UG and Further Three years for M.D./M.S. In other Non-Professional courses, UG is completed in only 3 years, PG in 2 years and 2-3 years in PhD. PhD is Doctor of Philosophy while M.D. is Doctor of Medicine, both the degrees being of higher nature in respective fields. M.D./M.S.(Ayu.) is also research based 3 years course in comparison to PhD.

Hence due to above cited reason, M.D. qualification is only mandatory requirement for teaching/research positions as laid down by CCIM. So, the PhD qualification must be relaxed for Ayurveda appointments and assured promotions.

5. In the court case of Dr. DC Arya & others vs State of Haryana, the directions of Hon'ble Supreme Court have been applied. In this matter, Directorate of Higher Education (DHE), Panchkula has also directed the University to implement the UGC policy & pay scales with the following remarks (Annexure-4)

Minutes of meeting of committee constituted by order of Hon'ble Vice Chancellor, BMSM approved promotion policy for teaching faculty of BMSM Institute of Ayurveda held on 05-10-2015 at 3:02PM

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"the finance department of Govt of Haryana is agreed to implement the orders qua the petitioners only as a personal measure to petitioners and further appointments be made after framing policy with the consultation of finance department."

Hence, the department also feels the need of framing a policy.

Further vide memo no. 5/13-2016 UNP(1) of dated 13-05-2018 the DHE also states that

"the University is not competent authority to frame a policy for petitioners teachers...further for the promotions under CAS all provisions of notification dated 21-07-2011 have to be taken under consideration and no relaxation will be given."

In the light of afore mentioned remarks, there is a state of confusion on framing a policy as these remarks seem contradictory to each other. How will the national rationalization be done, if UGC policy is implemented?

B. Career Advancement Scheme for Ayurveda [CAS (A)]

The CAS (A) (Annexure-5) was promulgated in the year 2013 and approved in the Resolution no. 14 & 15 (20) (.) of 35th EC held on 13/12/2013. This policy was prepared as a recommendation of committee constituted for promotion under DPC held in December 2012 when some teachers thought eligible were not considered for promotion.

With the recommendation of this selection committee, the matter for assured career promotions was placed in Academic council and subsequently in 35th EC meeting. The draft of CAS (A) was submitted to Govt of Haryana for approval. The Govt. replied positively vide Memo no. 18/93-2014 UNP (1) dated 21-10-2014 with the remarks that

"it is intimated that finance department has observed that faculty of Ayurveda colleges, be it Shri Krishna Ayurveda college, Kurukshetra or college run under Bhagat Phool Singh Mahila Vishwavidyalaya, Khanpur kalan, Sonapat, there is no CAS operational now. These employees have not been covered under UGC pay scales hence the question of CAS as per UGC norms is not applicable on them. Besides, Government has recently opened one more Ayurveda College at Pattikura, Narnaul. The administrative control of Shri Krishna Ayurveda College Kurukshetra and Ayurveda College, Pattikura Narnaul is under health department.

Therefore, it would be more appropriate that a uniform/comprehensive proposal is initiated by health department."

(Annexure-6)

Subsequently, the CAS (A) was withdrawn by the University vide resolution no. 27 (i) of 43rd meeting of EC held on 25/07/2015. Actually, the matter should have been initiated in concurrence with the Health department, as quoted in the latter which was unfortunately not done. Resolution no. 27 (iv) of 43rd meeting of EC adopted DPC for promotion, if the uniform/comprehensive policy is finalised by State Govt.

(Annexure -7)

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Hence, the University administration being sensitive and sympathetic also feels the urgent need of assured career promotion policy for the faculty members and development of Institute.

MERITS of CAS (A)

1. This policy was in accordance to the eligibility criteria as laid down by the CCIM and State Govt.
2. The eligibility criteria for appointment and promotion mentioned in the CAS (A) document were same as accepted by the Govt. of Haryana vide Gazette Notification dated 15-12-2008.
3. The pay scales mentioned in this policy were same as being drawn currently on the respective posts of Assistant/Associate/Professor. In case of assured promotion from Assistant to Associate and further to Professor in fixed time frame incurs no additional financial liability as the promotions were being done in the existing pay scales of respective posts already approved by Govt. of Haryana.
4. Further, it is also clarified that, Assistant Professor with 5 year experience is eligible for promotion to Associate in pay scale of 15600-39100 + GP 5400 and Associate Professor with 5 years' experience is eligible for promotion to Professor in pay scale of 37400-67000 +GP 8700 according to State Govt. If the eligible pay scales are not given to incumbents, does injustice to them.
5. This policy specifies Academic Performance Indicators (API) at each level. The promotions are assured in a time bound manner.
6. It is recommended by DHE that a uniform/comprehensive proposal is initiated with Health Department.

DEMERITS

1. This policy is not approved at any level.

C. Dynamic Assured Career Promotion Scheme (DACP)

The Ministry of AYUSH, Govt of India has approved a DACP Scheme in National Institutes under its purview vide Office Memorandum R.15017/45/2009/NI of dated 6-6-2017 and 16-8-2017. The assured promotion pattern in DACP is as under. (Reproduced from actual document attached at Annexure – 8)

Promotion under DACP		No. of years of regular service required for promotion
From	To	
Lecturer (Grade Pay) Rs.5400 in PB-3	Assistant Professor (New Functional) (GP Rs. 5400 in PB-3) applicable in case if NIA higher in case of NCB, NIS & NIUM, the eligible incumbents to be placed in GP Rs. 6000	5 years in GP 5400 in PB-3 including service rendered in pre-revised scale of Rs. 3000-13500
2. Assistant Professor (GP	Associate Professor (GP Rs. 7600	5 years in GP Rs. 5600 in PB-3 including

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Rs. 6600 in PB-3)	in PB-3)	service rendered in the pre revised scale of Rs. 10000-15200
3. Associate Professor (GP Rs. 7600 in PB-7)	Professor (GP Rs. 8700 in PB-4)	5 years in GP Rs. 7600 in PB-7 including service rendered in the pre revised scale of Rs. 12000-16500
4. Professor (GP 8700 in PB-4)	Professor (SAG level GP 10000 in PB-4)	7 years in GP Rs. 8700 in PB-4 including service rendered in the pre revised scale of Rs. 14300-16300

The assured career promotion policy was in discussion for implementation in National Institutes (AYUSH) since a long time. It was available for implementation in year 2014 and finally implemented on 6th June 2017. Another OM R.13017/43/2009/NI dated 16-08-2017 was issued clarifying the method of rationalisation/implementation of DACP. This DACP is fully functional in NIA, Jaipur. This OM also clarifies the implementation of scheme and fixation of grades only depending on length of service rendered by a doctor (Teaching and Non-Teaching) (Annexure -9)

Merits of DACP

1. The promotions under this scheme are without linkage to vacancies as notified at Serial no. 5 of DACP document.
2. The policy is approved and implemented by Ministry of Ayush, Govt of India, which is the highest governing body for regulations of Ayush education. The UGC also recommends implementing the regulations of governing body.
3. This policy is implemented in all National Institutes of AYUSH under Ministry of Ayush.
4. Ministry of Ayush has also issued OM of even no dated 16-8-2017 for the process of pay scale fixation and notional rationalization which makes it more transparent for implementation.
5. There is a provision of SAG level for promotion of Professors also which is lacking in other policies.

Suggestions from other Faculty Members of MSM Institute of Ayurveda

Suggestions were called in the matter from peer faculty members by the Principal/Convener which were discussed in the meeting and are placed as below:-

S.No.	Name	Suggestion
1.	Dr. Vishnu Prasad Gautam	1. Policy should be assured in time bound manner 2. It should be favourable to almost all faculty members It should not be vacancy bound.
2.	Dr. Parraj Rai	Suggestion for implementation of DACP policy as such which is running in NIA Jaipur fully decided by highest regulatory body of Ayurveda AYUSH, GOI in 2014
3.	Dr. Prasant Deshmukh	DACP Policy currently running in NIA
4.	Dr. Bijay Kumar Gupta	Uniform time bound assured promotion policy Satisfying & beneficial to all staff

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		Respecting their seniority and previous experiences without any biasedness
5.	Dr. Sanjay Goswami	Implementation of DACP policy currently running in NIA Jaipur.
6.	Dr. A.P. Nayak	Suggesting for implementation of DACP policy for promotion.
7.	Dr. S.P. Gaurav	In favor of existing policy implemented in NIA Jaipur.

Recommendations of the Committee:

1. The DACP policy which has been notified by Ministry of AYUSH, Govt. of India, which is governing body for Ayush Education in India and is currently applicable in the National Institute of Ayurveda, Jaipur, seems most appropriate for implementation for doctors of Teaching cadre and Medical officers in MSM Institute of Ayurveda.
2. This promotion policy has no linkage to the available vacancies and also assures time bound promotions.
3. This policy seems suitable to implement for Doctors (teaching and non teaching) in the MSM Institute of Ayurveda, BPSMV for the better career opportunities, faculty development, and enrichment and to create a better academic environment.
4. The Ministry of AYUSH, Govt. of India while finalising this policy has issued clear guidelines for its initial implementation also, considering all the legal aspects.
5. Dr. Naresh Kumar suggested that in light of decision of Hon'ble Supreme Court on CWP 7768 of 2011 in the case of Dr. B.C. Arya & Others v/s State of Haryana, the 04 faculty members viz. Dr. B.C. Arya, Dr. Mahendra Sharma, Dr. G.K. Panda and Dr. Naresh Kumar should not be included under this policy till the decision of competent authority regarding implementation of verdict of Hon'ble Supreme Court.
6. The matter should be submitted to the Hon'ble Vice Chancellor for her directions in finalising the policy so that the final policy draft may be presented before forthcoming EC meeting.

The meeting ended with thanks to the committee members along with the University authorities.

Dr. Mukesh Dubey
Co-Convenor

Dr. Naresh Kumar
Member

Dr. Veena H Sharma
Member

Dr. Manoj Gupta
Member

Dr. Mahesh Sharma
Member

Dr. Piyush Chaudhary
Member Secretary

28 EC Meeting
 Date 6/12/2012
 15.6.12

4. Enhancement in age of direct recruitment in the University.

Considered and approved the enhancement in age for direct recruitment from 18-40 to 18-50 years as per requirement of the University.

5. Considered the confirmation cases of teaching members on their post w.e.f. the date mentioned against their names on satisfactory completion of probation period.

Considered and approved.

6. Extension in deputation in respect of Dr (Mrs) Anu Baihara, Assistant Professor Deptt. of Education to MDU, Rohtak for a period of one year i.e. from 04.05.2012 to 03.05.2013.

Approved. Further resolved that the Leave Salary/Pension Contribution etc. will be paid by Dr. Mrs Anu Baihara instead of MDU Rohtak as she is on deputation on her own request.

7. Considered the allocation of teaching posts department-wise out of sanctioned posts of University central pool.

Keeping in view the work load and availability of posts the Council approved the allocation of teaching posts to different departments.

8. Considered the recommendations made by the Academic Council in its 7th meeting held on 22/03/2012 (Annexure-VIII, pages-29-570).

Approved

9. Considered the provision for University Calendar Volume -III (rules & regulations) prepared by the Committee under the Chairpersonship of the Pro-Vice-Chancellor.

27

Approved. Further the E.C. authorized the Vice-Chancellor to approve the provisions after carrying out the necessary amendments/corrections.

Also resolved that for the time being its earlier decision w.r.t. Child Care Leave may stand. Academic and Duty leave may be merged and casual leave be granted to male employees as per State Govt. Norms.

10. Considered the Master of Engineering (ECE) degree with 'B' grade (equivalent to 70-75 %marks) of Sh. Sanjeev Kumar, Lecturer in Computer Engineering, BPS Mahila Polytechnic as relevant to the teaching subject by relaxing the condition of passing M.E. in the discipline of teaching/appointment.

The Executive Council resolved that an Enquiry Committee be constituted to examine the recommendations of the Rationalization Committee and also eligibility to join Master of Engineering course from MDU while in service.

11. Considered the recommendations of the University Placement and Counseling Cell (UPACC) held on 19-04-2011 under the Chairpersonship of the Vice-Chancellor regarding payment / reimbursement of personal mobile charges @ 300/- per month to all the Training and Placement Officers of the University. (Annexure-X, pages-679-680).

Resolved that a fixed allowance of Rs. 300/- per month be paid to a total No. of 10 TPOs department-wise with a total financial liability of Rs36,000/-per annum.

12. Considered the action taken by the Vice-Chancellor in appointing Dr. Shweta Hooda Solanki, Associate Professor in Management as Proctor with immediate effect till further orders.

Approved.

13. Considered the Distribution of posts of Hostel Staff and release of advertisement.

9. To consider the provision for University Calendar Volume –III (rules & regulations) prepared by the Committee under the Chairpersonship of the Pro-Vice-Chancellor.

Statement of the Case

The Executive Council in its 27th Meeting held on 27/03/2012 has deferred regarding provision for University Calendar Volume III Item No. 7.

The University was established in the year 2006 and till date the University is following the rules& regulations of MDU Rohtak. It is essential for the university to frame its own rules & regulations for smooth functioning of the university. The Vice-Chancellor, therefore, constituted a committee to frame the rules and regulations for Administrative Wing of the University under the Chairpersonship of Pro-Vice-Chancellor. The Rule Framing Committee has devised the rules/regulations for university taking into consideration the rules of MDU and other sister universities in the state, guidelines issued by the State Govt., UGC & MHRD, from time to time, which make them more transparent and relevant in nature.

The Rule Framing Committee has finalized the following drafts of important rules/regulations (Annexure- IX , Pages-671-678):-

- 1 Honorary Professors
- 2 Professors Emeritus
- 3 Library Committee
- 4 Qualifications for the Teachers of the University
- 5 Conduct of Meetings of the Court
- 6 Conduct of Meetings of the Executive Council
- 7 Conduct of Meetings of the Academic Council
- 8 Conduct of Meetings of the Finance Committee
- 9 Leave Regulations
- 10 Writing of Annual Confidential Report of the Non-Teaching Employees.
- 11 Grant of Departmental Permission to the Non-Teaching employees for appearing in various examinations
- 12 Forwarding of applications of employees for outside jobs etc.

Extract of Resolution No. 07 of 21st Academic Council meeting held on 09.07.2019

7. **To note the action taken by the Vice-Chancellor to approve the Ordinance, Scheme and Syllabus of B.Com(Hons), M.Com., w.e.f. the Academic Session 2018-19 And Scheme and Syllabus of Pre Ph.D. and M.Phil Commerce w.e.f. the Academic Session 2019-20 in anticipation of the approval of Academic Council.**

Resolved that the action taken by the Vice-Chancellor as above be approved with the same proviso as in item no. 03.

B.P.S. Mahila Vishwavidyalaya, Khanpur Kalan (Sonipat)

ORDINANCE NO. BPSMV/DOC/UG/B. Com. (Hons.)

DEPARTMENT OF COMMERCE ORDINANCE

BACHELOR OF COMMERCE (HONS.)

(w. e. f. July 2018)

1. Definitions:

- 1.1 Programme stands for B. Com. (Hons.)
- 1.2 Course stands for individual paper
- 1.3 Credit is the weightage assigned to a course in terms of contact hours.
- 1.4 Grade stands for a letter grade assigned to a student on the basis of evaluation of a course on the 10 point scale.
- 1.5 Grade point stands for the numerical equivalent of the letter grade.

2. Duration:

The duration of the B.Com (Hons.) programme designed in various functional areas of commerce for the benefit of service personnel desirous to enhance their professional knowledge and excellence shall be three academic years. Each year shall be divided into two semesters. Each semester shall be of 90 working days. However, all candidates will be required to complete the programme within the maximum period of five years.

3. Admission:

- 3.1 **Eligibility:** The minimum qualification for Admission to the first semester of the course shall be open to candidates who:-
 - 3.1.1 Senior Secondary Examination i.e. 10+2 with Math/Commerce/Economics with at least 45% marks (42.75% marks in case of SC/ST/PH candidates) in aggregate from a recognized Board of School Education OR an equivalent examination.
- 3.2 **Procedure:** Admission shall be done on the basis of Merit.

4. Fees:

The Programme fee shall be paid by the candidate as prescribed by the University from time to time.

5. Teaching Methodology:

The Methodology shall include class room teaching, assignment, practical work, seminar, workshop, presentations, group discussions, quiz, filed work, and project work etc.

6. Credit Weightage:

Each course has a certain number of credits which reflect its weightage. Credits of a course are evaluated as under:-

6.1 Lecture/Tutorial: One credit per lecture per week per semester will generally be adopted.

6.2 Practical: Half Credit per hour per week per semester will be assigned half credit.

6.3 Seminar/Colloquium/Group Discussion: Half credit each.

6.4 Minor Project: Half credit per period per week per semester.

6.5 Project Report: Two credits are fixed for Major Project.

7. Examination:

- 7.1 The examination in each semester will be held according to the syllabi approved by the Board of Studies. The Board of examiners for each course shall be recommended by the Board of Studies.
- 7.2 The examination shall consist of theory papers and practical examination. Theory papers are to be set by the external/internal paper setters.
- 7.3 For practical examination, viva-voce etc. shall be conducted jointly by the external and internal examiners.
- 7.4 The end term examination (External Examination) for the odd semesters shall ordinarily be held in the month of December/January and for the even semesters in the month of May/June, on such dates as may be fixed by the University.

7.5 Supplementary examinations will be held for re-appear/failed candidates as under:

Semester	When held
(a) First Semester	Along with the 3rd Semester
(b) Second Semester	Along with the 4th Semester
(c) Third Semester	Along with the 5 th Semester
(d) Fourth Semester	Along with the 6 th Semester
(e) Fifth Semester	Along with the 6 th Semester
(f) Sixth Semester	Along with the next immediate regular Semester examination

Note: If a candidate fails to clear/pass the re-appear paper(s) in the first chance, as per the above schedule, she will be required to re-appear in such paper(s) in the relevant semester examinations as the case may be.

- 7.6 The schedule for conducting internal examination will be finalized by the faculty(s) concerned in consultation with the Chairperson of the Department.
- In case, the candidate is fail in the internal examination, the Internal examiner may conduct the reexamination as and when feel suitable with prior approval of the head of the department.
- 7.7 The medium of instruction and the examination shall be Hindi and English.
- 7.8 The practical examination(s) of the courses (relating to IT/Computers, or wherever specified) shall be conducted by the following Board of Examiners, consisting of two members to be appointed by the Vice-Chancellor on the recommendations of the Chairperson, UG Board of Studies in Commerce:-
- 7.8.1 Internal Faculty Member of the department (to be appointed by the Chairperson of the Department) and
 - 7.8.2 One External Examiner.

8. Evaluation & Grading:

- 8.1 The assessment will be 20 % Internal and 80% External.
- 8.2 The students will have to obtain 40% in external examination and 40% in the aggregate of internal and external. In case a student fails to acquire 40% in the aggregate of the internal and external, she will be awarded re-appear in the theory (external) paper of that subject. There will be no re-appear in the internal assessment. The marks obtained in the internal assessment of a subject shall be carry forwarded, if a student gets re-appear in the external examination.

- 8.3 The weightage for internal evaluation is as follows :-

Component	Weightage
8.3.1 Internal Tests	10% i.e. 10 marks out of 100
8.3.2 Assignments/Seminars/Quiz/ Group Discussions etc.	5% i.e. 5 marks out of 100
8.3.3 Attendance	5% i.e. 5 marks out of 100.
Less than 75%	0 marks
75% and above and less than 80%	2 marks
80% and above and less than 85%	3 marks
85% and above	5 marks

8.4 Project Work :

- 8.4.1 A student who opts for 'Business Research Methods and Project Work' as a Discipline Specific Elective Course in 6th semester of B.,Com. (Hons.) shall

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prepare a Project – Report on any subject of the concerned semester. The faculty members will submit a list of the titles of the Project Reports (to be allotted to the students) to the Chairperson in the first week after commencement of 6th semester. The work for project shall be done after the classes are over and on holidays of the University because it is not based on training. The candidate shall be required to submit three copies of his Project Report duly signed by the supervisor at least one week before the commencement of 6th semester examinations as the case may be.

8.4.2 The written part of the Project Report shall account for 80% of marks and the viva-voce/presentation to be conducted by a duly constituted examiners board for the remaining 20% of marks.

8.4.3 The viva-voce/presentation of the Project Report shall be conducted by the following board of examiners: -

- a) The Chairperson or Coordinator
- b) One External Academician belonging to the discipline of Commerce
- c) One internal faculty member

8.4.4. The Project Report shall be evaluated jointly by the external and the internal examiners. If the difference in the awards is up to 30% of the maximum marks, the average of the two shall be taken as final award. If the difference between the external and internal examiners is more than 30% of the maximum marks, the appointment of the third examiner shall be made by the Vice-Chancellor on the recommendation of the UG Board of Studies in Commerce. The final award shall be the average of the three examiners.

8.4.5 The marks obtained by the candidate for the project report/internal assessment/practical/workshop/training report shall be taken into account when she appears in any future examination under reappear clause.

8.4.6 The comprehensive viva-voce, wherever applicable shall be conducted jointly by internal and external examiners. The comprehensive viva-voce of 2nd, 3rd, 4th and 6th semesters shall contain the entire syllabi of 1st, 2nd and 3rd year courses, respectively.

8.5 Grading :

The academic performance of a student shall be graded on a scale as prescribed by the university. The award of grades based upon marks obtained out of 100 shall be made as follows:

Grades and Grade Points

Letter Grade	Grade Points
Outstanding (O)	10
Excellent (A+)	09
Very Good (A)	08
Good (B+)	07
Above Average (B)	06
Average (C)	05
Pass (P)	04
Fail (F)	00
Absent (AB)	00

Award of Grades and corresponding grade points should be based on Absolute grades as under:

Grade Conversion

Letter Grade	Grade Points	Marks
Outstanding (O)	10	85-100
Excellent (A+)	09	75-84
Very Good (A)	08	65-74
Good (B+)	07	55-64
Above Average (B)	06	50-54
Average (C)	05	41-49
Pass (P)	04	40
Fail (F)	00	Less than 40
Absent (AB)	00	Absent

These grade points have been set keeping in view the UGC requirements of Grade B and B+ to be not less than 50 and 55 percent, respectively.

- A student obtaining Grade F shall be considered failed and will be required to reappear in the examination.

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For non credit courses 'Satisfactory' or 'Unsatisfactory' shall be indicated instead of the letter grade and this will not be counted for the computation of SGPA/CGPA.

8.5.1 Pass Percentage

The passing marks/grade for passing any semester Examination shall be:

The students will have to obtain 40% in external examination and 40% in the aggregate of internal and external.

Minimum pass grade in each course is 'C' grade. Grade will be awarded after adding the marks of various components of internal assessment.

In case of audit pass course/qualifying paper Satisfactory/Unsatisfactory grade will be assigned.

8.5.2 Before submission of the finalized award list in a prescribed form to the concerned administrative office of the individual course coordinator shall discuss the marks distribution for her faculty of study. However, the final decision with regards to marks will vest with the course coordinator.

8.5.3 On receipt of the award lists for all courses offered by a given faculty of study the concerned administrative office shall put up the consolidated results for that faculty for discussion and approval from the departmental staff council. (all staff members).

8.5.4 Computation of SGPA and CGPA : The following procedure shall be adopted to compute the Semester Grade Point Average (SGPA) and Cumulative Grade Point Average (CGPA):

i. The SGPA is the ratio of sum of the product of the number of credits with the grade points scored by a student in all the courses taken by a student and the sum of the number of credits of all the courses undergone by a student, i.e.

$$SGPA (S_i) = \sum (C_i \times G_i) / \sum C_i$$

where C_i is the number of credits of the i th course and G_i is the grade point scored by the student in the i th course.

ii. The CGPA is also calculated in the same manner taking into account all the courses undergone by a student over all the semesters of a programme, i.e.

$$CGPA = \sum (C_i \times S_i) / \sum C_i$$

where S_i is the SGPA of the i th semester and C_i is the total number of credits in that semester.

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iii. The SGPA and CGPA shall be rounded off to 2 decimal points and reported in the transcripts.

Illustration of Computation of SGPA and CGPA :

Illustration for SGPA

Course	Credit	Grade letter	Grade point	Credit Point (Credit x Grade)
Course 1	3	A	8	$3 \times 8 = 24$
Course 2	4	B+	7	$4 \times 7 = 28$
Course 3	3	B	6	$3 \times 6 = 18$
Course 4	3	C	5	$3 \times 5 = 15$
Course 5	3	C	5	$3 \times 5 = 15$
Course 6	4	B	6	$4 \times 6 = 24$
	20			139

Thus, SGPA = $139/20 = 6.95$

Illustration for CGPA

Semester 1	Semester 2	Semester 3	Semester 4
Credit : 20 SGPA: 6.9	Credit : 22 SGPA: 7.8	Credit : 25 SGPA: 5.6	Credit : 26 SGPA: 6.0
Semester 5	Semester 6		
Credit : 25 SGPA: 6.3	Credit : 25 SGPA: 8.0		

Thus, CGPA = $\frac{20 \times 6.9 + 22 \times 7.8 + 25 \times 5.6 + 25 \times 6.0 + 26 \times 6.3 + 25 \times 8.0}{144} = 6.73$

The CGPA is calculated on the basis of all pass grades, except audit courses obtained in all completed semesters.

8.5.6 The improvement facilities shall be provided to students of B.Com (Hons.) Programme within the period of two years after the 6th semester. However, grace marks will be allowed as per University rules.

9. Promotion:

9.1 A Student will be eligible for promotion to second, third, fourth, fifth and sixth semester(s) who:-

9.1.1. has been on the rolls of the Institute during the semester preceding the respective semester examination; and

B. Com. Ordinance (w.e.f. July 2018)

9.1.2. has attended not less than 75% of lectures in the respective semester; and

9.1.3 has passed at least 50% of the papers in the preceding year examination.

Explanation : 50% of five papers will be taken as three.

9.1.4 As per the promotion policy approved by the 13th meeting of the Academic Council, the student will be promoted to 5th Semester only if she has passed all her 1st Semester papers.

9.2 A candidate shall have to pass all the six semester examinations within maximum period of six years of her admission to the first semester of three years B. Com (Hons) programme failing which she will be deemed to be unfit for the programme.

10. Attendance:

10.1. No candidate shall be considered to have pursued a regular course of the study unless she has attended not less than 75% of the lectures in each paper/seminar case discussion, field trips, tutorials etc. This requirement shall be fulfilled separately for each course of study. A deficiency upto 10% may be condoned by the Chairperson of the department. Further, a relaxation of 20% may be given in attendance by the Chairperson in case of maternity, miscarriages and in similar cases.

10.2 If a student is absent from the Department for more than four weeks without intimating to the Chairperson/In-charge of department her name will be removed from the department rolls

10.3 In case the student name is struck off due to nonpayment of fee and is readmitted later, her attendance shall not be counted for that period

12. General Guidelines:

12.1 Where this document is silent about any rule, the University Ordinance from time to time will be applicable.

12.2 Eligibility Criteria, Fee Structure, Academic Calendar, Examination Schedule, Sports Calendar and Cultural Calendar for the academic year shall be given in the University Prospectus.

12.3 Admission, teaching schedule, preparatory holidays, examination, winter, summer vacation, shall be followed as specified in academic calendar of University.

12.4 A student is deemed to have completed the requirements for the degree and is eligible for the award of degree if:

12.4.1 She has satisfied all the academic requirements as per the regulations; and

- 12.4.2 She has paid all fees due from her; and
12.4.3 There is no case of indiscipline pending against her.
- 12.5 The gap of one/two semesters missed by the student(s), as the case may be, will count towards the total duration of the programme permissible under the regulations.
- 12.6 All academic problems of the students other than those affecting the University rules and regulations framed from time to time may be looked into by the Dean of Academics Affairs.
- 12.7 The calendar for the academic year will be framed and declared at the beginning of the session by the university.

B. P. S. MAHILA VISHWAVIDYALAYA, KHANPUR KALAN, SONIPAT
Department of Commerce
Ordinance of M.Com. (Two year programme)
(w.e.f. July 2018)

1. Definitions :

- 1.1 Programme stands for **M.Com.**
- 1.2 Credit is the weightage assigned to a Paper in terms of contact hours.
- 1.3 Grade stands for a letter grade assigned to a student on the basis of evaluation of a Paper on the 10 point scale.
- 1.4 Grade point stands for the numerical equivalent of the letter grade.

2. Duration :

The duration of the M.Com. programme shall be of four semesters. Each semester shall be of 90 working days. However, all candidates will be required to complete this programme within the maximum period of four years.

3. Admission :

- 3.1 **Eligibility:** A candidate is eligible to take admission in M.Com. programme, who has passed the degree of Bachelor of Commerce (Hons.) or B.B.A. from this university or Bachelor of Commerce (Accounting & Finance) or Bachelor of Commerce (Banking & Insurance) or B.Com. or B.A. with commerce or any other examination from any other recognized university as equivalent there to with at least 50% marks (47.5% marks in case of SC/ST candidates/ person with disability) is eligible for admission to M.Com Course.

- 3.2 No candidate who is in employment (full time/part time/funorarium service) shall be eligible to take admission in M.Com. without taking leave from her institution/ office etc from the date of admission to the termination of programme including other essential requirements. She has to submit an affidavit in this regard. If found violations of this rule her admission shall stand cancelled.

- 3.3 **Procedure :**

Admission shall be done on the basis of merit in the UG degree or any other criteria adopted by the University.

4. Fees :

The Programme fee shall be paid by the candidate as prescribed by the University from time to time.

5. Teaching Methodology :

The Methodology shall include class room teaching, assignment practical work, seminar, workshop, presentations, group discussions, quiz, field work, and project work etc.

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6. Credit Weightage :

Each Paper has a certain number of credits which reflect its weightage. Credits of a Paper are evaluated as under:-

- 6.1 Lecture: One credit per lecture per week per semester will generally be adopted.
- 6.2 Tutorial: One credit per tutorial hour per week per semester will be adopted.
- 6.3 Practical: One Credit per hour per week per semester will be assigned.
- 6.4 Seminar/Colloquium/Group Discussion: Half credit each.
- 6.5 Dissertation: 5 credits are fixed for Dissertation.

7. Examination:

- 7.1 At the end of the each semester, there shall be an examination where each candidate shall be examined in the courses studied by them in that semester. Each semester examination shall be designated as first semester examination, second semester examination, and third semester examination and so on.
- 7.2 The medium of instruction for examination shall be Hindi and English.
- 7.3 The examination in each semester will be held according to the syllabi approved by the Board of Studies. The Board of examiners shall be appointed for each course and shall be recommended by the Post Graduate Board of Studies (PG BOS).
- 7.4 The examination shall consist of theory papers and practical examination. Theory papers are to be set by the internal/external paper setters appointed by the Vice-Chancellor from a panel of examiners submitted by the chairman of the department duly approved by the BOS of the concerned department.
- 7.5 For practical examination viva-voce shall be conducted jointly by the external and internal examiners. If an external examiner is not able to join, alternate examiner (including those of the same University dept.) may be appointed by the Chairperson of the concerned dept. with the intimation to the Controller of Examinations in the following preferential order: i) From outside ii) From BPSMV, Khanpur Kalan.
- 7.6 The examination for all even & odd semester will normally be held in December/January and also in May/June on such date as provided by the University. The concerned teacher/course coordinator should ensure that 100% syllabus is covered in each subject before the semester examination.
- 7.7 Every course is coordinated by a member of the teaching staff of the department which is offering the course in a given semester. This faculty member is called the course coordinator. She has the full responsibility for conducting the course, coordinating the work of the other members of the faculty involved in the course, holding the minor test and assignments. For any difficulty, the student is expected to approach the course coordinator for advice and clarification. All the responsibilities from teaching to the award of final grade will be of the course-coordinator.

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- 7.8 Every student has to appear in the minor tests. If a student does not face a minor test, she shall be awarded zero marks in the test. The marks obtained in sessional/practical/theory/drawing/general proficiency are to be submitted to the examination branch duly signed by the Chairperson of the department before the close of semester examination. The examination branch/course coordinator shall convert the marks in to equivalent grades as per the grading procedure.
- 7.9 If a candidate, after attending the classes for the course of studies in the Department either not appeared or having appeared in any semester examination has failed in one or more papers for that examination, she can appear for such papers at subsequent examinations without attending a fresh course of studies for that semester such a candidate may, in the meantime, prosecute her studies for the next semesters. Supplementary examinations for the last two semesters will be held after six months i.e. for odd semester in the month of May and for even semester in the month of December/January.
- 7.10 For holding the Minor Tests during even and odd semester the schedule of minor exam shall be laid down by teacher(s) concerned in consultation with the Chairperson of the Department as the case may be and shall be made known to the students at the commencement of each semester.
- 7.11 If any of the department wants to alter the dates due to some reason to the satisfaction of the Chairperson of the Department, the date for conduct of Major Test should not go beyond the 1st week of January so that the results are not delayed.
- 7.12 For Minor Test, the syllabus for Examination will be what is covered in particular term. The Major Test will be based on the entire syllabus. Every teacher will submit in writing to the Chairperson at the end of term i.e. intervening period between Minor Tests and Major Test, the content of the syllabus covered during the term.
- 7.13 The examination branch will design standardized formats for maintaining the following records at the Department level:-
1. Minor Test Awards
 2. Major Test Awards
 3. Awards and Co-curricular Activities with details of activities.
 4. Consolidates Results.
- 7.14 **Re-appear Examination**
A student having re appear in even/odd semester up to 2nd semester may reappear in the examination with the regular students. The students having re appear in final year (3rd & 4th semester) or pass out students may reappear in both even and odd semester's regular examination.

3. Evaluation & Grading:

- 8.1 The assessment will be 20 % Internal and 80% External.
- 8.2 The students will have to obtain 40% in external examination and 40% in the aggregate of internal and external. In case a student fails to acquire 40% in the

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aggregate of the internal and external, she will be awarded re-appear in the theory (external) paper of that subject. There will be no re-appear in the internal assessment. The marks obtained in the internal assessment of a subject shall be carry forwarded, if a student gets re-appear in the external examination.

8.3 The weightage for internal evaluation is as follows :-

Component	Weightage
8.3.1 Class tests/Minor test/Sessional tests	10% i.e. 10 marks out of 100
8.3.2 Assignments/Presentations/Seminars/Group Discussions	5% i.e. 5 marks out of 100
8.3.3 Attendance	5% i.e. 5 marks out of 100.

Less than 60%	0 marks
Up to 65%	1 marks
Up to 70%	2 marks
Up to 75%	3 marks
Up to 80%	4 marks
Above 80%	5 marks

8.4 Ad-hoc Grace

If there is any discrepancy/error of syllabi/printing error/unintoward incident during the examination, the matter shall be referred to a standing committee of

- (i) Control or of Examination
- (ii) HOD of the concerned department
- (iii) One faculty member concerning the subject

The committee may recommend re-conduct of the paper or uniform grace marks to all but that should not exceed 10% marks of that particular paper.

8.5 Dissertation:

Students will have to complete a Research Project during their M.Com. Programme. The topic of which will be assigned by the concerned teacher designated by the Chairperson, Department of Commerce in the beginning of third semester. The student will be required to complete the Project work and submit the report one month before the commencement of the fourth semester examinations. Along with it they are required to make a presentation before a committee duly constituted by the Chairperson, Department of Commerce consisting of two teachers of the concerned area and the research supervisor. The dissertation will be accepted for submission and evaluation when at least one research paper out of the project work has been published or accepted in a research journal, or presented in any national Conference/Seminar. If a student fails to do so, then she has to give the presentation of the dissertation before a board constituted by the Chairperson of Department of Commerce. The dissertation shall be evaluated by two examiners including the supervisor and one teacher of the commerce appointed by the Chairperson of the Department through viva voce.

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8.6 Moderation of Marks:

(a) Internal Examinations:- If there are more than one teacher associated in any internal assessment, one of the member be made co-coordinator by the concerned HOD and he along with the others can moderate the marks to maintain uniformity so that no student get undue advantage or disadvantage. It can be done by fixing criteria before hand.

(b) External examinations: If there is unusual variation (very high or very low) in the awards, the COE may refer the matter to a Moderation Committee consisting of

- (i) Controller of Examinations
- (ii) HOD of the Department of Commerce.
- (iii) One faculty member of Commerce.

As per recommendation of the committee the result may be revised.

In case, the candidate is fail or has failed in the internal examination, the internal examiner may conduct the re-examination as and when feel suitable with prior approval of the Head of the Department

(c) Grace Marks: Grace marks shall be awarded in any internal, external, practical, viva-voce or other examination as per the norms of University.

8.7 Grading

The academic performance of a student shall be graded on a scale as prescribed by the university. The award of grades based upon marks obtained out of 100 shall be made as follows:

Academic Performance	Letter Grades	Grade Points (p)
Outstanding	A ⁺	10
Extraordinary	A	09
Excellent	B ⁺	08
Very Good	B	07
Good	C ⁺	06
Average	C	05
Poor	D	04
Fail	E	03

8.7.1. For the award of grades in a subject, all component wise evaluation shall be done in marks. The award of grades based on absolute marks (irrespective of no students) out of 100 shall be made as follows:-

Marks	Grade	Marks
90	≤ A ⁺	≤ 100
80	< A	≤ 89

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Date: _____

70	≤	B ⁺	<	79
60	≤	B	≤	69
50	<	C ⁺	≤	59
40	≤	C	≤	49
30	<	D	≤	39
0	≤	E	<	29

Note: Pass grade is C grade or Higher.
D and E grade indicate fail.

8.7.2. Pass Percentage

The passing marks/grade for passing any semester Examination shall be:

- 40% in internal and external examination separately.
- 40% in each practical Examination/Viva-Voice Examination.
- Minimum pass grade in each course is 'C' grade. Grade will be awarded after adding the marks of sessional and major test/practical examination.

- 8.7.3. After finalization of the marks the same shall be displayed on the department notice board for duration of two days for the information of students. Students, who have specific grievance against the marks awarded to her, may discuss the same with the concerned course coordinator who after consideration of grievance of all students shall finalize the marks to be awarded for the course.
- 8.7.4. Before submission of the finalized award list in a prescribed format to the concerned administrative office of the individual course coordinator shall discuss the marks distribution for her faculty of study. However, the final decision with regards to marks will vest with the course coordinator.
- 8.7.5. On receipt of the award lists for all courses offered by a given faculty of study the concerned administrative office shall put up the consolidated results for that faculty for discussion and approval from the departmental staff council (all staff members).
- 8.7.6. A candidate who fails to obtain the requisite marks/grade in any course shall be required to appear in the concerned course in the subsequent examinations.
- 8.7.7. D and E Grades: The D and E grades denote poor and very poor performance, i.e. failing a course. A student has to repeat all compulsory (Core) courses in which she obtains either D or E grades, until a passing grade is obtained. If D or E grade are awarded to a student in major project, she will get only one more chance to repeat the project work at the end of next semester. However, if a candidate still gets D or E grade in major project, the same will not be eligible for the award of degree. Further, D or E grade secured in any course stay permanently on the grade

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card. The weightage of these grades is not counted in the calculation of the CGPA, however, these are counted in the calculation of the SGPA.

The candidate having D or E Grades in any Odd and Even semester's examination would be given a chance to improve the grade. On improving the D or E Grade, the improved grade will be counted towards calculation of SGPA/CGPA. The examinations for reappear in any subject(S) in the odd semester and that of in the even semester shall be held in the respective semesters along with the regular students. In addition to above, examination for reappear in the subjects in odd semesters will also be held during the even semester examinations and vice-versa.

- 8.7.8. The performance of students will be evaluated in terms of cumulative grade point average (CGPA) which is the grade point average for all the completed semesters at any point of time.

The CGPA is calculated on the basis of all pass grades, except audit courses obtained in all completed semesters.

$CGPA = \frac{\text{Earned Credits} \times \text{Grade Point}}{\text{Total Credits}}$ for courses with pass except audit courses
 $SGPA = \frac{\text{Earned Credits} \times \text{Grade Point}}{\text{Total Credits}}$ of courses with pass grade except audit course Sem.

For the purpose of calculation of GPA for SGPA and CGPA only those courses (including projects) will be taken into account in which the student has been awarded one of A, B, C, D, E grade.

9. Promotion: A student will be eligible for promotion if

- 3rd semester: If she has passed 50% of total papers of 1st and 2nd semesters taken together.
- 4th semester: If she has passed 50% of total papers of 1st, 2nd and 3rd semesters taken together.

10. Attendance :

- 10.1 No candidate shall be considered to have pursued a regular Paper of the study unless she has attended not less than 75% of the lectures in each paper/seminar, case discussion, field trips, tutorials etc. This requirement shall be fulfilled separately for each Paper of study. A deficiency upto 10% may be condoned by the Chairperson of the department. In some special cases the Hon'ble Vice-Chancellor may condone a further 5%. 10.1 A relaxation of additional 50% may be given in attendance by the chairperson in case of maternity/miscarriages and in similar cases.
- 10.2 If a student is absent from the Department for more than four weeks without intimating to the Chairperson/ Paper Coordinator of the department, her name will be struck off from the department rolls with information to the Academic Branch.
- 10.3 In case the student name is struck off due to nonpayment of fee and is re-admitted later, her attendance shall not be counted for that period

11. Division:

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The successful candidates shall be classified in three division as under:

- 11.1 Those who obtained 60% or more of the aggregate number of marks in all the subjects in all semesters mention total semesters of that course, taken together shall be placed in first division.
- 11.2 Those who obtain less than 60% but not less than 50% of the aggregate number of marks in all subjects in all semesters taken together, shall be placed in the second division.
- 11.3 Those who obtain below 50% and not less than 40% of the aggregate number of marks in all subjects in all semesters taken together shall be placed in the third Division.

12. Scholarship:

A candidate while appearing in the re-appear examination shall not be eligible for a scholarship, a prize or a medal.

13. Declaration of Results:

Six weeks after the termination of the examination or as soon thereafter as is possible, the controller of examination shall declare the result. After successful completion of the course, the candidate shall award did a degree mentioning the division.

14. Improvement Case:

- 14.1 A person who has qualified for the award of M Com from this university may be allowed to re-appear as an ex-student in at the most two subject(s) in which she appeared earlier, with a view to improve her previous performance. The candidate shall be awarded only two consecutive chapters along with the re-appear students in the subject(s) concern immediately after her passing for her degree.
- 14.2 No candidate shall be eligible for improvement after one year of passing the examination for the degree course.
- 14.3 The Candidate will have to deposit fee and form for each examination separately.
- 14.4 The higher score in the subject(s) in which she re-appears for improvement will be taken into account towards the final result and the marks already obtained by the candidate in the subjects in which she has not opted to improve her result shall be carried forward. The candidate shall be awarded a new DMC clearly mentioning 'Improvement case' subject(s) with improved marks, only and the new grand total.
- 14.5 In case the candidate does not improve her result, it shall be declared as 'Previous Result Stands'.

15. General Guidelines:

- 15.1.1 Where this document is silent about any rule, the University Policy & regulations as framed from time to time will be applicable.

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2023

- 15.1.2 Eligibility Criteria, Fee Structure, Academic Calendar, Examination Schedule, Sports Calendar and Cultural Calendar for the academic year shall be given in the University Prospectus.
- 15.1.3 Admission, teaching schedule, preparatory holidays, examination, winter, summer vacation, shall be followed as specified in academic calendar of the University. A student is deemed to have completed the requirements for the degree and is eligible for the award of degree if:
- 15.1.4 She has satisfied all the academic requirements as per the regulations; and
- 15.1.5 She has paid all fees due from her; and
- 15.1.6 There is no case of indiscipline pending against her.
- 15.1.7 Satisfied the minimum academic and residence requirements,
- 15.1.8 Satisfactorily completed the requirements for the short duration cross-curricular Paper, industry internship as may be prescribed by the Academic Council;
- 15.1.9 A student who has completed the entire post graduation requirement listed above shall be eligible for award of degree. However, under extremely exceptional circumstances, where gross violation of the graduation requirements is detected at any later stage, the Academic Council may recommend to the Executive Council to withdraw the degree already awarded.
- 15.2 The gap of one/two semesters missed by the student(s), as the case may be, will count towards the total duration of the programme permissible under the regulations.
- 15.3 In case of Gap year student, the scheme which is applicable to her at the time of her admission shall be followed. The department shall make the arrangements of the classes for her if any discrepancy occurs in the scheme which is applicable to the gap year student and the current students studying in the department.
- 15.4 Absence of registered students from classes during a semester shall be discouraged. However, for bonafide reasons such as illness, maternity a student may be granted leave of absence as per provision of leave rules for students framed by the Academic Council.
- 15.5 All academic problems of the students other than those affecting the University rules and regulations framed from time to time may be looked into by a committee constituted by the Dean Academic Affairs.

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Extract of Resolution No. 08 of 21st Academic Council meeting held on 09.07.2019

8. To note the action taken by the Vice Chancellor to approve the Ordinance, Scheme and Syllabus of Bachelor in Hotel Management (BHM) w.e.f. the Academic Session 2018-19 in anticipation of the approval of the Academic Council.

The Action Taken by the Vice Chancellor was considered and approved by the Academic Council with the observations that the syllabus of BHM was not signed by the Incharge. The House directed all concerned to enclose the authenticated copies of the ordinance, scheme and syllabus with the agenda for approval in future. Further, the Controller of Examinations raised the issue that generally the instructions for paper setters are not supplied or incomplete instructions are supplied with the syllabus by the concerned Chairperson/HOD. Accordingly, it was resolved that the instructions for paper setters complete in all respect should be provided by all departments/institutes.

BPS MAHILA VISHWAVIDYALAYA, KHANPUR KALAN (SONIPAT)

DEPARTMENT OF HOTEL MANAGEMENT ORDINANCE

BACHELOR OF HOTEL MANAGEMENT (CBCS)

Intake- 30 seats

1. Definitions:

- 1.1 Programme stands for BHM.
- 1.2 Course stands for individual paper.
- 1.3 Credit is the weightage assigned to a course in terms of contact hours.
- 1.4 Grade stands for a letter grade assigned to a student on the basis of evaluation of a course on the 10 point scale.
- 1.5 Grade point stands for the numerical equivalent of the letter grade.

2. Duration:

The duration of the BHM programme designed in various functional areas of Hospitality Industry for the benefit of service personnel desirous to enhance their professional knowledge and excellence shall be four academic years. Each year shall be divided into two semesters. Each semester shall be of 90 working days. However, all candidates will be required to complete the programme within the maximum period of seven years.

3. Admission:

- 3.1 Eligibility: The minimum qualification for Admission to the first semester of the course shall be open to candidates who:-
 - 3.1.1 Admission to the first semester of the Programme shall be open to candidates who have passed Senior Secondary Examination i.e. 10+2 with at least 45% marks (42.75 marks in case of SC/ST candidates) in aggregate from Board of School Education Haryana, Bhiwani or any other examination recognized by Bhagat Phool Singh Mahila Vishwaavidyalaya as equivalent thereto.
- 3.2 Procedure: Admission shall be done on the basis of Merit or written test.

4. Fees :

The Programme fee shall be paid by the candidate as prescribed by the University from time to time.

5. Teaching Methodology:

The Methodology shall include class room teaching, assignment, practical work, seminar, workshop, presentations, group discussions, quiz, filed work, and project work etc.

6. Credit Weightage:

Each course has a certain number of credits which reflect its weightage. Credits of a course are evaluated as under:-

- 6.1 **Lecture:** One credit per lecture per week per semester will generally be adopted.
- 6.2 **Tutorial:** One credit per tutorial hour per week per semester will be adopted.
- 6.3 **Practical:** Half Credit per hour per week per semester will be assigned.
- 6.4 **Seminar/Colloquium/Group Discussion:** Half credit each.
- 6.5 **Project Report:** Five credits are fixed for Project work.

7. Examination:

- 7.1 The examination in each semester will be held according to the syllabi approved by the Board of Studies. The Board of examiners for each course shall be recommended by the Board of Studies.
- 7.2 The examination shall consist of theory papers and practical examination. Theory papers are to be set by the external/internal paper setters.
- 7.3 For practical examination, viva-voce etc. shall be conducted jointly by the external and internal examiners.
- 7.4 The end term examination (External Examination) for the odd semesters shall ordinarily be held in the month of December/January and for the even semesters in the month of May/June, on such dates as may be fixed by the University.
- 7.5 Supplementary examinations will be held for re-appear/failed candidates as under:

Semester	When held
(a) First Semester	Along with the 3rd Semester
(b) Second Semester	Along with the 4th Semester
(c) Third Semester	Along with the 5 th Semester
(d) Fourth Semester	Along with the 6 th Semester
(e) Fifth Semester	Along with the 7 th Semester
(f) Sixth Semester	Along with the 8 th Semester
(g) Seventh Semester	Along with the 8 th Semester
(h) Eight Semester	Along with the next immediate regular Semester examination

Note: If a candidate fails to clear/pass the re-appear paper(s) in the first chance, as per the above schedule, he/she will be required to re-appear in such paper(s) in the relevant semester examinations as the case may be.

- 7.6 The schedule for conducting internal examination will be finalized by the faculty(s) concerned in consultation with the Chairperson of the Department.
In case, the candidate is fail in the internal examination, the internal examiner may conduct the re-examination as and when feel suitable with prior approval of the head of the department.
- 7.7 The medium of instruction and the examination shall be English.
- 7.8 The practical examination(s) of the courses shall be conducted by the following Board of Examiners, consisting of two members to be appointed by the Vice-Chancellor on the recommendations of the Chairperson, UG Board of Studies in Department of Hospitality and Hotel Administration:
 - 7.8.1. Internal Faculty Member of the Institute (to be appointed by the Chairperson of the concerned Institute) and
 - 7.8.2 One External Examiner.

8. Evaluation & Grading:

8.1 The assessment will be 20 % Internal and 80% External

8.2 The students will have to obtain 40% in external examination and 40% in the aggregate of internal and external in case a student fails to acquire 40% in the aggregate of internal and external, she will be awarded re-appear in the theory (Internal) paper of that subject. There will be no re-appear in the internal assessment. The marks obtained in the internal assessment of a subject shall be carry forwarded, if a student gets re-appear in the external examination.

8.3 The weightage for internal evaluation is as follows :-

Component	Weightage
8.3.1 Class tests/Minor test/Sessional tests	10% i.e. 10 marks out of 100
8.3.2 Assignments/Presentations/Seminars/ Group Discussions	05% i.e. 5 marks out of 100
8.3.3 Attendance	35% i.e. 35 marks out of 100.
Less than 75%	0 marks
75 and above and less than 80%	2 marks
80 and above and less than 85%	3 marks
85 and above	5 marks

8.4 Project Work :

8.4.1 The students in their 7th Semester complete a Project Work related to theme based event during the project the students will assessed on the basis of different skills and their competencies. Through the Internal as well as External assessment, The theme shall be assigned to the students in the commencement of the 7th Semester.

8.4.2 The Project Report shall be evaluated jointly by the external and the internal examiners.

8.5 Grading :

The academic performance of a student shall be graded on a scale as prescribed by the university. The award of grades based upon marks obtained out of 100 shall be made as follows:

Grades and Grades points

Letter Grade	Grade points
Outstanding (O)	10
Excellent (A+)	09
Very Good (A)	08

Good (B+)	07
Above Average(B)	06
Average (C)	05
Pass (P)	04
Fail (F)	00
Absent (AB)	00

Award of grades and corresponding grade points should be based on absolute grades as under:

Letter Grade	Grade points	Marks
Outstanding (O)	10	85-100
Excellent (A+)	09	75-84
Very Good (A)	08	65-74
Good (B+)	07	55-64
Above Average(B)	06	50-54
Average (C)	05	41-49
Pass (P)	04	40
Fail (F)	00	Less than 40
Absent (AB)	00	Absent

These grade points have been set keeping in view the UGC requirement of Grade B and B+ to be not less than 50 and 55 %, respectively.

- A student obtaining Grade F shall be considered failed and will be required to re appear in the examination
- For non credit courses "Satisfactory" or "Unsatisfactory" shall be indicated instead of the letter grade and this will not be counted for the computation of SGPA/ CGPA

8.5.1 Pass Percentage

The passing marks/grade for passing any semester Examination shall be:

- The students will have to obtain 40% in external examination and 40% in the aggregate of internal and external.
- Minimum pass grade in each course is 'C' grade. Grade will be awarded after adding the marks of various components of internal assessment.
- In case of audit pass course/qualifying paper Satisfactory/Unsatisfactory grade will be assigned.

- 8.5.2 Before submission of the finalized award list in a prescribed formation to the concerned administrative office of the individual course coordinator shall discuss the marks distribution for her faculty of study. However, the final decision with regards to marks will vest with the course coordinator.
- 8.5.3 On receipt of the award lists for all courses offered by a given faculty of study the concerned administrative office shall put up the consolidated results for that faculty for discussion and approval from the departmental staff council (all staff members)
- 8.5.4 **Computation of SGPA and CGPA** . The following procedure shall be adopted to compute the Semester Grade Point Average (SGPA) and Cumulative Grade Point Average (CGPA):
- The SGPA is the ratio of sum of the product of the number of credits with the grade points scored by a student in all the courses taken by a student and the sum of the number of credits of all the courses undergone by a student. i.e

$$SGPA (S_i) = \sum (C_i \times G_i) / \sum C_i$$
 where C_i is the number of credits of the i th course and G_i is the grade point scored by the student in the i th course.
 - The CGPA is also calculated in the same manner taking into account all the courses undergone by a student over all the semesters of a programme. i.e

$$CGPA = \sum (C \times S_i) / \sum C_i$$
 where S_i is the SGPA of the i th semester and C_i is the total number of credits in that semester.
 - The SGPA and CGPA shall be rounded off to 2 decimal points and reported in the transcripts.

9. Promotion:

- 9.1 A Student will be eligible for promotion to second, third fourth, fifth, sixth, seventh and eight semester(s) who:-
- Has been on the rolls of the Institute during the semester preceding the respective semester examination; and
 - Has attended not less than 75% of lectures in the respective semester; and
 - Has passed at least 50% of the papers in the preceding year examination.
 Explanation : 50% of five papers will be taken as three.
 - For promotion to 7th semester, a student qualified/completed all papers of 1st & 2nd Semester.
- 9.2 A candidate shall have to pass all the eight semester examinations within maximum period of seven years of her admission to the first semester of three years BEM programme failing which she will be deemed to be unfit for the programme.

10. Attendance:

- 10.1. No candidate shall be considered to have pursued a regular course of the study unless she has attended not less than 75% of the lectures, Practicals and Tutorials delivered. A deficiency upto 10% may be condoned by the Chairperson of the department. Further, a relaxation of 20% may be given in attendance by the Chairperson in case of maternity, miscarriages and in similar cases.
- 10.2 If a student is absent from the Department for more than four weeks without intimating to the Chairperson/In-charge of department her name will be removed from the department rolls.
- 10.3 In case the student name is struck off due to non-payment of fee and is readmitted later, her attendance shall not be counted for that period.

11 Division:

The successful candidates shall be classified in three divisions as under:

- 11.1 Those who obtained 60% or more of the aggregate number of marks in all the subjects in all semesters mention total semesters of that course, taken together shall be placed in first division.
- 11.2 Those who obtain less than 60% but not less than 50% of the aggregate number of marks in all subjects in all semesters taken together shall be placed in the second division.
- 11.3 Those who obtain below 50% and not less than 40% of the aggregate number of marks in all subjects in all semesters taken together shall be placed in the third Division.

12 Scholarship:

A candidate while appearing in the re-appear examination shall not be eligible for a scholarship, a prize or a medal.

13 Declaration of Results:

Six weeks after the termination of the examination or as soon thereafter as is possible, the controller of examination shall declare the result. After successful completion of the course, the candidate shall award did a degree mentioning the division.

14 Improvement Case:

- 14.1 A person who has qualified for the award of BHM from this university may be allowed to re-appear as an ex-student in at the most two subject(s) in which she appeared earlier, with a view to improve her previous performance. The candidate shall be awarded only two consecutive chances along with the re-appear students in the subject(s) concern immediately after her passing for her degree.
- 14.2 No candidate shall be eligible for improvement after one year of passing the examination for the degree course.

- 14.3 The Candidate will have to deposit fee and form for each examination separately.
- 14.4 The higher score in the subject(s) in which she re-appears for improvement will be taken into account towards the final result and the marks already obtained by the candidate in the subjects in which she has not opted to improve her result shall be carried forward. The candidate shall be awarded a new DMC clearly mentioning 'improvement case' subject(s) with improved marks, only and the new grand total.
- 14.5 In case the candidate does not improve her result, it shall be declared as 'Previous Result Stands'.

15 General Guidelines:

- 15.1 Where this document is silent about any rule, the University Ordinance from time to time will be applicable.
- 15.2 Eligibility Criteria, Fee Structure, Academic Calendar, Examination Schedule, Sports Calendar and Cultural Calendar for the academic year shall be given in the University Prospectus.
- 15.3 Admission, teaching schedule, preparatory holidays, examination, winter, summer vacation, shall be followed as specified in academic calendar of University.
- 15.4 A student is deemed to have completed the requirements for the degree and is eligible for the award of degree if:
 - 15.4.1. She has satisfied all the academic requirements as per the regulations;
 - 15.4.2. She has paid all fees due from her; and
 - 15.4.3 There is no case of indiscipline pending against her
- 15.5 The gap of one/two semesters missed by the student(s), as the case may be, will count towards the total duration of the programme permissible under the regulations.
- 15.6 All academic problems of the students other than those affecting the University rules and regulations framed from time to time may be looked into by the Dean of Academics Affairs.
- 15.7 The calendar for the academic year will be framed and declared at the beginning of the session by the university.

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Extract of Resolution No. 09 of 21st Academic Council meeting held on 09.07.2019

9. To note the action taken by the Vice-Chancellor to approve the Ordinance, Scheme and Syllabus of M.A.History & Archaeology on CBCS pattern w.e.f. session 2018-19 , Scheme & syllabus of B.A.Hisotry (1st to 6th Semesters), B.A. Public Administration(3rd to 6th Semester) and B.A. Geography(Hons.) (1st to 6th Semester) in anticipation of the approval of Academic Council.

The House considered and approved the Action Taken by the Vice Chancellor. It was decided that the nomenclature of B.A Geography(Hons) shcu'd be B.A.(Hons.) Geography. It was also observed that the scheme of examination & syllabus of various course are designed in part and was resolved that in future, the scheme of examination and syllabus be designed/framed in one go. It was also pointed out that the Credit Weightage mentioned against S.No. 06 of the Ordinance of M.A. History and Archaeology needs some rectification and the scheme of M.A. History and Archaeology also needs to be revisited and rectified. The House authorized the Vice Chancellor to approve the same after rectification.

Ordinance No.: BPSMV/PS/PG/MA/2015/1

Department of History and Archaeology

B.P.S. Mahila Vishwavidyalaya, Khanpur Kalan

ACADEMIC ORDINANCE FOR DURATION, ADMISSION, FEE, TEACHING METHODOLOGY, CREDIT WEIGHTAGE, EXAMINATION, EVALUATION & GRADING, PROMOTION, ATTENDANCE, AND GENERAL.

(Master of Arts (History and Archaeology))

1. Definitions:

- 1.1. Programme stands for M.A. History and Archaeology
- 1.2. Course stands for Individual Paper
- 1.3. Credit is the weightage assigned to a course in terms of contact hours.
- 1.4. Grade stands for a letter grade assigned to a student on the basis of evaluation of a course on the 10 point scale.
- 1.5. Grade point stands for the numerical equivalent of the letter grade.

2. Duration:

- 1.1. The duration of the Programme (M.A History and Archaeology) shall be two years comprising four semesters. Each Semester shall be of 90 working days. However, all the candidates will be required to complete the Programme within a maximum period of four years.

3. Admission:

- 1.2. **Eligibility:** A person who has passed B.A./B.Sc./B.Com degree from B.P.S. Mahila Vishwavidyalaya or an examination recognized as equivalent thereto with at least 45% marks or Grade 'C' in the ten point scale shall be eligible to seek admission to M.A. History and Archaeology Programme. In case of SC/ST categories the candidate shall be given proportional 5% relaxation.
- 1.2. **Procedure:** Admissions will be on the basis of merit in the qualifying examination. The last date for the receipt of the admission forms shall be notified by the University.
- 3.2.1. A candidate's admission form may be accepted after the last date as per the policy of the University.

 
07/11/2018


8/11/18


Coordinator
Dept. of History & Archaeology
B.P.S. Mahila Vishwavidyalaya, Khanpur Kalan, Sonapat.

3.2.2. The admission to the Programme shall be subject to the fulfillment of eligibility criteria.

4. Fee:

The Programme fee shall be paid by the candidate as presented by the University from time to time.

5. Teaching Methodology:

The Methodology shall include classroom teaching, assignments, viva-voce, Practical Work, Seminar, Workshop, Project Work, Quiz, Group Discussion etc.

6. Credit Weightage:

Each Course has a certain number of credits which describe its weightage. Credits of a course are evaluated as under:-

- 6.1 **Lecture/ Practical Teaching:** One credit per lecture per week per semester will generally be adopted.
- 6.2 **Minor Project/Seminar:** One credit.
- 6.3 **Colloquium/Group Discussion:** Half credit
- 6.4 **Tutorial:** Half credit per tutorial per week per semester

7. Examination:

- 7.1. The examination in each semester will be held according to the syllabi approved by the Post Graduate Board of Studies. The Panel of Examiners for each course shall also be recommended by the Board of Studies.
- 7.2. The examination shall consist of theory papers and practical/oral examination. Theory papers are to be set by the external/internal paper setters.
- 7.3. For practical examination, the Viva-voce etc. shall be conducted jointly by the external examiners.
- 7.4. The end-term examination (External examination) for the odd semesters shall ordinarily be held in the month of November/December and for the even semesters in the month of May/June, on such dates as may be fixed by the University.
- 7.5. The supplementary examination for the 1st and 2nd semesters will be held along with regular 3rd and 4th semester examinations. However 3rd semester supplementary examination will be held along with 4th semester regular examination and 4th semester supplementary examination will be held along with upcoming regular semester examination.

[Signature]
Jyoti Chandra
Dept. of History & Archaeology
B.P.S. Rd. V. Kharpur Kalan, Sonapat

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27/11/2016

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27/11/16

7.6. The schedule for conducting internal examinations will be finalized by the faculty member(s) concerned in consultation with the Chairperson of the Department.

7.7. The Medium for instruction and examination shall be English & Hindi both

7.8. Every student has to appear in the minor test/surprise test. If a student does not take a minor test, she shall be awarded zero marks in the test. The marks obtained in sessional/practical/theory/drawing/general proficiency are to be submitted to the examination branch duly signed by the Chairperson of the department before the close of semester examination. The examination branch/paper coordinator shall convert the marks in to equivalent grades as per the grading procedure.

8. Evaluation and Grading:

8.1. The assessment will be 20 marks Internal and 80 marks External.

8.2. There will be no internal marks awarded in semester 4th only in paper entitled 'Principles and Methods of Archaeology' (Archaeology Group only) as it consist of 40 marks for practical and 60 marks theory examinations.

8.3. The weightage for internal evaluation is as follows:

8.2.1. Attendance	5%
8.2.2 Surprise test	5%
8.2.3. Presentations/Seminars/ Assignments /Group Discussions	10%

8.3. Grading:

8.3.1. The academic performance of a student shall be graded on a ten-point scale. The award of grades based upon marks obtained out of 100 shall be made as follows:

Academic Performance	Letter Grades	Grade Points (p)
Outstanding	A+	10
Extraordinary	A	09
Excellent	B+	08
Very Good	B	07
Good	C+	06
Average	C	05
Pass	P	04
Fail	F	03

Note: 1. Pass Grade is Grade 'C' and above.

2. Grades 'P', and 'F' are fail grades.

8.3.2 The award of grades based on absolute marks out of 100 shall be made as follows:

Chairperson
Dept. of History & Archaeology
P.P.S M V Kharpur Kalsa, Sonapat

<u>Marks</u>		<u>Grades</u>		<u>Marks</u>
90	$\geq$	A ⁺	$\leq$	100
80	$\geq$	A	$\leq$	89
70	$\geq$	B ⁺	$\leq$	79
60	$\geq$	B	$\leq$	69
50	$\geq$	C ⁺	$\leq$	59
40	$\geq$	C	$\leq$	49
30	$\geq$	D	$\leq$	39
0	$\geq$	E	$\leq$	29

8.3.5. Calculation of Semester Grade Point Average (SGPA) and Cumulative Grade Point Average (CGPA)

The Grade Point Average is calculated as follows:-

$$\text{GPA} = \frac{\sum (\text{Number of credits} \times \text{Grade Points})}{\sum (\text{Number of Credits Registered})}$$

For the purpose of calculation of GPA for SGPA and CGPA only those programmes (including projects) will be taken into account in which the student has been awarded one of the pass grades. Here $\sum$ stands for the sum of

$$(i) \text{ SGPA} = \frac{\sum C_i P_i}{\sum C_i}$$

Where

C_i = Number of credits earned in the i^{th} programme of a semester for which SGPA is to be calculated.

P_i = Grade point earned in i^{th} programme

$i = 1, 2, 3, \dots, n$, represent the number of programmes in which a student is registered in the concerned semester.

$$(ii) \text{ CGPA} = \frac{\sum C_j P_j}{\sum C_j}$$

Where

C_j = Number of credits earned in the j^{th} programme upto the semester for which CGPA is to be calculated.

P_j = Grade point earned in the j^{th} programme. Any grade lower than the pass grade in a programme shall not be taken into account.

$j = 1, 2, 3, \dots, n$, represent the number of programmes in which student was registered and obtained a grade not lower than 'C' upto the semester for which CGPA is to be calculated.

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Dept. of History & Geography
V. V. K. Anantpur Kalan, Srisa-

9. Promotion:

- 9.1. A student will be eligible for promotion to the second, third and fourth semester(s) who:-
- 9.1.1. Has been on the rolls of the Institute during the semester preceding the respective semester examination; and
 - 9.1.2. Has attended not less than 75% of lectures in the respective semester; and
 - 9.1.3. Has passed at least 50% of the papers in the preceding year examinations.

10. Attendance:

- 10.1. No candidate shall be considered to have pursued a regular programme of the study unless she has attended not less than 75% of the lectures in each paper/seminar case discussion, field trips, tutorials etc. This requirement shall be fulfilled separately for each course of study. A deficiency upto 10% may be condoned by the Chairperson of the Department.
- 10.2. If a student remains absent from the Department for more than four weeks without intimating the Chairperson/In-charge of the Department, her name will be removed from the Department rolls.
- 10.3. In case the student's name is struck off due to non-payment of fee and is re-admitted later, her attendance shall not be counted for that period.

11. General:

- 11.1. Where this document is silent about any rule, the university ordinance from time to time will be applicable.
- 11.2. Eligibility Criteria, Fee Structure, Academic Calendar, Examination Schedule, Sports Calendar and Cultural Calendar for the academic year shall be given in the University Prospectus.
- 11.3. Admission, teaching schedule, preparatory holidays, examination, winter, summer vacation, shall be followed as specified in academic calendar of University.
- 11.4. A student is deemed to have completed the requirements for degree and is eligible for the award of degree if:
- 11.4.1. She has satisfied all the academic requirements as per the regulations; and
 - 11.4.2. She has paid all fees due from her; and
 - 11.4.3. There is no case of indiscipline pending against her.
- 11.5. The gap of one/two semesters missed by the student(s), as the case may be, will count towards the total durations of the programme permissible under the regulations.
- 11.6. All academic problems of the students other than those affecting the University rules and regulations framed from time to time may be looked into

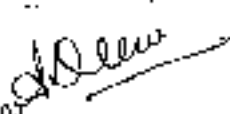
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Done

11/11/13

by the Dean of Academics. The calendar for the academic year will be framed and declared at the beginning of the session by the university.


Chairperson
Dept. of History & Archaeology
P.S. M. V. Khanpur Kaler, Sonapat



Chair
02/11/2018

02/11/2018

Extract of Resolution No. 15 of 2nd Academic Council meeting held on 09.07.2019

15. To consider and approve the Ordinance, Scheme and Syllabus of Master In Hotel Management (MHM) w.e.f. the Academic Session 2019-20.

Cosidered and approved with the same proviso as in item no. 03.

DEPARTMENT OF HOTEL MANAGEMENT

ORDINANCE, SCHEME & SYLLABUS

MASTER IN HOTEL MANAGEMENT (MHM)

(Two years Programme)

W.e.f. July 2019-20



**BHAGAT PHOOL SINGH MAHILA VISHWAVIDYALAYA
KHANPUR KALAN (SONIPAT)**

Web: www.bpswomenuniversity.ac.in

DEPARTMENT OF HOTEL MANAGEMENT

Academic Ordinance For Definition, Duration, Admission, Fees, Teaching Methodology, Credit Weightage, Examination, Evaluation & Grading, Promotion, Attendance and General Guidelines .

Master in Hotel Management (MHM) (Two years Programme)

1. Definitions:

- 1.1 Programme stands for MHM
- 1.2 Course stands for individual paper
- 1.3 Credit is the weightage assigned to a course in terms of contact hours.
- 1.4 Grade stands for a letter grade assigned to a student on the basis of evaluation of a course on the 10 point scale
- 1.5 Grade point stands for the numerical equivalent of the letter grade

2. Duration:

The Duration of MHM programme Shall be of Four semesters. Each semester will be 90 working days. However, all candidates will be required to complete the programme within the maximum period of four years

3. Admission:

- 3.1 **Eligibility:** The minimum qualification for Admission to the first semester of the course shall be open to candidates who:-
 - 3.1.1 Bachelor degree with 45% marks in any stream and 42.75 for SC/ST/Divyang person from recognized universities from the Country or Abroad or equivalent and preference will be given to the students having Bachelor degree in Hotel/Hospitality Management.
 - 3.1.2 **Procedure:** Admission shall be done on the basis of Merit of qualifying Examination.

4. Fees:

The Programme fee shall be paid by the candidate as prescribed by the University from time to time

5. Teaching Methodology:

The Methodology shall include class room teaching, assignment, practical work, seminar, workshop, presentations, group discussions, quiz, filed work, and project work etc.

6. Credit Weightage:

Each course has a certain number of credits which reflect its weightage. Credits of a course are evaluated as under:-

- 6.1 **Lecture:** One credit per lecture per week per semester will generally be adopted.
- 6.2 **Tutorial:** One credit per tutorial hour per week per semester will be adopted.
- 6.3 **Practical:** Half credit per hour per week per semester will be assigned half credit.
- 6.4 **Seminar/Presentation/Group Discussion:** Half credit each.

7. Examination:

- 7.1 The examination in each semester will be held according to the syllabi approved by the Board of Studies. The Board of examiners for each course shall be recommended by the Board of Studies.
- 7.2 The examination shall consist of theory papers and practical examination. Theory papers are to be set by the external/internal paper setters.
- 7.3 For practical examination, viva-voce etc. shall be conducted jointly by the external and internal examiners.
- 7.4 The end term examination (External Examination) for the odd semesters shall ordinarily be held in the month of December/January and for the even semesters in the month of May/June, on such dates as may be fixed by the University.
- 7.5 Supplementary examinations will be held for re-appear/failed candidates as under:

Semester	When held
(a) First Semester	Along with the Odd Semester
(b) Second Semester	Along with the even Semester
(c) Third Semester	Along with the Odd Semester
(d) Fourth Semester	Along with the next immediate regular Semester examination

Note: If a candidate fails to clear/pass the re-appear paper(s) in the first chance, as per the above schedule, he/she will be required to re-appear in such paper(s) in the relevant semester examinations as the case may be.

- 7.6 The schedule for conducting internal examination will be finalized by the faculty(s) concerned in consultation with the Chairperson of the Department.
- 7.7 The medium of instruction and the examination shall be English.
- 7.8 The practical examination(s) of the courses (relating to IT/Computers, or wherever specified) shall be conducted by the following Board of Examiners, consisting of two members to be appointed by the Vice-Chancellor on the recommendations of the Chairperson, PG Board of Studies in Hospitality & Hotel Administration :-

- 7.8.1 Internal Faculty Member of the Institute (to be appointed by the Chairperson of the concerned institute) and
- 7.8.2 One External Examiner.

8. Evaluation & Grading:

- 8.1 The assessment will be 20 % Internal and 80% External
- 8.2 The students will have to obtain 40% in external examination and 40% in the aggregate of internal and external in case a student fails to acquire 40% in the aggregate of internal and external, she will be awarded re-appear in the theory (External) paper of that subject. There will be no re-appear in the internal assessment. The marks obtained in the internal assessment of a subject shall be carry forwarded, if a student gets re-appear in the external examination.

- 8.3 The weightage for internal evaluation is as follows :-

Component	Weightage
8.3.1 Class test/minor test/Sessional tests Assignments/Presentation/Seminars/	10% i.e. 10 marks out of 100
8.3.2 Group Discussion	5% i.e. 5 marks out of 100
8.3.3 Attendance	5% i.e. 5 marks out of 100
Less than 75%	0 Marks
75% and above and less than 80%	2 Marks
80% and above and less than 85%	3 Marks
85% and above	5 Marks

- 8.4 **Industrial Exposure:** Every student of MHM shall be required to undergo a practical training in a Hotel/Hospitality organization for twenty weeks, after the end of the third semester examinations. Training report & log book shall be completed by the students during the period of training. The work done by the candidate during the training period shall be submitted in the typed form three copies of a training report as per the guidelines provided by Department of Hotel Management. The last date for the receipt of training report in the office of the Controller of Examinations shall be ten days before the examination.

- 8.5 The evaluation of the Training Report shall be done as follows:

- 8.5.1 Evaluation for 20 percent by the internal examiner, and 80 percent by External Examination.

- 8.6 **Grade Points :**

- 8.6.1. The academic performance of a student shall be graded on a ten- point scale. The award of grades based upon marks obtained out of 100 shall be made as follows:

Academic Performance	Letter Grades	Grade Points (p)
Outstanding	A ⁺	10
Extra Ordinary	A ⁻	09
Excellent	B ⁺	08
Very Good	B	07

Good	C ⁺	06
Average	C	05
Poor	D	04
Very Poor	E	03

Note: 1. Pass Grade is Grade C and higher grades
2. Grades D, and E are fail grades

8.6.2. The award of grades based on absolute marks out of 100 shall be made as follows:-

<u>Marks</u>		<u>Grades</u>		<u>Marks</u>
90	>	A	<	100
80	>	A	<	89
70	>	B	<	79
60	>	B	<	69
50	>	C	<	59
40	>	C	<	49
30	>	D	<	39
0	>	E	<	29

§ 6.3 Calculation of Semester Grade Point Average (SGPA) and Cumulative Grade Point Average (CGPA)

The Grade Point Average is calculated as follows:-

$$\text{GPA} = \frac{\sum (\text{Number of credits} \times \text{Grade Point(s)})}{\sum (\text{Number of Credits Registered})}$$

For the purpose of calculation of GPA for SGPA and CGPA only those courses (including projects) will be taken into account in which the student has been awarded pass grade. Here S stands for the sum of

$$(i) \text{ SGPA} = \frac{\sum C_i P_i}{\sum C_i}$$

Where

C_i = Number of credits earned in the i^{th} course of a semester for which SGPA is to be calculated.

P_i = Grade point earned in i^{th} course

$i = 1, 2, 3, \dots, n$, represent the number of courses in which a student is registered in the concerned semester.

$$(ii) \text{ CGPA} = \frac{\sum C_i P_i}{\sum C_i}$$

Where

C_j = Number of credits earned in the j^{th} course up to the semester for which CGPA is to be calculated.

P_j = Grade point earned in the j^{th} course. Any grade lower than the pass grade in a course shall not be taken into account.

$J = 1, 2, 3, \dots, n$, represent the number of courses in which student was registered and obtained a grade not lower than C up to the semester for which CGPA is to be calculated.

8.7. There will be no improvement facilities for the students of MHM.

9. Promotion:

9.1 A Student will be eligible for promotion to second, third and fourth semester(s) who:-

9.1.1. Has been on the rolls of the Institute during the semester preceding the respective semester examination; and

9.1.2. Has attended not less than 75% of lectures in the respective semester; and

9.1.3 Has passed at least 50% of the papers in the preceding year examination.

9.2 EXPLANATION: 50% of five papers will be taken as three.

9.3 A candidate shall have to pass all the semester examinations within maximum period of four years of her admission, failing which she will be deemed to be unfit for the programme.

10. Attendance:

10.1. No candidate shall be considered to have pursued a regular course of the study unless she has attended not less than 75% of the lectures, Practicals and Tutorials delivered. A deficiency upto 10% may be condoned by the Chairperson of the department. Further, a relaxation of 20% may be given in attendance by the Chairperson in case of maternity, miscarriages and in similar cases.

10.2 If a student is absent from the Department for more than four weeks without intimating to the Chairperson/In-charge of department, her name will be removed from the department rolls.

10.3 In case the student name is struck off due to nonpayment of fee and is readmitted later, her attendance shall not be counted for that period.

11. General Guidelines:

11.1 Where this document is silent about any rule, the University Ordinance from time to time will be applicable.

11.2 Eligibility Criteria, Fee Structure, Academic Calendar, Examination Schedule, Sports Calendar and Cultural Calendar for the academic year shall be given in the University Prospectus.

11.3 Admission, teaching schedule, preparatory holidays, examination, winter, summer vacation, shall be followed as specified in academic calendar of University.

11.4 A student is deemed to have completed the requirements for the degree and is eligible for the award of degree if:

11.4.1 She has satisfied all the academic requirements as per the regulations; and

11.4.2 She has paid all fees due from her; and

11.4.3 There is no case of indiscipline pending against her.

11.5 The gap of one/two semesters missed by the student(s), as the case may be, will count towards the total duration of the programme permissible under the regulations.

11.6 All academic problems of the students other than those affecting the University rules and regulations framed from time to time may be looked into by the Dean of Academics Affairs.

11.7 The calendar for the academic year will be framed and declared at the beginning of the session by the university.

Extract of Resolution No. 20 of 21st Academic Council meeting held on 09.07.2019

20. To note the action taken by the Vice-Chancellor in anticipation of approval of Academic Council to approve the modification in Ordinance and Scheme of Examination of M.Phil. English 2015.

Resolved that the action taken by the Vice-Chancellor as above is approved with the same proviso as in Item no. 03.



B.P.S. MAHILA VISHWAVIDYALAYA

(A State University Recognized Under Sec.2 (f) and 12 (B) of the UGC Act 1956)

KHANPUR KALAN (SONEPAT)

- 2 -

CMS-3793 Amexare-30



Agenda No. 4: Modification in Ordinances and Scheme of Examinations of M.Phil
English 2015

Date:

The house considered a staff resolution no. 3 of DSC meeting held on 09.01.2018 regarding replacing the provision of 100 marks dissertation in M.Phil Ordinance 2015 with grading only and slight modification in the scheme of examination to reflect the grading of dissertation in the DMC.

Existing	Proposed
The dissertation will consist of 100 marks which shall be evaluated by an external examiner for which three names will be proposed by the Supervisor. The Chairperson will recommend the same to the Controller of Examinations	The dissertation will be evaluated by an external examiner for which three names will be proposed by the Supervisor. The Chairperson will recommend the same to the Controller of Examinations. A grade will be awarded for dissertation and the same shall be reflected in the DMC.

The agenda is considered and approved by the PGBoS (copy enclosed).

Agenda No. 5: Suggestion in Ph.D. Ordinance

Existing	Proposed
Clause II: Appointment of Examiner A panel of at least six external examiners not below the rank of Professor to evaluate the thesis provided by the concerned supervisor	Clause II: Appointment of Examiner A panel of at least six external examiners to evaluate the thesis provided by the concerned supervisor

- b. The DSC, in its meeting held on 17.02.2018, decided that the students who have successfully completed their M.Phil from a recognized University be exempted from Pre-Ph.D. Coursework
- c. The DRC, in its meeting held on 17.12.2016, decided that a certificate regarding Plagiarism by the candidate should be integrated in the thesis before submission.
- PGBoS is of the view that the agenda "a" (Appointment of Examiners) be deferred as new guidelines from UGC are awaited and the rest is considered and approved.
- Therefore, the Dean, Faculty of Arts and Languages may be requested to put the agenda in the next meeting of the faculty of Arts and Languages.

Dean, Faculty of Arts and Languages

Chairperson
29/03/18

Kindly supply the supporting documents
g) Agenda Item No. 3.

Chairperson (Eng.) Needful done.

Dean, Faculty of Arts and Languages

Forwarded to be placed as Contd...

- 100 -

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28/03/18

29/12/20
28/8/18

OFFICE OF THE SECRETARY TO GOVERNOR, HARYANA

Tel : 0172-2740531, 2740533
Fax : 0172-2740557

No. HRB-GA-2018

RAJ DHAWAN 3472
CHANDIGARH

Dated 19th June 2019

Registered Post

CP-6336 To
25/6/19

The Vice-Chancellor,
Bhagat Phool Singh Mahila Vishwavidyalaya,
Khanpur Kalan-131305, Sonapat, Haryana.

Acad-305
27/7/19

Subject: Regarding Rules/Ordinances/Statutes related to affiliated colleges of BPSMV, Khanpur Kalan.

Madam,

Kindly refer to your office letter Ref. No.BPSMV/Acad/18/1534, dated 10.4.2018 and No.BPSMV/Acad/19/1833, dated 14.3.2019, on the subject cited above.

2. This is to inform you that Hon'ble Governor-Chancellor has accorded his assent on 12.06.2019 to insert/incorporate Statute No.39 in the Bhagat Phool Singh Mahila Vishwavidyalaya Act, 2006, related to affiliated colleges of BPSMV, as resolved by the Executive Council, vide Reso. No 4 in its 57th Meeting held on 5.2.2018 and Academic Council vide Reso. No.20 in its 20th meeting held on 20.6.2018.

Regards



(Dr. Sarish Kumar)
Under Secretary,
for Secretary to Governor, Haryana

Seen. For. n.a. and
record on File pl.

24/6/19

Regn

28/6/19

Super (Acad)

1/6/19

Ass H (Hamed)

BPS MAHILA VISHWAVIDYALAYA KHANPUR KALAN

Extract of Resolution No. 4 of the 57th meeting of Executive Council held on 05/02/2018.

Resolution

4. Considered the recommendations of the Committee constituted by the Vice-Chancellor for framing the Rules/Ordinances/Statutes for affiliated colleges.

Resolved that the Rules/Ordinances/Statutes for affiliated Colleges of BPSMV be approved. The statute may be sent to the Hon'ble Governor Chancellor for his assent.

[action by Dean, Colleges]

- 11.2 Eligibility Criteria, Fee Structure, Academic Calendar, Examination Schedule, Sports Calendar and Cultural Calendar for the academic year shall be given in the University Prospectus.
- 11.3 Admission, teaching schedule, preparatory holidays, examination, winter, summer vacation, shall be followed as specified in academic calendar of University.
- 11.4 A student is deemed to have completed the requirements for the degree and is eligible for the award of degree if:
- 11.4.1 She has satisfied all the academic requirements as per the regulations; and
 - 11.4.2 She has paid all fees due from her; and
 - 11.4.3 There is no case of indiscipline pending against her.
- 11.5 The gap of one/two semesters missed by the student(s), as the case may be, will count towards the total duration of the programme permissible under the regulations.
- 11.6 All academic problems of the students other than those affecting the University rules and regulations framed from time to time may be looked into by the Dean of Academics Affairs.
- 11.7 The calendar for the academic year will be framed and declared at the beginning of the session by the university.

Extract of Resolution No. 20 of 21st Academic Council meeting held on 09.07.2019

20. To note the action taken by the Vice-Chancellor in anticipation of approval of Academic Council to approve the modification in Ordinance and Scheme of Examination of M.Phil. English 2015.

Resolved that the action taken by the Vice-Chancellor as above is approved with the same proviso as in Item no. 03.

The file is latest sent to you on 24/8/18

B.P.S. MAHILA VISHWAVIDYALAYA

(A State University Recognized Under Sec.2 (F) and 12 (B) of the UGC Act 1956)

KHANPUR KALAN (SONEPAT)

- 2 -

CFMS-3793 Annexure-30



Date.....

Agenda No. 4: Modification in Ordinance and Scheme of Examinations of M.Phil English 2015

The house considered a staff resolution no. 3 of DSC meeting held on 08.01.2018 regarding replacing the provision of 100 marks dissertation in M.Phil Ordinance 2015 with grading only and slight modification in the scheme of examination to reflect the grading of dissertation in the DMC.

Existing	Proposed
The dissertation will consist of 100 marks which shall be evaluated by an external examiner for which three names will be proposed by the Supervisor. The Chairperson will recommend the same to the Controller of Examinations	The dissertation will be evaluated by an external examiner for which three names will be proposed by the Supervisor. The Chairperson will recommend the same to the Controller of Examinations. A grade will be awarded for dissertation and the same shall be reflected in the DMC.

The agenda is considered and approved by the PGBoS (copy enclosed).

Agenda No. 5: Suggestion in Ph.D. Ordinance

Existing	Proposed
Clause 11: Appointment of Examiner A panel of at least six external examiners not below the rank of Professor to evaluate the thesis provided by the concerned supervisor	Clause 11: Appointment of Examiner A panel of at least six external examiners to evaluate the thesis provided by the concerned supervisor

- a. The DSC, in its meeting held on 17.02.2018, decided that the students who have successfully completed their M.Phil from a recognized University be exempted from Pre-Ph.D. Coursework
- b. The DRC, in its meeting held on 17.12.2016, decided that a certificate regarding Plagiarism by the candidate should be integrated in the thesis before submission.
- c. PGBoS is of the view that the agenda "a" (Appointment of Examiners) be deferred as new guidelines from UGC are awaited and the rest is considered and approved.
- Therefore, the Dean, Faculty of Arts and Languages may be requested to put the agenda in the next meeting of the faculty of arts and languages.

Dean, Faculty of Arts and Languages

Chairperson
09/03/18

Kindly supply the supporting documents of Agenda Item No. 3.

Chairperson (Eng.)

Needful done.

21/03/18

Dean, FAL

Forwarded to be placed as Contd...

F.A-L/18/
CFMS-3793
28/03/18

28/03/20
28/03/18

Appendix - 31

OFFICE OF THE SECRETARY TO GOVERNOR, HARYANA

Tel : 0172-2740531, 2740583
Fax : 0172-2740557

No HRB-CA-2610

RAJ BHAWAN
CHANDIGARH 3472

Dated 19th June, 2019

Registered Post

CP-6336 To
28/6/19

The Vice-Chancellor,
Bhagat Phool Singh Mahila Vishwavidyalaya,
Khanpur Kalan-131305, Sonapat, Haryana.

Acad-395
2/7/19 Subject:

Regarding Rules/Ordinances/Statutes related to affiliated colleges of BPSMV, Khanpur Kalan.

Sirs,

Reference is to your office letter Ref. No.BPSMV/Aced/18/1584, dated 10.4.2018 and No.BPSMV/Aced/19/1053, dated 11.5.2019, on the subject cited above.

2. This is to inform you that Hon'ble Governor-Chancellor has accorded his assent on 12.05.2019 to insert/incorporate Statute No.39 in the Bhagat Phool Singh Mahila Vishwavidyalaya Act, 2006, related to affiliated colleges of BPSMV, as resolved by the Executive Council vide Reso. No.4 in its 57th Meeting held on 5.2.2018 and Academic Council vide Reso. No.20 in its 23rd meeting held on 20.6.2018.

Respectfully,



(Dr. Satish Kumar)
Under-Secretary,
for Secretary to Governor, Haryana

Seen. For. n.a. and
record on file pl.

Regn

28/6/19

28/6/19

Subd (Acad)

19/6/19

Ass H (Acad)

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BPS MAHILA VISHWAVIDYALAYA KHANPUR KALAN

Extract of Resolution No. 4 of the 57th meeting of Executive Council held on 05/02/2018.

Resolution

4. Considered the recommendations of the Committee constituted by the Vice-Chancellor for framing the Rules/Ordinances/Statutes for affiliated colleges.

Resolved that the Rules/Ordinances/Statutes for affiliated Colleges of BPSMV be approved. The statute may be sent to the Hon'ble Governor Chancellor for his assent.

[action by Dean, Colleges]

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Principal,
All Govt. Colleges in the State

Amritha - 32

Memo. No. KW 436-2018 CE(S)

Dated, Panchkula, the 24/11/18

Subject: Regarding grant of maternity leave to female extension lecturers.

-0-

Please refer to the subject cited above.

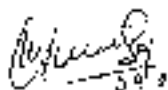
I am directed to inform that State Govt. has decided to grant maternity leaves to female extension lecturers upto six months. These leaves will be subject to following terms and conditions:-

- i) A Women employee eligible for maternity benefits and whose services have been hired on contract basis in a lawfully authorized manner shall be entitled to 'fully paid maternity leave' up to a maximum of six months or till the currency of the subsisting contract, whichever is earlier.
- ii) The benefit under this scheme shall be admissible only up to two living children. A woman employee, who already has two living children before her contractual engagement shall not be entitled to the benefit of maternity leave.
- iii) This leave shall be admissible subject to completion of maximum three months service.
- iv) The Head of Department concerned shall be competent to grant maternity leave in terms of these instructions.

You are, therefore, requested to forward the cases for grant of maternity leaves to eligible extension lecturers:

This is in concurrence of Finance Department U.O No. 11/27/2018-

3F3/24682 dated 21.11.2018.


Deputy Director College-
for Director General Higher Education,
Haryana, Panchkula.

Additional Chief Secretary to Govt. Haryana
Higher Education Department, Chandigarh

To

Principal,
All Govt. Colleges in the State

Memo No. KW 4/36-2010 CI (5)

Dated, Chandigarh, the 27/6/19

Subject: - Regarding implementation of principle of Equal pay for Equal work.

---0---

I am directed to inform you that in terms of instructions contained in letter No.16/36/2016-3GSI dated 23/27th August 2018 issued by Chief Secretary to Govt. Haryana, the State Govt. has decided to implement the principle of "Equal Work Equal Pay" for contractual guest/extension lecturers working in Govt. Colleges of the State.

The said benefit is to be extended in the following manner: -

- 1) The contractual Guest Lecturers may be given this benefit with immediate effect, whose services were not regularized under Regularization Policy, 2014.
- 2) The individual (amongst extension lecturers) may be given this benefit from date of notification after ascertaining that he/she has been allotted full workload at par with regular Assistant/Associate Professors after the assessment of workload for this academic session.

It is made clear that only amount equal to the initial basic pay of a regular Assistant Professor is to be given to above mentioned beneficiaries and no allowances are to be paid. It is also made clear that contractual guest/extension lecturers may be allotted all additional duties (at par with regular Assistant/Associate Professor), however, duties involving financial responsibilities may not be allotted to them. Such incumbents will be paid remuneration of Rs. 57,700/- per month. However, ~~all those incumbents who are NOT ELIGIBLE~~ as per UGC/State Government norms will be paid a remuneration of Rs. 35,400/- per month and will be meeting complete workload and all other duties as well.

Strict compliance of these directions shall be ensured.


Superintendent College-I

for Additional Chief Secretary to Govt. Haryana
Higher Education Department, Chandigarh.

[illegible]

1. *Journal of the American Medical Association*, 1997; 277: 1001-1005.

139:17, 140:24, 141:10

Abstract

1. The Chinese University, Hong Kong.
2. Institute of Management Engineering, Beijing.
3. Department of Energy Engineering, Tsinghua University, Beijing.
4. Beijing Jiaotong University, Beijing.
5. Institute of Energy Conversion, Tsinghua University, Beijing.
6. Shanghai Jiao Tong University, Shanghai.
7. Shanghai Jiao Tong University, Shanghai.
8. Shanghai Jiao Tong University, Shanghai.
9. Shanghai Jiao Tong University, Shanghai.
10. Shanghai Jiao Tong University, Shanghai.

Ref: 1502845151121

[illegible]

1. On 25.02.2019, the Chairman of the Board of Directors of the Company, Mr. [REDACTED], has received a letter from the Ministry of Labour and Social Security, No. [REDACTED], regarding the demands of employees to be held on 25.02.2019 at 11:00 AM under the Chairmanship of Hon'ble Minister, Labour.

1. *Erweitern Sie die Tabelle um die Spalte „Wahrnehmung“.*

7. The information in this report, Memorandum No. 18, of 2011, is classified "Confidential" because it has been directed to remain confidential as a source of information that is not to be released.

13. The undersigned, Mr. Chikao Saito, of the Government of Japan, and Mr. Chandralekha

[illegible][illegible]

1. *Journal of the American Medical Association*, 1997; 277: 103-107.

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[illegible]

and the following table shows the results of the regression analysis:

THE UNIVERSITY OF CHICAGO

doi:10.1017/S0022292412001607 Printed in the United Kingdom

THE UNIVERSITY OF CHICAGO

ANNUAL REPORT OF THE

1. United States - US (1992-2003)

5. **ENVIRONMENTAL**

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© 2004 Blackwell Publishing Ltd *Journal of Internal Medicine* 255: 103–110

1992年12月15日

111

المجلس الأعلى للدراسات الإسلامية - القاهرة

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18

Principal Secretary to Govt. Haryana
Higher Education Department, Haryana, Chandigarh

To

The Vice Chancellor

1. Kurukshetra University Kurukshetra,
2. Mahatma Dayanand University, Rohtak,
3. Chaudhary Devi Lal University, Sirsa,
4. Bhagat Phool Singh Mahila Viswavidyalaya, Khanpur Kalan
5. Indira Gandhi University, Meerpur,
6. Chaudhary Bansi Lal University, Bhiwani,
7. Chaudhary Kandeir Singh University, Jind,
8. Gurugram University, Gurugram,
9. Guru Dambheshwar University Science & Technology, Hisar
10. Sir J.C. Bose University of Science & Technology, Faridabad
11. Deen Bandhu Chhotu Ram University Science & Technology, Murthal Sonapat
12. State University of Performing & Visual Arts, Rohtak

Memo No. : 18/155-2019 UNP (1)

Dated: the Panchkula, 12.09.2019.

Subject:- Regarding charter of demands submitted by all India Haryana Universities employees federation.

May please peruse the subject cited above.

I have been directed to request you to please send your action taken report and the comments on the issues raised by the federation as per details given below:-

1. प्रदेश के सभी विश्वविद्यालयों के गैर-शिक्षक कर्मचारी संघों के प्रधान व महासचिव को कार्यकारिणी नतिवद् एवं कार्यकारिणी बोर्ड का सदस्य बनाया जाए। (एचओएयू: हिसार तथा लुवाल, हिसार की तर्ज पर)
2. प्रदेश के सभी विश्वविद्यालयों के गैर-शिक्षक कर्मचारी संघ प्रदेश के सभी विश्वविद्यालयों में स्वायत्ता हड़ताल की जाए तथा पेटन-विसंगतियों को दूर करने का अधिकार, विश्वविद्यालयों संबंधित सभी अर्थिक फैसले लेने का अधिकार सभी विश्वविद्यालयों के कुलपतियों को दिया जाए।
3. प्रदेश के सभी विश्वविद्यालयों में नये ८६ सृजित किये जाए।
4. प्रदेश के सभी विश्वविद्यालयों में पूर्णतः पेंशन स्कैम दोबारा से पहले की तरह लागू की जाए।
5. पंजाब समान वेतनमान दिया जाए।
6. प्रदेश के सभी विश्वविद्यालयों में कार्यरत गैर-शिक्षक एकेडमिक गोल्ड मेडलिस्ट कर्मचारियों के लिए पदोन्नति में खेल भरोसे की नीति अनुसार प्राधान्य दिया जाए।
7. सभी विश्वविद्यालयों में कैंट लैंग मॉडेल की सुविधा दी जाए।
8. कुरुक्षेत्र व जी० देवीलाल विश्वविद्यालय में हड़ताल के दौरान छिन कर्मचारियों को वेतन तथा छुट्टियां काटी हैं उनको वह वापस दिये जाए व जिन कर्मचारियों को

1. अर्द्ध-दिनांक भाग है इसलिए बहाल किया जावे और रिक्त कर्मचारियों को खिलाफ
कोर्ट केस दाखल किया है इसे भी वापिस लिया जाए।

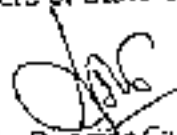
2. सभी डिस्ट्रिक्ट/जिला में कार्रवाई सरकार को विधाम माने जाए। जैसे चतुर्थ श्रेणी की
दस्तावेजों में सिविल को प्रमोशन हेतु टाईप टेस्ट में छूट का प्रावधान है अथवा
रजिस्ट्रार टाईप टेस्ट नहीं लिया जाता।

3. भर्ती केरी कर्मचारियों का बर्लोक में प्रमोशन 100 प्रतिशत की जाए।

4. मेरठ/गुरुगुरु और एमसीएम डिस्ट्रिक्ट/जिलों में कर्मचारियों की पुरानी अनुपात प्रणाली
बहाल की जाए।

5. डिस्ट्रिक्ट/जिलों में कार्यरत अनुबंध शिक्षकों को समान काम के लिए समान वेतन देने
के एक को लागू करवाने बारे।

You are requested to send the action taken report/comments latest by 12.00
noon on 13.09.2019 positively, so that the same may be sent for orders of State Government.


Deputy Director Cadet Corps,
for Director Higher Education,
Haryana, Panchkula

Dated: Even

Encl: No. Even

1. P.S. to W/Principal Secretary to Hon'ble C.M., Government Haryana,
Chandigarh for kind information W/Principal Secretary to Hon'ble C.M please
2. P.S. to Principal Secretary to Government Haryana, Higher and Technical
Education Departments, Chandigarh for kind information W/ PSHE and PSTE
please

3. P.S. to Director Higher and Technical Education Departments, Haryana
Panchkula for kind information DHE/DGTE please


Deputy Director Cadet Corps,
for Director Higher Education
Haryana, Panchkula

Remuneration of Examination Duty: The committee unanimously resolved that the Teaching Assistants may be given the remuneration for exam duty at par with the regular teaching faculty of BPSMV.

Regarding Experience Certificate: The committee further recommends that the Experience certificate may be issued to all Teaching Assistants (without any break (winter and summer vacations) at the end of every academic session.

Regarding Paid of maternity Leave: The female Teaching Assistants of the university may be allowed the paid maternity leave in light of various Government of Haryana circulars as well as court orders.

Regarding Duty Leave/Academic Leave/Study Leave: The committee further recommends that the teaching assistant may be allowed duty leave upto seven days without any financial liability in an academic session only to participate in conferences, seminars and training workshops for their skill development as well as knowledge enhancement, subject to the recommendation of the concerned HOD and arrangement of teaching workload of the concerned. They may also be granted study leave without pay for pursuing their Pre-PhD Course work subject to the recommendation of the concerned HOD and arrangement of teaching workload of the concerned teacher.

Regarding summer and Winter Vacations: As per the directions of the Hon'ble Punjab & Haryana High Court the Teaching Assistants working in the BPSMV have already been getting the salary of the both summer and winter vacations and they may also be allowed full vacations in line with regular faculty of BPSMV. They will have to report for duty as and when required during vacations.

Regarding Equal Pay Equal Work: The matter of equal pay for equal work is not in the preview intervene of the committee.

Teaching Assistants in KGSS: The committee recommends that the nomenclature of Teaching Assistants in Campus school and Kanya Gurukul Senior Secondary School may be changed to guest faculty in the light of letter memo no. 15/53-2018 CO (4) dated 12.09.2018 and they may be paid remuneration as per this letter.

The above recommendation be applicable to teaching Assistants working in UTD BPS, I-L, Law, Regional Centers, MSM Inst. of Ayurveda, DEPR and other institutes functioning under the aegis of BPSMV.

The Meeting ended with the vote of thanks to the chair.

(Prof. Surender Mur)

(Prof. Vimal Joshi)

(Prof. Mahesh Dadich)

(Prof. Keelam Jain)

(Dr. Ashok Verma)

(Dr. Veena Gang)

(Dr. Sanil Sangwan)

(Dr. Ravi Bhushan)

(Dr. Priya Bhatnagar)

(Ms. Usha)

(Dr. Sushma Joshi)

(Ms. Piyanka)

(Mr. Harinder Pal)

(Mr. Sanjeev Joshi)

Annexure - 375-1300
577
2/9/18
Dated: 12.09.2019

1. Hon'ble Vice-Chancellor, Bhagat Phool Singh Mahila Vishwavidyalaya, Khanpur Kalan, Sonapat
2. The Worthy Registrar, Bhagat Phool Singh Mahila Vishwavidyalaya, Khanpur Kalan, Sonapat

Subject: An appeal to immediately intervene and take strong measures regarding the issues of Teaching Assistants

Respected Ma'am,

It is a request in continuation with our previous requests to bring your kind attention towards those issues which have plagued us and the entire system of our university tremendously:

1. Change of nomenclature from Teaching Assistant to Assistant Professor: It is pertinent to mention here that the service conditions of temporary teachers in universities are discriminatory and exploitative. Despite the fact that they all fulfill all the requisite qualifications for the post of Assistant Professor, selected through an officially constituted committee with all the required procedures and having teaching experience for years, these teachers are yet to be given the nomenclature of 'Assistant Professor' in our university. The duties and responsibilities discharged by Teaching Assistants are the same as those being discharged by Regular Teaching Faculty which include teaching, internal assessment of students, setting question papers, evaluation of answer-sheets, exam duties, and other duties as members of various committees constituted by different units of the University.

It is for your kind information that many other state and Govt. Universities of Haryana use the nomenclature of Assistant Professor for temporary teachers. (Proof Attached)
In view of the aforementioned submissions and the application already have been submitted again and again in this regard on 24.08.2016 (Diary No. 2479), 04.10.2017 (Diary No. 1841), 11.06.2018 (CFMS-7455 dated 12.06.2018), 19.11.2018 (CFMS-13543 dated 20.11.2018), 03.12.2018 (Diary File No.: CFMS-4405), 18.02.2019 (CFMS-2289 dated 28.02.2019), 26.03.2019 (CFMS-3805 dated 11.04.2019), 13.08.2019 (CFMS-8272 dated 20.08.2019) and 30.08.2019 (CFMS-8771 dated 02.09.2019) on behalf of Teaching Assistants Contractual Association of BPSMV (TACA), we appeal to you to immediately intervene to take strong measures with regard to this issue.

2. Equal Pay for Equal Work (Minimum Pay Scale Rs. 57,700 for 7th Pay Commission):

As it has already been brought to your notice, that according to Haryana Government's notification memo No. KW 4/36/2010-C(S) dated 27.05.2019 regarding equal pay for equal work, salary of the contractual guest faculty/extension lecturers of Government Colleges have been fixed Rs. 57700/- . They all are getting it.

~~After same time a meeting regarding the demands of employees was held on 20.07.2019 at 11.00 a.m. under the Chairmanship of Hon'ble Chief Minister, Haryana, and a Memo No: KW 15/155-2015-UNP (1) dated 19-22.07.2019, issued from Director Higher Education, Haryana, Panchkula to The Vice Chancellor of all universities including Bhagat Phool Singh Mahila Vishwavidyalaya, Khanpur Kalan, Sonapat for further necessary action on Equal Pay for Equal Work (Minimum pay scale Rs.57,700), and As per this order some universities also followed it increased the salary to 57700/- after passing it in their EC (Proof Attached) Kindly do the needful in this regard so that we can also get that amount of salary i.e. Rs.57,700/- .~~

Moreover, Governor of Haryana has also ordered to revise the rates of remuneration to the guest faculty/instructors in the Govt. Engg. Colleges and Govt./Society Polytechnics on dated 11.09.2012 Endst No.44/39/2019-ITE. According to the above order they will now get Rs. 55,500 per month. Similarly in case of Govt. Polytechnic Colleges of guest faculty has been to increased Rs 53,100 per month.

In view of the aforementioned submissions and the application already submitted in this regard on 13.04.2018 (CFMS-5501 dated 20.04.2018), 11.06.2018 (CFMS-7455 dated 12.06.2018), 13.12.2018 (Diary File No.: CFMS-14405), 18.02.2019 (CFMS-2287 dated 28.02.2019), 26.03.2019 (CFMS 3306 dated 11.04.2019) and 30.08.2019 (CFMS-8771 dated 02.09.2019) on behalf of Teaching Assistants Contractual Association of BPSMV (TACA), it is our humble request to you to immediately intervene to take strong measures with regard to above mentioned issue.

3. Demanding remuneration for exam duty performed by Teaching Assistants :

With deep regret, it is bring to your notice once again. All the teaching Assistants are performing same duties as are discharged by regular Teaching Faculty which include teaching, internal assessment of students, setting question papers, evaluation of answer-sheets, exam duties, and other duties as members of various committees constituted by different units of the University. Unlike the entire regular teaching faculty as well as non teaching faculty, we teaching Assistants perform our exam duties as per orders. Many times we perform our duties after working hours and even on holidays. The point to be notice here is that all regular teaching / non-teaching and even outsource non-teaching faculty members are paid remuneration for their duties accept the Teaching Assistants. All other state and Govt. Universities of Haryana are paying remuneration to its temporary teachers for their exam duty. (Proof attached)

It is our humble request to you to kindly intervene immediately in this matter and take some strong and positive measures to overcome this irregularity against the Teaching Assistants, so that they can be paid for their services as per rules.

In view of the aforementioned submissions and the application already have been submitted again and again in this regard on 11.06.2018 (CFMS-7455 dated 12.06.2018), 10.12.2018 (CFMS-14405 dated 13.12.2018), 18.02.2019 (CFMS-2283 dated 28.02.2019) and 26.03.2019 (CFMS-3809 dated 11.04.2019) on behalf of Teaching Assistants Contractual Association of BPSMV (TACA), we appeal to you to immediately intervene to take strong measures with regard to this issue.

4. Regarding Duty leave/Academic Leave of Teaching Assistants to attend seminars/workshops:

Attending seminar, conferences or workshop is one of those effective mean through which a teacher can seek his/her professional development and keep himself up to date. But our university is not granting any duty or academic leave to Teaching Assistants, due to which they are not able to attend any seminar, conference or workshop. The teaching is that profession in which being up to date with the changing knowledge is must to be an effective teacher.

It is for your kind information that many other universities of Haryana are granting duty/academic leave to temporary teachers also (Proof attached). So it is our humble request to you to kindly provide this facility to teaching assistants of this university also.

In view of the aforementioned submissions and the application already submitted in this regard on 11.06.2018 (CFMS-7455 dated 12.06.2018), 13.12.2018 (Diary File No.: CFMS-14405), 18.02.2019 (CFMS-2285 dated 28.02.2019) and 26.03.2019 (CFMS-3810 dated 11.04.2019) on behalf of Teaching Assistants Contractual Association of BPSMV (TACA), we appeal to you to immediately intervene to take strong measures with regard to duty leave/Academic Leave.

5. Regarding Maternity Leave of Teaching Assistants:

According to Maternity Benefit (Amendment) Act 2016, passed by the Rajya Sabha in August 2016, has also been passed by the Lok Sabha in March 2017, female workers are entitled to a maximum of 12 weeks (84 days) of maternity leave. Many of the women are getting benefits of this act but Teaching Assistants of this university are not able to get this facility. This is an inhuman condition due to which women Teaching Assistants are not given maternity leave with pay which

simply means that they are forced to work throughout their pregnancy period and then have no option but to resign immediately after delivery. (Proof attached).

In view of the aforementioned submissions and the application already submitted in this regard on 20.11.2017, 11.06.2018 (CFMS-1455 dated 12.06.2018), 13.12.2018 (Diary File No.: CFMS-14405), 18.02.2019 (CFMS-2284 dated 28.02.2019) and 26.03.2019 (CFMS-3812 dated 11.04.2019) on behalf of Teaching Assistants Contractual Association of BPSMV (TACA), we appeal to you to immediately intervene to take strong measures with regard to Maternity Leave. (Proof attached).

6. Regarding casual leaves:

We the teaching Assistants are permitted to have one casual leave per month i.e. can avail 12 holidays per year. Many times we want to avail 2 or 3 holidays in one month only due to some personal/medical or academic reasons and many times we do not need even a single leave in a month. If university allow us to avail total number of holidays per year it will be more convenient for us. So we request you to kindly fix the total number of leaves per year not per month thus allow us to avail total number of casual leaves as per our convenience and not per month.

7. Winter vacations

As per letter number of your office teaching assistants were also allowed to avail summer vacations but here was no order about winter vacations, it may be some technical error. Kindly issue an order regarding winter vacations timely so that we can avail these also.

In view of the aforementioned submissions and the application already submitted in this regard on behalf of Teaching Assistants Contractual Association of BPSMV (TACA), we appeal to you to immediately intervene to take strong measures with regard to this issue.

1. Change of nomenclature from Teaching Assistant to Assistant Professor
2. Equal Pay for Equal Work (Minimum Pay Scale Rs. 57,700 for 7th Pay Commission)
3. Remuneration for exam duty
4. Study Leave and Academic Leave for seminars, conferences etc
5. Maternity Leave
6. Casual leaves
7. Winter vacations

With warm regards

Yours Sincerely,

All Teaching Assistants of BPSMV, Kharpur Kalan, Sonapat

1. Anita BPSMV (Kindergarten)
2. Jyoti BPSMV (Kindergarten)
3. Vijay Kumar BPSMV (C.Sc.)
4. Sonu Kumar " (Chemistry)
5. Deepak Kumar Jt of CF/IF
6. Sushil " "
7. Deepak " "
8. Sonu " "
9. Meghna " "

Anita
Jyoti
Vijay
Sonu
Deepak
Sushil
Deepak
Sonu
Meghna

Roll No.

Page No.

Serial

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15	Sushila	ITTR	Sushila
16	Suman	ITTR	Suman
17	Anshu	ITTR	Anshu
18	Prachi Yadav	ITTR	Prachi
19	Jyoti Bala	ITTR	Jyoti
20	Mantra Ran	ITTR	Mantra
21	Adenu	ITTR	Adenu
22	Jainwala	ECE	Jainwala
23	Priganka	ECE	Priganka
24	Manisha	ITTR	Manisha
25	Poonam	ITTR	Poonam
26	Nuraj	ITTR	Nuraj
27	Sudhanshu	CSE & IT	Sudhanshu
28	Manoj Kumar	ITTR	Manoj
29	Armit	ITTR	Armit
30	Daksh	ITTR	Daksh
31	Shruti Devi	History & Arch	Shruti Devi
32	Pinku Kumar	"	Pinku Kumar
33	Anjana	Commerce	Anjana
34	Anju	Commerce	Anju
35	Pooja	Bas	Pooja
36	Suman Devi	Bas	Suman
37	Pooja	Bas	Pooja
38	Pooja	Bas	Pooja
39	Gurbin Dahiya	BPS I HL	Gurbin
40	Jyoti	BPS I HL	Jyoti
41	Papreen	BPS I HL	Papreen

From:

Additional Chief Secretary to Govt. Haryana
Higher Education Department, Chandigarh.

To:

Principal,
All Govt. Colleges in the State

Memo. No. KWT 4/36-2018 CI (5)

Dated, Chandigarh, the 27/6/19

Subject: - Regarding implementation of principle of Equal pay for Equal work.

I am directed to inform you that in terms of instructions contained in letter No. 12/36/2016-3GSII dated 23/27th August 2018 issued by Chief Secretary to Govt. Haryana, the State Govt. has decided to implement the principle of "Equal Work Equal Pay" for contractual guest/extension lecturers working in Govt. Colleges of the State.

- The said benefit is to be extended in the following manner: -
- 1) The contractual Guest Lecturers may be given this benefit with immediate effect, whose services were not regularized under Regularization Policy, 2014.
 - 2) The Individual (amongst extension lecturers) may be given this benefit from date of notification after ascertaining that he/she has been allotted full workload at par with regular Assistant/Associate Professors after the assessment of workload for this academic session.

It is made clear that only amount equal to the initial basic pay of a regular Assistant Professor is to be given to above mentioned beneficiaries and no allowances are to be paid. It is also made clear that contractual guest/extension lecturers may be allotted all additional duties (at par with regular Assistant/Associate Professor); however, duties involving financial responsibilities may not be allotted to them. Such incumbents will be paid remuneration of Rs. 57,700/- per month. However, all those incumbents who are NOT ELIGIBLE as per UGC/State Government norms will be paid a remuneration of Rs. 35,400/- per month and will be meeting complete workload and all other duties as well.

Strict compliance of these directions shall be ensured.

Superintendent College-I

for Additional Chief Secretary to Govt. Haryana

(a) Higher Education Department, Chandigarh.

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Annexure - 28

Chagat Phool Singh Mahila Vishwavidyalaya
Khanpur Kalan (Sonapat), Haryana-131306
(A state University established by an Act 31 to 2006)

OFFICER ORDER

The Vice-Chancellor is pleased to approve in exercise of her powers under section 11 (6) of the University Act after taking into consideration the recommendations of the committee along with the circulars/ guidelines of Government of Haryana from time to time the following with immediate effect:-

1. That teaching assistants fulfilling minimum eligibility for the post of Assistant Professor as per the University Grants Commission regulations shall be redesignated as Assistant Professor (Temporary).
2. That the redesignated Assistant Professor (Temporary) having full workload at par with regular Assistant Professor for the full academic session shall be paid remuneration equal to the initial basic pay of a regular Assistant Professor under 7th Pay Commission i.e. Rs. 57,700/- p.m. till the regular appointments or existence of their workload or their satisfactory work and conduct.
3. That teaching assistants not fulfilling minimum eligibility for the post of Assistant Professor as per the UGC regulations but engaged due to non-availability of eligible candidates for a semester/ academic session having full workload shall be paid remuneration of Rs. 35,400/- p.m.
4. That the redesignated Assistant Professors (Temporary) shall be given remuneration for examination duty at par with the regular Assistant Professor.
5. That the redesignated Assistant Professors (Temporary) shall be entitled to duty leave for two weeks for presenting paper's in conferences/ seminars etc. and for attending faculty development programmes sponsored by the UGC/CSSR/Government funding agencies without any financial liability.
6. That the redesignated Assistant Professors and teaching assistants shall be entitled for paid maternity leave as per the State Government rules for contractual temporary employees.
7. That the redesignated Assistant Professors (Temporary)/ teaching assistants shall be entitled for one casual leave per month or ten casual leaves annually.

8. That the redesignated Assistant Professors (Temporary) shall be entitled for summer and winter vacations with the mandate that they shall be present as and when required for official duty.

REGISTRAR

Dated: 19-9-2019

Endst. No. BPSMV/ET-II/19/ 3757-90

Copy of the above is forwarded to the following for information and necessary action, please:-

1. All HODs/ Chairpersons/ Principals/ Directors (Regional Centres), BPSMV, Khanpur Kalan.
2. Finance Officer, BPSMV, Khanpur Kalan.
3. Deputy Director (Audit), BPSMV Khanpur Kalan.
4. P.A. to Vice-Chancellor (for kind information of the Vice-Chancellor), BPSMV, Khanpur Kalan
5. P.S. to Registrar (for kind information of the Registrar), BPSMV, Khanpur Kalan.

Superintendent (ET)
For Registrar

Director General Higher Education, Haryana
Panchkula

To

Registrar,
Bhagat Phool Singh Mahila Vishwavidyalaya Khanpur Kalan,
(Sonapat)

Memo No. 18/61-2014 UNP (1)
Dated, Panchkula, the- 11/11/18

Subject: Regarding clarification with regard to counting of past service rendered in Private College.

Kindly refer to your office letter No. BPSMV/ET/18/2937 dated 25.09.2018 on the subject cited above

I have been directed to convey you that UGC guidelines could not be made applicable suo-moto despite it has to be adopted by the State Government. Therefore, cases of teachers dealt on UGC circular should be re-examined under the provision of instructions dated 21.07.2011 strictly. It is also requested that the details of such cases may also be provide to this office

(Signature)
Superintendent UNP,
for Director Higher Education, Haryana,
Panchkula

Enclst. No. Even

Dated Panchkula, the

A copy of the above is forwarded to the Joint Director/Deputy Director, Audit office of Bhagat Phool Singh Mahila Vishwavidyalaya Khanpur Kalan, (Sonapat) for information necessary action please.

(Signature)
Superintendent UNP,
for Director Higher Education, Haryana,
Panchkula

UNIVERSITY GRANTS COMMISSION

NOTIFICATION

New Delhi, the 18th July, 2018

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

No. F.1-2/2017(EO/PS).—In exercise of the powers conferred under clause (e) and (g) of sub-section(1) of Section 26 read with Section 14 of the University Grants Commission Act, 1956 (3 of 1956), and in supersession of the "UGC Regulations on Minimum Qualifications for Appointment of Teachers and other Academic Staff in Universities and Colleges and Measures for the Maintenance of Standards in Higher Education 2010" (Regulation No.F.1-1/2005 dated 30th June, 2010) together with all amendments made therein from time to time, the University Grants Commission hereby, frames the following Regulations, namely:

1. Short title, application and commencement:

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

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

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

1.0 Coverage

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

- 1.1 For the purposes of direct recruitment to teaching posts in disciplines relating to university and college education, interalia in the fields of health, medicine, special education, agriculture, veterinary and allied fields, technical education, teacher education, norms or standards laid down by authorities established by the relevant Act of Parliament under article 246 of the Constitution for the purpose of co-ordination and determination of standards in institutions for higher education or research and scientific and technical institutions, shall prevail:
 - i. Provided that where no such norms and standards have been laid down by any regulatory authority, UGC Regulations herein shall be applicable till such time as any norms or standards are prescribed by the appropriate regulatory authority.
 - ii. Provided further that for appointment to the post of Assistant Professor and equivalent positions pertaining to disciplines in which the National Eligibility Test (NET), conducted by the University Grants Commission or Council of Scientific and Industrial Research as the case may be, or State level

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

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

2.0 Pay Scales, Pay Fixation, and Age of Superannuation

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

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

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

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

3.0 Recruitment and Qualifications

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

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

3.3

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

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

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

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

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

0. The clearing of NET/SET/SET shall not be required for candidates in such disciplines for which NET/SET/SET has not been conducted.
- 3.4 A minimum of 55% marks (or an equivalent grade in a point scale, wherever the grading system is followed) at the Master's level shall be the essential qualification for direct recruitment of teachers and other equivalent cadres at any level.
1. A relaxation of 5% shall be allowed at the Bachelor's as well as at the Master's level for the candidates belonging to Scheduled Caste/Scheduled Tribe/Other Backward Classes (OBC)/Non-creamy Layer/Differently-abled (a) Blindness and low vision; (b) Deaf and Hard of Hearing; (c) Locomotor disability including cerebral palsy, leprosy cured, dwarfism, acid-attack victims and muslin dystrophy; (d) Autism, intellectual disability, specific learning disability and mental illness; (e) Multiple disabilities from amongst persons under (a) to (d) including deaf-blindness) for the purpose of eligibility and assessing good academic record for direct recruitment. The eligibility marks of 55% marks (or an equivalent grade in a point scale, wherever the grading system is followed) and the relaxation of 5% to the categories mentioned above are permissible, based only on the qualifying marks without including any grace mark procedure.
- 3.5. A relaxation of 5% shall be provided, (from 55% to 50% of the marks) to the Ph.D. Degree holders who have obtained their Master's Degree prior to 19 September, 1991.
- 3.6 A relevant grade which is regarded as equivalent of 55%, wherever the grading system is followed by a recognized university, at the Master's level shall also be considered valid.
- 3.7 The Ph.D. Degree shall be a mandatory qualification for appointment and promotion to the post of Professor.
- 3.8 The Ph.D. Degree shall be a mandatory qualification for appointment and promotion to the post of Associate Professor.
- 3.9 The Ph.D. Degree shall be a mandatory qualification for promotion to the post of Assistant Professor (Selection Grade/Academic Level 12) in Universities.
- 3.10 The Ph.D. Degree shall be a mandatory qualification for direct recruitment to the post of Assistant Professor in Universities with effect from 01.07.2021.
- 3.11 The time taken by candidates to acquire M.Phil. and / or Ph.D. Degree shall not be considered as teaching/research experience to be claimed for appointment to the teaching positions. Further the period of active service spent on pursuing Research Degree simultaneously with teaching assignment without taking any kind of leave, shall be counted as teaching experience for the purpose of direct recruitment/promotion. Regular faculty members upto twenty per cent of the total faculty strength (excluding faculty on medical/ maternity leave) shall be allowed by the respective institutions to take study leave for pursuing Ph.D. Degree.
- 3.12 Qualifications:
No person shall be appointed to the post of University and College Teacher, Lecturer or Director of Physical Education and Sports, in any University or in any of institutions including constituent or affiliated colleges recognised under clause (2) of Section 2 of the University Grants Commission Act, 1956 or in an institution deemed to be a University under Section 3 of the said Act if such person does not fulfil the requirements as to the qualifications for the appropriate post as provided in the Schedule I of these Regulations.
- 4.0 Direct Recruitment
- 4.1 For the Disciplines of Arts, Commerce, Humanities, Education, Law, Social Sciences, Sciences, Languages, Library Science, Physical Education, and Journalism & Mass Communication.
1. Assistant Professor:
- Eligibility (A or B):
- A.
- a) A Master's degree with 55% marks (or an equivalent grade in a point-scale wherever the grading system is followed) in a concerned/relevant subject from an Indian University, or an equivalent degree from an accredited foreign University.

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

Provided, the candidates registered for the Ph.D. programme prior to July 11, 2006, shall be governed by the provisions of the then existing Ordinances/By-laws/Regulations of the Institution awarding the degree and such Ph.D. candidates shall be exempted from the requirement of NET/SLET/SET for recruitment and appointment of Assistant Professor or equivalent positions in Universities/Colleges/Institutions subject to the fulfilment of the following conditions:

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

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

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

OR

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

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

11. Associate Professor:

Eligibility:

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

12. Professor:

Eligibility (A or B):

A.

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

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

OR

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

IV. Senior Professor in Universities

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

Eligibility:

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

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

A. Eligibility:

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

B. Tenure

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

VI. Vice Principal

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

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

I. Assistant Professor:

Eligibility (A or B):

A.

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

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

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

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

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

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

OR

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

- i) studied under a noted/renowned traditional Masters/Artist(s).
- ii) Has been 'A' grade artist of AIR/Dandarshta.
- iii) Has the ability to explain, with logical reasoning the subject concerned; and
- iv) Has adequate knowledge to teach theory with illustrations in the discipline concerned.

II. Associate Professor :

Eligibility (A or B):

A.

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

OR

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

- i) been 'A' grade artist of AIR/Dandarshta.
- ii) eight years' experience of outstanding performing achievement in the

field of specialisation;

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

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

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

III. Professor :

Eligibility (A or B):

A.

i) An eminent scholar having a doctoral degree

ii) Have been actively engaged in research with at least ten years of experience in teaching in University/College and / or research at the University/National level institutions

iii) Minimum of 6 research publications in the peer-reviewed or UGC-listed journals.

iv) Has a total research score of 120, as per Appendix II, Table 2.

OR

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

i) Having Masters degree, in the relevant subject

ii) Has been 'A'-grade artist of AER/Osordishan

iii) Has Ten years of outstanding performing achievements in the field of specialisation

iv) Has made significant contributions in the field of specialisations and ability to guide research.

v) Has participated in National/International Seminars/Conferences/ Workshops/Concerts and/or recipient of National/International Awards/Fellowships.

vi) Has the ability to explain with logical reasoning the subject concerned, and

vii) Has adequate knowledge to teach theory with illustrations in the said discipline.

4.3 Drama Discipline:

I. Assistant Professor

Eligibility (A or B)

A.

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

ii) Besides fulfilling the above qualifications, the candidate must have cleared the National Eligibility Test (NET) conducted by the UGC or the CSIR or a similar test accredited by the UGC like SET/SET or who are or have been awarded a Ph.D. Degree in accordance with the University Grants Commission (Minimum Standards and Procedure for Award of M.Phil./Ph.D. Degree) Regulations, 2019, or 2016, and their amendments from time to time as the case may be.

Provided further, candidates registered for the Ph.D. programme, prior to July 31, 2009, shall be governed by the provisions of the then existing Ordinances/Bye-laws/Regulations of the Institutions awarding the degree and such Ph.D. candidates shall be exempted from the requirement of NET/SET/SET for recruitment and appointment of Assistant Professor or equivalent positions in Universities/Colleges/Institutions, subject to the fulfillment of the following conditions:-

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

Note:

1. The fulfilment of these conditions is to be verified by the Registrar or the Dean (Academic Affairs) of the University concerned.
2. NET/SLAT/SET shall also not be required for such Masters Programmes in disciplines for which the NET/SLAT/SET is not conducted by the UGC, CSSR or similar test conducted by the UGC, like SLET/SET.

OR

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

II. Associate Professors:

Eligibility (A or B):

A.

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

OR

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

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

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

OR

- B. A traditional and a professional artist, having highly commendable professional achievement in the subject concerned, who has:

- Master's degree in the relevant subject;
- Ten years of outstanding performing achievements in the field of specialisation;
- Made significant contribution in the field of specialisation;
- Guided research;
- Participated in National/International Seminars/Conferences/Workshops and/or recipient of National/International Awards/Fellowships;
- Ability to explain with logical reasoning the subject concerned;
- Adequate knowledge to teach theory, with illustrations in the said discipline.

4.1 Yoga Discipline**Assistant Professor :****Eligibility (A or B) :**

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

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

OR

- B. A Master's degree in any discipline with at least 55% marks (or an equivalent grade in a point-scale wherever the grading system is followed) and a Ph.D. Degree in Yoga² in accordance with the University Grants Commission (Minimum Standards and Procedure for Award of M.Phil/Ph.D. Degree) Regulations, 2009 or 2016 and their amendments from time to time as the case may be.

² Eggs. Considering the paucity of teachers in the newly-emerging field of Yoga, this alternative has been provided and shall be valid only for five years from the date of notification of these Regulations.

II. ASSOCIATE PROFESSOR

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

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

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

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

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

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

II. ASSOCIATE PROFESSOR:

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

III. PROFESSOR:

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

IV. PRINCIPAL / DIRECTOR / DEAN:

Essential: Master's Degree in Occupational Therapy (M.O.T./M.Th.O./M.Sc. O.T.) with 10-20 years' experience, which shall include five years' experience as Professor (Occupational Therapy).

Note

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

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

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

II. ASSOCIATE PROFESSOR:

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

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

III. PROFESSOR:

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

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

IV. PRINCIPAL / DIRECTOR / DEAN:

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

Note:

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

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

I. UNIVERSITY ASSISTANT LIBRARIAN / COLLEGE LIBRARIAN

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

Provided that the candidates registered for the Ph.D. degree prior to July 11, 2019, shall be governed by the provisions of the then existing Ordinances / Bye-laws / Regulations of the Institution regarding the degree, and such Ph.D. candidates shall be exempted from the requirement of NET/SLET/SET for recruitment and appointment of Assistant Professor or equivalent positions in Universities/Colleges / Institutions subject to the fulfilment of the following conditions:-

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

Note:

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

II. UNIVERSITY DEPUTY LIBRARIAN

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

III. UNIVERSITY LIBRARIAN

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

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

- I. University Assistant Director of Physical Education and Sports / College Director of Physical Education and Sports

Eligibility (A or B) :

A.

- i) A Master's Degree in Physical Education and Sports or Physical Education or Sports Science with 55% marks (or an equivalent grade in a point-scale, wherever the grading system is followed)
- ii) Record of having represented the university / college at the inter-university / inter-collegiate competitions or the State and/or national championships.
- iii) Besides fulfilling the above qualifications, the candidate must have cleared the National Eligibility Test (NET), conducted by the UGC or CSIR, or a similar test accredited by the UGC, like SLET/SET, or who are or have been awarded a Ph.D. Degree in Physical Education or Physical Education and Sports or Sports Science, in accordance with the University Grants Commission (Minimum Standards and Procedure for Award of M.Phil/Ph.D. Degree) Regulations, 2008 or 2016 and their amendments from time to time, as the case may be.

Provided that, candidates registered for the Ph.D. degree prior to July 1st, 2009, shall be governed by the provisions of the then existing Ordinances/ Bye-laws/Regulations of the Institutions awarding the degree and such Ph.D. degree holders shall be exempted from the requirement of NET/SLET/SET for recruitment and appointment of Assistant Professor or equivalent positions in Universities/Colleges / Institutions, subject to the fulfillment of the following conditions :

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

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

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

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

OR

- B. An Asian game or commonwealth games medal winner who has a degree at least at Post-Graduation level.

II. University Deputy Director of Physical Education and Sports

Eligibility (A or B) :

A.

- A Ph.D. in Physical Education or Physical Education and Sports or Sports Science. Candidates from outside the university system, in addition, shall also possess at least 55% marks for an equivalent grade or a post-grad wherever grading system is followed at the Master's Degree level by the university concerned.
- Eight years experience as University Assistant DPES/College DPES
- Evidence of organizing competitions and conducting coaching camps of at least two weeks duration
- Evidence of having produced good performance of teams/athletes for competitions like state/national/inter-university/combined university, etc.
- Passed the physical fitness test in accordance with these Regulations.

OR

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

III. University Director of Physical Education and Sports

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

IV. Physical Fitness Test Norms

- (a) Subject to the provisions of these Regulations, all candidates who are required to undertake the physical fitness test are required to produce a medical certificate certifying that he/she is medically fit before undertaking such tests.

- (b) On the production of such certificate mentioned in sub-clause (a) above, the candidate would be required to undertake the physical fitness test in accordance with the following norms:

NORMS FOR MEN			
12 MINUTES RUN/WALK TEST			
Upto 30 Years	Upto 40 Years	Upto 45 Years	Upto 50 Years
1300 metres	1500 metres	1700 metres	2000 metres

NORMS FOR WOMEN			
8 MINUTES RUN/WALK TEST			
Upto 30 Years	Upto 40 Years	Upto 45 Years	Upto 50 Years
1300 metres	800 metres	650 metres	400 metres

5.0 CONSTITUTION OF SELECTION COMMITTEES AND GUIDELINES ON SELECTION PROCEDURE

5.1 Selection Committee Composition

I. Assistant Professor in the University:

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

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

II. Associate Professor in the University

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

III. Professor in the University

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

IV. Senior Professor

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

V. Assistant Professor in Colleges, Including Private and Constituent Colleges

- (a) The Selection Committee for the post of Assistant Professor in Colleges, including Private and constituent Colleges shall consist of the following persons:
- Chairperson of the Governing Body of the college or higher committee (not amongst the members of the Governing body, who shall be the Chairperson of the Committee).
 - The Principal of the College.
 - Head of the Department/Teacher-in-charge of the subject concerned in the College.
 - Two nominees of the Vice-Chancellor of the affiliating university, of whom one should be a subject-expert. In case of colleges notified/declared as minority educational institutions, two nominees of the Chairperson of the college from out of a panel of five names, preferably from the minority community recommended by the Vice-Chancellor of the affiliating university, from the list of experts suggested by the relevant statutory body of the college, of whom one should be a subject-expert.

- e) Two subject-experts not connected with the college who shall be nominated by the Chairperson of the College governing body out of a panel of five names recommended by the Vice-Chancellor from the list of subject experts approved by the relevant statutory body of the university concerned. In case of colleges notified/declared as minority educational Institutions, two subject experts not connected with the University nominated by the Chairperson of the Governing Body of the College out of the panel of five names, preferably from the minority communities, recommended by the Vice-Chancellor from the list of subject experts approved by the relevant statutory body of the College.
- vi) An academicians representing SC/ST/OBC/Minority/Women/Differently-abled categories, if any of candidates belonging to any of these categories is the applicant, to be nominated by the Vice-Chancellor, if any of the above members of the selection committee does not belong to that category.

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

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

- (a) The Selection Committee for the post of Associate Professor in Colleges including Private and Constituent Colleges shall consist of the following persons:
 - i) The Chairperson of the Governing Body or his/her nominee, from amongst the members of the Governing body, who shall be the Chairperson of the Selection Committee.
 - ii) The Principal of the College.
 - iii) The Head of the Department / Teacher-in-charge of the concerned subject from the college.
 - iv) Two University representatives nominated by the Vice-Chancellor, one of whom shall be the Dean of College Development Council or equivalent position in the University, and the other must be expert in the concerned subject. In case of Colleges notified/declared as minority educational Institutions, two 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 affiliating university from the list of experts suggested by the relevant statutory body of the college of whom one should be a subject expert.
 - v) Two subject-experts not connected with the college to be nominated by the Chairperson of the governing body of the college out of a panel of five names recommended by the Vice-Chancellor from the list of subject experts approved by the relevant statutory body of the university concerned. In case of colleges notified/declared as minority educational Institutions, two subject experts not connected with the University nominated by the Chairperson of the College Governing Body out of the panel of five names, preferably from minority communities, recommended by the Vice-Chancellor from the list of subject experts approved by the relevant statutory body.
 - vi) An academicians belonging to the SC/ST/OBC/Minority/Women/Differently-abled categories, if any of candidates belonging to these categories is the applicant, to be nominated by the Vice-Chancellor, if any of the above members of the selection committee does not belong to that category.
- (b) The quorum for the meeting shall be five, including two subject experts.

VII. Professor in Colleges, including Private and Constituent Colleges

- (a) The Selection Committee for the post of Professor in Colleges including Private and Constituent Colleges shall consist of the following persons:
 - i) The Chairperson of the Governing Body or his/her nominee, from amongst the members of the Governing body, who shall be the Chairperson of the Selection Committee.
 - ii) The Principal of the College.
 - iii) The Head of the Department / Teacher-in-charge of the concerned subject from the college not below the rank of Professor.
 - iv) Two University representatives not below the rank of Professor nominated by the Vice-Chancellor, one of whom shall be the Dean of College Development Council or equivalent position in the University, and the other must be expert in the concerned subject. In case of Colleges notified/declared as minority

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

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

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

VIII. College Principal and Professor

A. Selection Committee

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

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

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

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

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

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

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

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

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

A. For University teachers:

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

B. For College teachers:

- i) The Principal of the college;
- ii) Head Teacher-In-charge of the department concerned for the college;
- iii) Two subject experts in the subject concerned nominated by the Vice-Chancellor from the university panel of experts;

C. For University Assistant Librarian:

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

D. For College Assistant Librarian:

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

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

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

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

F. For College Director, Physical Education and Sports:

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

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

5.2. The Screeningcum-Evaluation Committee on verification/evaluation of grades secured by the candidate through the Assessment Criteria and Methodology Performa designed by the respective university based on these Regulations and as per the minimum requirement specified:

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

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

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

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

6.3 SELECTION PROCEDURE:

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

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

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

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

- IV. The process of selection of a Professor shall involve the inviting of the application developed by the respective university, based on the Assessment Criteria and Methodology guidelines set out in these Regulations in Appendix II, Table 1 and 2 and repins of at significant publications of the candidates.
- Provided* that the publications submitted by the candidate shall have been published during the qualifying period.
- Provided* further that such publications shall be made available to the subject experts for assessment before holding the interview. The evaluation of the publications by the experts shall be taken into consideration while finalizing the outcome of selection.
- V. In the case of selection of faculty members who are from outside the academic field and are considered under Clause 4.1 (I.B.), 4.2 (I.B., II.B., III.B.), 4.3 (I.B., II.B., III.B.) and 4.4 (II.B.) of these Regulations, the university's statutory bodies must lay down clear and transparent criteria and procedure so that only outstanding professionals who can contribute substantially to the university knowledge system are selected.
- VI. In the selection process for the posts involving different nature of responsibilities in certain disciplines/areas, such as Music and Fine Arts, Visual Arts and Performing Arts, Physical Education and Sports, and Library, greater emphasis may be laid on the nature of deliverables indicated against each of the posts in these Regulations which need to be taken up by the institution while developing the Profforma for both the direct recruitment and the CAS promotion.
- VII. The Internal Quality Assurance Cell (IQAC) shall be established in all Universities/Colleges as per the UGC/ National Assessment Accreditation Council (NAAC) guidelines with the Vice-Chancellor or Chairperson (in the case of Universities), and Principal, as Chair person (in case of Colleges). The IQAC shall act as the documentation and record-keeping Cell for the institution, including assistance in the development of Assessment Criteria and Methodology Profforma based on these Regulations. The IQAC may also introduce wherever feasible, the student feedback system as per the NAAC guidelines on institutional parameters without incorporating the components of the students' assessment of individual teachers in the Assessment Criteria and Methodology Profforma.
- A. The Assessment of the performance of College and University teachers for the CAS promotion is based on the following criteria:
- Teaching-Learning and Evaluation:** The commitment to teaching based on observable indicators such as being regular to class, punctuality to class, remedial teaching and clarifying doubts within and outside the class hours, counselling and mentoring, additional teaching to support the college/university as and when the need arises, etc. Examination and evaluation activities like performing of examination supervision duties, question-paper setting for university/college examinations, participation in the evaluation of examination answer scripts, conducting examinations for internal assessment as per the schedule to be announced by the institution at the beginning of each Academic Session and mentoring and discussing the answers in the class.
 - Personal Development Related to Teaching and Research Activities:** Attending orientation/ fresher/methodology courses, development of e-content and MOOCs, organising seminar/conference/workshop / presentation of papers and chairing of session regarding and carrying out research projects and publishing the research output in national and international journals etc.
 - Administrative Support and Participation in Students' Co-curricular and Extra-curricular Activities.**
- B. **Assessment Process**
- The following three-step process is recommended for carrying out assessment for promotion under the CAS at all levels:
- Step 1:** The college/university teachers shall submit to college/university an annual self-appraisal report in the prescribed Profforma to be designed based on Tables 1 to 5 of Appendix I. The report should be submitted at the end of every academic year, within the stipulated time. The teacher will provide documentary evidence for the claims made in the annual self-appraisal report, which is to be verified by the HOD/Teacher-in-charge etc. The submission should be through the Head of the Department (HOD)/teacher-in-charge.
- Step 2:** After completion of the required years of experience for promotion under CAS and fulfilment of other requirements indicated below, the teacher shall submit an application for promotion under CAS.
- Step 3:** A CAS Promotion shall be granted as mentioned in Clauses 6.4 of these Regulations.

6.1 Assessment Criteria and Methodology:

(a) Tables I to J of Appendix E are applicable to the selection of Assistant Professor/ Associate Professor/ Professor/Senior Professor in Universities and Colleges;

(a1) Table 4 of Appendix II is applicable to Assistant Librarians/ College Librarians and Deputy Librarians for promotion under Career Advancement Scheme, and

(a2) Table 5 of Appendix II is applicable to Assistant Directors/ College Director of Physical Education and Sports and Deputy Directors/Directors of Physical Education and Sports for promotions under Career Advancement Scheme.

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

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

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

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

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

IV. The promotion under the CAS being a personal promotion to a teacher holding a substantive sanctioned position in higher superannuation, the said post shall revert back to its original cadre.

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

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

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

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

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

- VII. Regarding the cases pending for promotions from one Academic Level/Grade Pay to another Academic Level/Grade Pay under the Career Advancement Scheme provided under the UGC Regulations on Minimum Qualifications for Appointment of Teachers and other Academic Staff in Universities and Colleges and Measures for the Maintenance of Standards in Higher Education 2010 and its subsequent amendments, the teachers shall be given the option to be considered for the promotion from one Academic Level/Grade Pay to another Academic Level/Grade Pay as per the following:

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

OR

- (b) The faculty members shall be considered for the promotion from one Academic Level/Grade Pay to another as per the CAS provided under the UGC Regulations on Minimum Qualifications for Appointment of Teachers and other Academic Staff in Universities and Colleges and Measures for the Maintenance of Standards in Higher Education 2010 and its amendments with relaxation in the requirements of Academic Performance Indicators (API) based Performance Based Appraisal System (PBAS) upto the date of notification of these Regulations.

The relaxation in the requirements of Academic Performance Indicators (API) based Performance Based Appraisal System (PBAS) upto the date of notification of these Regulations for the promotion from one Academic Level/Grade Pay to another under CAS as provided in UGC Regulations on Minimum Qualifications for Appointment of Teachers and other Academic Staff in Universities and Colleges and Measures for the Maintenance of Standards in Higher Education 2010 and its amendments, is defined as under:

i. Exemption from scoring under Category I as defined in Appendix III of said above mentioned UGC Regulations on Minimum Qualifications for Appointment of Teachers and other Academic Staff in Universities and Colleges and Measures for the Maintenance of Standards in Higher Education 2010 and its amendments including University Grants Commission (Minimum Qualifications for Appointment of Teachers and other Academic Staff in Universities and Colleges and Measures for the Maintenance of Standards in Higher Education) (4th Amendment) Regulations, 2016, for faculty and other equivalent cadre positions.

ii. Scoring in Category II and Category III for faculty and other equivalent cadre positions shall be as provided for in the UGC Regulations on Minimum Qualifications for Appointment of Teachers and other Academic Staff in Universities and Colleges and Measures for the Maintenance of Standards in Higher Education 2010 with the following combined minimum API score requirement for Category II and Category III taken together, as mentioned below.

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

TABLE-A

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

S No.		Assistant Professor (Stage I/ ACP Rs.6000/- to Stage 2/ACP Rs.7000/-)	Assistant Professor (Stage 2/ ACP Rs.7000/- to Stage 3/ACP Rs.8000/-)	Assistant Professor (Stage 3/ ACP Rs.8000/- to Associate Professor (Stage 4/ACP Rs.9000/-)	Associate Professor (Stage 4/ ACP Rs.9000/- to Professor (Stage 5/ACP Rs.10000/-)
1	Research and Academic contribution (Category II)	30 Assessment period	10/Assessment period	30/Assessment period	10/Assessment period
2	Open assessment system	Screening Committee	Screening Committee	Selection Committee	Selection Committee

Table-B

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

S.No.		Assistant Professor (Stage 1) AGP Rs.6000/- to Stage 2/AGP Rs.7000/-)	Assistant Professor (Stage 2) AGP Rs.7000/- to Stage 3/AGP Rs.8000/-)	Assistant Professor (Stage 3) AGP Rs.8000/- to Associate Professor (Stage 4/AGP Rs.9000/-)	Associate Professor (Stage 4) AGP Rs.9000/- to Professor (Stage 5/AGP Rs.10000/-)
1	Research and Academic contribution (Category II)	20/assessment period	50/assessment period	15/assessment period	6/assessment period
2	Expert assessment system	Screening Committee	Screening Committee	Selection Committee	Selection Committee

Table-C

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

S.N		Assistant Librarian (Stage 1) AGP Rs.6000/- to Stage 2/AGP Rs.7000/-)	Assistant Librarian (Stage 2) AGP Rs.7000/- to Stage 3/AGP Rs.8000/-)	Assistant Librarian (Selection Grade/Deputy Librarian (Stage 3) AGP Rs.8000/- to Deputy Librarian (Stage 4/AGP Rs.9000/-)	Deputy Librarian (Stage 4) AGP Rs.9000/- to Deputy Librarian (Stage 5/AGP Rs.10000/-)
1	Research and Academic contribution (Category III)	30/assessment period	100/assessment period	90/assessment period	120 per assessment period
2	Expert assessment system	Screening Committee	Screening Committee	Selection Committee	Selection Committee

Table-D

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

S.No.		Assistant Librarian (Stage 1) AGP Rs.6000/- to Stage 2/AGP Rs.7000/-)	Assistant Librarian (Stage 2) AGP Rs.7000/- to Stage 3/AGP Rs.8000/-)	Assistant Librarian (Selection Grade/Deputy Librarian (Stage 3) AGP Rs.8000/- to Deputy Librarian (Stage 4/AGP Rs.9000/-)
1	Research and Academic contribution (Category III)	30/assessment period	30/assessment period	15/assessment period
2	Expert assessment system	Screening Committee	Screening Committee	Selection Committee

Table-E

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

S.No.		Assistant Director (Stage 3/ AGP Rs.6000/- to Stage 3/AGP Rs.7000/-)	Assistant Director (Stage 2/ AGP Rs.5000/-) to Assistant Director (Selection Grade)/Deputy Director (Stage 3/AGP Rs.8000/-)	Assistant Director (Selection Grade)/Deputy Director (Stage 3/ AGP Rs.8000/-) to Deputy Director (Stage 4/AGP Rs.9000/-)	Deputy Director (Stage 4/AGP Rs.9000/-) to Deputy Director (Stage 5 AGP Rs.10,000/-)
1	Research and Academic contribution (Category I)	30/assessment period	100/assessment period	30/assessment period	120 per assessment period
2	Expert assessment system	Screening Committee	Screening Committee	Selection Committee	Selection Committee

Table-F

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

S.No.		Assistant Director (Stage 3/ AGP Rs.6000/- to Stage 3/AGP Rs.7000/-)	Assistant Director (Stage 2/ AGP Rs.5000/-) to Assistant Director (Selection Grade)/Deputy Director (Stage 3/AGP Rs.8000/-)	Assistant Director (Selection Grade)/Deputy Director (Stage 3/ AGP Rs.8000/-) to Deputy Director (Stage 4/AGP Rs.9000/-)
1	Research and Academic contribution (Category III)	30/assessment period	50/assessment period	40/assessment period
2	Expert assessment system	Screening Committee	Screening Committee	Selection Committee

VIII. The requirement for Orientation course and Refresher course for promotions due under the CAS shall as, be mandatory upto 31st December, 2018.

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

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

B. Career Advancement Scheme (CAS) for Colleges teachers

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

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

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

OR

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

OR

Completed one MOOCs course (with certification) or Development of e contents in four-quadrant / MOOCs course during the assessment period.

CAS Promotion Criteria:

A teacher shall be promoted if:

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

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

Eligibility:

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

CAS Promotion Criteria:

A teacher shall be promoted if:

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

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

Eligibility:

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

CAS Promotion Criteria:

A teacher may be promoted if:

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

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

- i. Associate Professors who have completed three years of service in Academic Level 13A.
- ii. A Ph.D. degree in subject relevant/ allied/ relevant discipline.
- iii. A minimum of 10 research publications in peer-reviewed or UGC-listed journals one of which drive research papers shall be published during the assessment period.
- iv. A minimum of 110 Research Score as per Appendix II, Table 2.

CAS Promotion Criteria:

A teacher shall be promoted if:

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

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

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

CAS Promotion Criteria:

A teacher shall be promoted if:

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

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

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

least duration), or completed one MOOCs course in the relevant subject with co-education or contribution towards the development of a content in a semester (at least one quadrant) minimum of 10 modules of a course/contribution towards the development of at least 10 modules of MOOCs course/contribution towards conduct of a MOOCs course during the period of assessment.

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

CAS Promotion Criteria:

A teacher shall be promoted if:

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

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

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

CAS Promotion Criteria:

A teacher shall be promoted if:

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

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

Eligibility:

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

CAS Promotion Criteria:

A teacher shall be promoted if:

- He/she gets 'satisfactory' or 'good' grade in the annual performance assessment reports of at least five of the last three years of the assessment period, as per Appendix II, Table 1, and at least 120 research score, as per Appendix II Table 2.
- The promotion is recommended by a selection committee constituted in accordance with these Regulations.

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

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

Eligibility:

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

D. Career Advancement Scheme (CAS) for Librarians

Note:

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

F. From University Assistant Librarian (Academic level 10)/College Librarian (Academic level 10) to University Assistant Librarian (Senior Scale/Academic level 11)/College Librarian (Senior Scale/Academic level 11)

Eligibility:

- An Assistant Librarian/College Librarian who is in Academic Level 10 and has completed four years of service having a Ph.D. degree in Library Science/ Information Science/ Documentation Science or an equivalent degree or five years' of experience, having at least a M.Phil. degree, or six years of service for those without a M.Phil. or a Ph.D. degree.
- He/she has attended at least one Orientation course of 21 days' duration; and
- Training, Seminar or Workshop on automation and digitalisation, maintenance and related activities, of at least 5 days, as per Appendix F, Table 4.

CAS Promotion Criteria:

An Assistant Librarian/College Librarian may be promoted if:

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

H. From University Assistant Librarian (Senior Scale/Academic level 11)/College Librarian (Senior Scale/Academic level 11) to University Assistant Librarian (Selection Grade/Academic level 12)/College Librarian (Selection Grade/Academic level 12)

Eligibility:

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

CAS Promotion Criteria:

An individual shall be promoted if:

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

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

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

CAS Promotion Criteria:

An individual shall be promoted if:

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

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

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

CAS Promotion Criteria:

An individual shall be promoted if:

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

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

Note:

- The following provisions apply only to those personnel who are not involved in teaching physical education and sports. Teachers in institutions where Physical Education and Sports is a teaching department shall be covered by the provisions given under sections 6.1 (B) and 6.4 (C), of these Regulations for Colleges/Institutions and for Universities, respectively.
- The Deputy Director Physical Education and Sports in Universities shall have two levels i.e. Academic Level 13A and Academic Level 14 while College Director Physical Education and Sports shall have five levels i.e. Academic Level 10, Academic Level 11, Academic Level 12, Academic Level 12A and Academic Level 14.

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

Eligibility:

- (i) He/she has completed four years of service with a Ph.D. degree in Physical Education or Physical Education & Sports or Sports Science or five years of service with an M.Phil. degree or six years of service for those without an M.Phil. or Ph.D. degree.
- (ii) He/she has attended one Orientation course of 21 days' duration; and
- (iii) He/she has done any one of the following: (a) Completed Refresher / Research Methodology Course/ workshop, (b) Training Teaching-Learning-Evaluation Technology Programmes / Faculty Development Programmes of at least 5 days duration; and (c) Taken/developed one MOOCs course with e-certification.

CAS Promotion Criteria:

An individual may be promoted if:

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

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

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

CAS Promotion Criteria:

An individual may be promoted if,

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

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

- 1) He/she has completed three years of service.
- 2) He/she has done any one of the following during last three years: (i) Completed one course / programme from among the categories of Refresher Courses, Research Methodology Workshop, (ii) Teaching-Learning-Evaluation Technology Programmes / Faculty Development Programmes of at least two weeks (ten days) duration (or completed two courses of at least one week (five days) duration in lieu of every single course/programme of at least two weeks (ten days) duration), (iii) Taken / developed one MOOCs course in relevant subject with e-certification).

CAS Promotion Criteria:

An individual may be promoted if,

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

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

- 1) He/she has completed three years of service.
- 2) He/she has done any one of the following during last three years: (a) Completed one course / programme from among the categories of Refresher Courses, Research Methodology Workshop, (iii) Teaching-Learning-Evaluation Technology Programmes / Faculty Development Programmes of at least two weeks (ten days) duration (or completed two courses of at least one week (five days) duration in lieu of every single course/programme of at least two weeks (ten days) duration), but failed / developed one MOOCs course in relevant subject (with e-certification).
- 3) Evidence of organising competitions and coaching camps of at least two weeks' duration.
- 4) Evidence of having produced good performance of representatives for competition at the state/national/international/university/combined university, etc.
- 5) A Ph.D. in Physical Education or Physical Education and Sports or Sports Science.

CAS Promotion Criteria:

An individual may be promoted if:

- i) He/she gets a 'satisfactory' or 'good' grade performance assessment report of at least two out of the last three years of the assessment period as specified in Appendix II Table 9; and;
- ii) The promotion is recommended by a selection committee constituted as per these Regulations on the basis of the interview performance.

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

7.0 SELECTION OF PRO-VICE CHANCELLOR / VICE - CHANCELLOR OF UNIVERSITIES:

7.1 PRO-VICE-CHANCELLOR:

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

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

7.3 VICE-CHANCELLOR:

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

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

- (i) The Visitor/Chancellor shall appoint the Vice-Chancellor from the Panel of names recommended by the Search and Selection Committee.
- (iv) The term of office of the Vice-Chancellor shall form part of the service period of the incumbent making him/her eligible for all service related benefits.

8.0 DUTY LEAVE, STUDY LEAVE, SABBATICAL LEAVE

8.1 DUTY LEAVE:

- i. Duty leave upto 50 days in an academic year may be granted for the following purposes:
 - (a) Attending Orientation Programme, Refresher Course, Research Methodology Workshop, Faculty Induction Programme, Conference, Congresses, Symposia and Seminar, as a delegate nominated by the university or with the permission of the university/college;
 - (b) Delivering lectures in institutions and universities at the invitation of such institutions or universities received by the university, and accepted by the Vice-Chancellor/Principal of the College;
 - (c) Working at another Indian or foreign university, any other agency, institution or organisation, when so deputed by the university/College;
 - (d) Participating in a delegation or working on a committee appointed by the Central Government, State Government, the UGC, a sister university or any other similar academic body; and
 - (e) For performing any other duty assigned to him/her by the university/college.
- ii. The duration of leave should be such as may be considered necessary by the sanctioning authority on each occasion.
- iii. The leave may be granted on full pay, provided, that if the teacher receives a fellowship or honorarium or any other financial assistance beyond the amount needed for normal expenses, leave may be sanctioned duty leave on reduced pay and allowances.
- iv. Duty leave may be combined with earned leave, half pay leave or extraordinary leave, or Casual leave.
- v. Duty leave should be given also for attending meetings in the UGC, DST, etc. where a teacher is invited or where he/she expends with an academic body, government agency or NGO.

8.2 STUDY LEAVE:

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

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

Explanation:

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

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

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

8.3 Sabbatical Leave:

- i) The permanent, whole-time teachers of the university and colleges who have completed seven years' of service as a Reader/Associate Professor or a Professor may be granted sabbatical leave to undertake study or research or any other academic pursuit solely for the object of increasing their proficiency and usefulness to the university and higher education system. The duration of leave shall not exceed one year, at a time, and two years in the entire career of the teacher.
- ii) A teacher, who has availed himself/herself of study leave, would not be eligible to the sabbatical leave, until after the expiry of five years from the date of the teacher's return from previous study leave or any other kind of training programme of duration of one year or more.
- iii) A teacher shall, during the period of sabbatical leave, be paid full pay and allowances (subject to the prescribed conditions being fulfilled) as the rates applicable to a teacher immediately prior to his/her proceeding on sabbatical leave.
- iv) A teacher on sabbatical leave shall not take up, during the period of that leave, any regular appointment under another organisation in India or abroad. He/she may, however, be allowed to accept a fellowship or a research scholarship or ad hoc teaching and research assignment with honorarium or any other form of assistance, other than the regular employment in an institution of advanced studies, provided that in such cases the Executive Council/Synod may, if it so desires, sanction the sabbatical leave on reduced pay and allowances.
- v) During the period of sabbatical leave, the teacher shall be allowed to draw the increment on the due date. The period of leave shall also count as service for purposes of pension/contributory provident fund, provided that the teacher rejoins the university on the expiry of his/her leave.

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

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

- (a) Leave treated as duty, i.e., casual leave, special casual leave, and duty leave;
- (b) Leave earned by duty, i.e., earned leave, half-pay leave, and commuted leave;
- (c) Leave not earned by duty, i.e., extraordinary leave, and leave pro duo;
- (d) Leave not debited to leave account;
- (e) Leave for academic pursuits, i.e., study leave, sabbatical leave and academic leave;
- (f) Leave on grounds of health, i.e., incapacity leave and quarantine leave;
- (g) The Executive Council/Synicate may grant, in exceptional cases, for the reasons to be recorded, any other kind of leave, subject to such terms and conditions as it may deem fit to impose.

I. Casual Leave

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

II. Special Casual Leave

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

III. Earned Leave

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

For purposes of computation of the period of actual service, all periods of leave except casual, special casual, and duty leave, shall be excluded.
- (ii) Earned leave at the credit of a teacher shall not accumulate beyond 300 days. The maximum period of earned leave that may be sanctioned at a time shall not exceed 60 days. Earned leave exceeding 60 days may, however, be sanctioned in the case of higher study, or training, or leave without pay certificate, or when the entire leave, or a portion thereof, is spent outside India.

For removal of doubt, it may be clarified:

- 1. When a teacher combines vacation with earned leave, the period of vacation shall be reckoned as leave in calculating the maximum amount of leave on average pay which may be included in the particular period of leave.

2. In case where only a portion of the leave is spent outside India, the grant of leave in excess of 30 days shall be subject to the condition that the portion of the leave spent in India shall not, in the aggregate, exceed 120 days.
3. Encashment of earned leave shall be allowed to members of the teaching staff as applicable to the employees of the Central Government or State Government.

IV. Half-pay Leave

Half-pay leave may be sanctioned for a period of 30 days to a permanent teacher for each completed year of service. Such leave may be granted on the basis of a medical certificate from a registered medical practitioner, for any private affairs or for any absence purpose.

Explanation:

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

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

V. Commuted Leave

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

- (i) Commuted leave during the entire service shall be limited to a maximum of 240 days;
- (ii) When commuted leave is granted, twice the amount of such leave shall be debited against the half-pay leave account; and
- (iii) The total duration of earned leave and commuted leave taken in conjunction shall not exceed 240 days, at a time;

Provided that no commuted leave shall be granted under these Regulations, unless the authority competent to sanction leave has reason to believe that the teacher would return to duty on his expiry.

VI. Extraordinary Leave

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

VII. 'Leave Not Due'

- (i) 'Leave not due', may, in 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 such the leave granted.
- (iii) A teacher to whom 'leave not due' is granted shall not be permitted to tender his/her resignation from service so long as the debit balance in his/her leave account is not wiped off by active service, or he/she refunds the amount due to him/her as pay and allowances for the period not so earned. In a case where retirement is unavoidable on account of reasons of ill-health, necessitating the teacher for further service, refund of leave salary for the period of leave yet to be earned may be waived by the Executive Council/College Governing Body.

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

VIII. Maternity Leave

- (i) Maternity leave or half pay may be granted to a woman teacher for a period not exceeding 180 days, to be availed of twice in the entire career. Maternity leave may also be granted in case of miscarriage, including abortion, subject to the condition that the total leave granted in respect of this to a woman teacher in her career is not more than 45 days, and the application for leave is supported by a medical certificate.
- (ii) Maternity leave may be combined with any earned leave, half-pay leave or extraordinary leave, but any leave applied for in continuation of the maternity leave may be granted if the request is supported by a medical certificate.

IX. Child-care Leave

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

X. Paternity Leave

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

XI. Adoption Leave

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

XII. Surrogacy leave

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

2. Research Promotion Grant

The UGC or the respective agency (Central/State Government) may provide a start-up grant at the level of Rs. 3.0 lakhs in Social Sciences, Humanities and Languages and Rs. 6.0 lakhs in Sciences and Technology to teachers and other non-vocational academic staff to take up research immediately after their appointment.

2.1 Consultancy Assignments

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

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

Previous regular service, whether national or international, as Assistant Professor, Associate Professor or Professor or equivalent in a University, College, National Laboratories or other recognised professional organisations such as the CSIR, ICAR, DRDO, UGC, ICSSR, ICHR, ICMR and DST, shall be counted for the direct recruitment and promotion under the CAS of a teacher as Assistant Professor, Associate Professor, Professor or any other nomenclature provided that:

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

11.0 Period of Probation and Confirmation

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

12.0 Creation and Filling-up of Teaching Posts

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

13.0 Appointments on Contract Basis

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

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

14.0 Teaching Days

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

The above provision is summarised as follows:

Categorisation	Number of weeks : 6-days a week pattern		Number of weeks : 5-days a week pattern	
	University	College	University	College
Teaching and Learning Process	30 (180 days) weeks	30 (180 days) weeks	36 (180 days) weeks	36 (180 days) weeks
Admissions, Examinations, and preparation for Examination	12	10	8	8
Vacations	8	10	5	6
Public Holidays (to increase and adjust teaching days accordingly)	2	2	2	2
Total	52	52	51	52

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

15.0 Workload

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

Assistant Professor	-	16 hours per week
Associate Professor/Professor	-	14 hours per week

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

16.0 Service Agreement and Fixing of Seniority

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

16.2. The self-appraisal methodology, as per Clause 6.0 and its sub-clauses and Clauses 6.1 to 6.4 and all the sub-clauses contained therein and as per Tables 1 to 5 of Appendix II, as per eligibility, shall form part of the service agreement record.

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

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

17.11. Code of Professional Ethics

I. Teachers and their Responsibilities :

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

Teacher should:

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

II. Teachers and Students

Teachers should:

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

- (iii) Pay attention to only the attainment of the student in the assessment of merit;
- (ivii) Make themselves available to the students even beyond their class hours and help and guide students without any remuneration or reward;
- (ix) Aid students to develop an understanding of our national heritage and national goals; and
- (xi) Refrain from inciting students against other students, colleagues or administration.

III. Teachers and Colleagues

Teachers should:

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

IV. Teachers and Authorities :

Teachers should:

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

V. Teachers and Non-Teaching Staff :

Teachers should :

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

VI. Teachers and Guardians

Teachers should:

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

VII. Teachers and Society

Teachers should:

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

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

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

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

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

College Principal should:

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

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

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

(C) Refrain from allowing considerations of caste, creed, religion, race, gender or sex in their professional engagement.

18.9 Maintenance of Standards in Higher-Education Institutions:

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

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

19.0 Other Terms and Conditions

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

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

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

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

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 fixed at increment applicable at entry level only if the University awarding the Ph.D. has been notified by the UGC to have complied with the process prescribed by the Commission for the award of Ph.D. in respect of either course-work or evaluation or both, as the case may be.

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

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

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

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

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

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

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

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

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

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

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

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

19.2 Promotion

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

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

19.3 Allowances and Benefits

- I. Other allowances and benefits, such as Home-town Travel Concession, Leave Travel Concession, Special Compensatory Allowances, Children's Education Allowance, Transport Allowance, House Rent Allowance, House Building Allowance, Dependent Allowance, Traveling Allowance, Dearness Allowance, Area-based Special Compensatory Allowance etc. for teachers and Library and Physical Education and Sports Cadres, shall be as applicable to the Central Government employees and be governed by the relevant rules as notified by the Government of India from time to time.
- II. Pension, Gratuity, ex-gratia compensation etc. as applicable to Central/State Government employees, shall also be applicable to teachers and Library and Physical Education and Sports Cadres of Central/State Universities and Colleges including affiliated and constituent Colleges as the case may be.
- III. Medical Benefits. All medical benefits for teachers and Library and Physical Education Cadres, shall be as applicable to the Central Government employees. Further, the Teachers and Library and Physical Education Cadres may be placed under Central Government Health Scheme or any other such scheme of the Central Government Health Scheme or of respective State Government, as the case may be, for Central/State Universities/Colleges respectively.

APPENDICES

Appendix I	Fitment Tables for fixation of pay of the existing incumbents, who were in position as on 01.01.2016, in various categories of posts indicated in the tables (NHIRD Notification BHRD) letters No. Corrigendum P.No.1-7/2016-UEIL, dated 09.11.2017
Appendix II	<u>Assessment Criteria and Methodology</u> Table 1 to 5 - For University and College Teachers Table 4 - For Assistant Librarian, Deputy Librarian, Librarian etc. Table 5 - For Assistant Director/Deputy Director/Director Physical Education and Sports etc.

SANJEEV KUMAR NARAYAN, Under Secy,

IACTVT-IIRAR, Pg. 451, 8

Appendix I

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

S.No.1-7, 2015-1 (III)
 Government of India
 Ministry of Human Resource Development
 Department of Higher Education
 Headquarters, New Delhi

Sl.No.1, Part II, Sec. 4 of
 Central Government Order

Subject

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

In the order of the Government of India in the Ministry of Human Resource Development (Department of Higher Education) no. 1-7-2015-1 (I) dated 2.11.2015 in the Annexure (Form 2) appended to the said order, the following are given:

- (a) Civil Roadways Level 17, pay band Rs. 22,500-30,000, pay of Rs. 22,500
- (b) Civil Roadways Level 22A, pay of Rs. 22,500, pay of Rs. 22,500
- (c) Civil Roadways Level 22, pay of Rs. 22,500, pay of Rs. 22,500

2. The text of the order of the Government of India in the Ministry of Human Resource Development is given below:

Sd/-
 Secretary to Government
 Ministry of Human Resource Development
 Government of India

To:

1. The Secretary, University Grants Commission, Bahadur Shah Zaidi Marg, New Delhi - 110 022.
2. Vice-Chancellors of All India State Universities of Engineering & Technology, as they may be fully funded by the Central Government.
3. Principal Secretary to Prime Minister, Secretariat, Central Government, New Delhi.
4. Secretary (Operations), Central Government, Secretariat, New Delhi.
5. Secretary, Department of Engineering, North Block, New Delhi.
6. Secretary, Department of Education & Training, North Block, New Delhi.
7. Secretary, Department of Higher Education, Ministry of Human Resource Development, New Delhi.
8. Secretary, Ministry of Health and Family Welfare (Medical & Paramedical), New Delhi.
9. Member Secretary, All India Council for Technical Education, New Delhi.
10. Chief Secretaries of all State Governments.
11. With Kindest Regards, Ministry of Human Resource Development and its officials, as the members of the Ministry, headed by the Minister, Government of India.

Part III

Pay Matrix

Pay Band (Rs.)	15,000-39,100	37,400-1,12,400	1,12,400-1,42,400	1,42,400-1,72,400	1,72,400-2,02,400	2,02,400-2,32,400
Grade Pay (Rs.)	6,000	7,000	8,000	9,000	10,000	11,000
Basic Pay (Rs.)	21,000	25,700	29,400	33,400	37,400	41,400
Dearness Allowance (Rs.)	10	21	32	43	54	65
House Rent Allowance (Rs.)	20	42	64	86	108	130
Medical Allowance (Rs.)	10	21	32	43	54	65
Conveyance Allowance (Rs.)	10	21	32	43	54	65
Special Allowance (Rs.)	10	21	32	43	54	65
Gratuity (Rs.)	10	21	32	43	54	65
Retirement Benefit (Rs.)	10	21	32	43	54	65
Other Allowances (Rs.)	10	21	32	43	54	65
Total Pay (Rs.)	37,110	46,054	53,784	61,616	69,446	77,276
Grade Pay (Rs.)	6,000	7,000	8,000	9,000	10,000	11,000
Basic Pay (Rs.)	21,000	25,700	29,400	33,400	37,400	41,400
Dearness Allowance (Rs.)	10	21	32	43	54	65
House Rent Allowance (Rs.)	20	42	64	86	108	130
Medical Allowance (Rs.)	10	21	32	43	54	65
Conveyance Allowance (Rs.)	10	21	32	43	54	65
Special Allowance (Rs.)	10	21	32	43	54	65
Gratuity (Rs.)	10	21	32	43	54	65
Retirement Benefit (Rs.)	10	21	32	43	54	65
Other Allowances (Rs.)	10	21	32	43	54	65
Total Pay (Rs.)	37,110	46,054	53,784	61,616	69,446	77,276

Part III

Pay Band (Rs.)

15,000-39,100

37,400-1,12,400

1,12,400-1,42,400

1,42,400-1,72,400

1,72,400-2,02,400

2,02,400-2,32,400

15	45,300	1,13,500	1,13,500	1,13,500	1,13,500	1,13,500
16	50,200	1,17,500	1,17,500	1,17,500	1,17,500	1,17,500
17	55,100	1,21,500	1,21,500	1,21,500	1,21,500	1,21,500
18	60,000	1,25,500	1,25,500	1,25,500	1,25,500	1,25,500
19	64,900	1,29,500	1,29,500	1,29,500	1,29,500	1,29,500
20	69,800	1,33,500	1,33,500	1,33,500	1,33,500	1,33,500
21	74,700	1,37,500	1,37,500	1,37,500	1,37,500	1,37,500
22	79,600	1,41,500	1,41,500	1,41,500	1,41,500	1,41,500
23	84,500	1,45,500	1,45,500	1,45,500	1,45,500	1,45,500
24	89,400	1,49,500	1,49,500	1,49,500	1,49,500	1,49,500
25	94,300	1,53,500	1,53,500	1,53,500	1,53,500	1,53,500
26	99,200	1,57,500	1,57,500	1,57,500	1,57,500	1,57,500
27	104,100	1,61,500	1,61,500	1,61,500	1,61,500	1,61,500
28	109,000	1,65,500	1,65,500	1,65,500	1,65,500	1,65,500
29	113,900	1,69,500	1,69,500	1,69,500	1,69,500	1,69,500
30	118,800	1,73,500	1,73,500	1,73,500	1,73,500	1,73,500
31	123,700	1,77,500	1,77,500	1,77,500	1,77,500	1,77,500
32	128,600	1,81,500	1,81,500	1,81,500	1,81,500	1,81,500
33	133,500	1,85,500	1,85,500	1,85,500	1,85,500	1,85,500
34	138,400	1,89,500	1,89,500	1,89,500	1,89,500	1,89,500
35	143,300	1,93,500	1,93,500	1,93,500	1,93,500	1,93,500
36	148,200	1,97,500	1,97,500	1,97,500	1,97,500	1,97,500
37	153,100	2,01,500	2,01,500	2,01,500	2,01,500	2,01,500
38	158,000	2,05,500	2,05,500	2,05,500	2,05,500	2,05,500
39	162,900	2,09,500	2,09,500	2,09,500	2,09,500	2,09,500
40	167,800	2,13,500	2,13,500	2,13,500	2,13,500	2,13,500

Part III

Part III

Annexure II

Table 1

Assessment Criteria and Methodology for University/College Teachers

S.No.	Activity	Grading Criteria
1.	Teaching: (Number of classes taught/total classes assigned)(A: 100%) (Classes taught includes sessions on tutorials, lab and other teaching related activities)	80% & above - Good Below 80% but 60% & above Satisfactory Less than 60% - Not satisfactory
2.	Involvement in the University/College students related activities/research activities (a) Administrative responsibilities such as Head, Chairperson/Dean/Director/Co-ordinator, etc. (b) Examination and evaluation duties assigned by the college / university or attending the examination paper evaluation. (c) Student related curricular extension and field based activities such as student clubs, career counselling, study visits, student seminars and other events, cultural, sports, NCC, NSS and community services. (d) Organising seminars/conferences/workshops, other college/university activities (e) Evidence of actively involved in guiding Ph.D. students. (f) Conducting minor or major research project sponsored by national or international agencies (g) At least one single or joint publication in peer-reviewed or UGC list of journals	Good - Involved in at least 3 activities Satisfactory - 1-2 activities Not-satisfactory - Not involved / undertaken any of the activities Note: Number of activities can be within or across the broad categories of activities

Overall Grading:

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

Or

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

Not Satisfactory: If neither good nor satisfactory in overall grading

Note: For the purpose of assessing the grading of Activity at Serial No. 1 and Serial No. 2, all such periods of duration which have been spent by the teacher on different kinds of paid leaves such as Maternity Leave, Child Care Leave, Study Leave, Medical Leave, Extraordinary Leave and Deputation shall be excluded from the grading assessment. The teacher shall be assessed for the remaining period of duration and the same shall be extrapolated for the entire period of assessment to arrive at the grading of the teacher. The teacher on such leaves or deputation(s) mentioned above shall not be put to any disadvantage for promotion under CAS due to his/her absence from his/her teaching responsibilities subject to the condition that such leave/deputation was undertaken with the prior approval of the competent authority following all procedures laid down in these regulations and as per the acts, statutes and ordinances of the parent institution.

Table 2

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

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

S.N.	Academic/Research Activity	Faculty of Sciences (Engineering / Agriculture / Medical / Veterinary Sciences)	Faculty of Languages / Humanities / Arts / Socia. Sciences / Library / Education / Physical Education / Commerce / Management & other related disciplines
	Research Papers in Peer-Reviewed or UGC listed Journals	03 per paper	01 per paper
	Publications other than Research papers (a) Books authored which are published by international publishers	12	12
	National Publishers	10	10
	Chapter in Edited Book	05	05
	Editor of Book by International Publishers	10	10
	Editor of Book by National Publisher	08	08
	(b) Translation works in Indian and Foreign Languages by qualified faculties		
	Chapter or Research paper	03	03
	Books	08	08
1.	Creation of ICT mediated Teaching Learning pedagogy and content and development of new and innovative courses and curricula		
	(a) Development of Innovative pedagogy	05	05
	(b) Design of new curricula and courses	02 per an innovative	02 per innovative
	(c) MOOCs		
	Development of complete MOOCs in 4 quadrants (40 credit course) (in case of MOOCs of lesser credits 05 marks/credit)		05
	MOOCs (developed in 4 quadrants) per module/course	03	03
	Curricular/subject matter expert for each module of MOOCs (at least one quadrant)	01	02
	Course Coordinator for MOOCs (4 credit course) (in case of MOOCs of lesser credits 02 marks/credit)	08	16
	(d) E-Content		
	Development of e-Content in 4 quadrants for complete course/book	12	12
	e-Content (developed in 4 quadrants) per module	06	03
	Contribution to development of e-content module complete course/paper/book (at least one quadrant)	02	02
	Editor of e-content for complete course/paper/book	10	10
2.	(a) Research guidance		

Note-

- Paper presented if part of edited book or proceeding then it can be claimed only once.
- For joint supervision of research students, the formula shall be 40% of the total score for Supervisor and Co-supervisor. Supervisor and Co-supervisor, both shall get 7 marks each.
- For the purpose of calculating research score of the teacher, the combined research score from the categories of 5(b) Policy Document and 6. Invited lectures/Resource Person/Paper presentation shall have an upper capping of thirty percent of the total research score of the teacher concerned.
- The research score shall be from the minimum of three categories out of six categories.

Table 3 A

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

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

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

Note

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

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

(C)

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

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

Table 3 B

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

S.N.	Academic Record	Score	Score
1	Graduation	80% & Above = 21	60% to less than 80% = 19
2	Post-Graduation	80% & Above = 15	50% to less than 80% = 23
3	M.Phil.	80% & above = 07	55% to less than 80% = 05
4	Ph.D.	25	
5	NET with JRF	10	
6	NET	08	
7	SLET/SET	05	
8	Research Publications (2 marks for each research publications published in Peer-Reviewed orUGC-listed Journals)	06	
9	Teaching / Post Doctoral Experience (2 marks for one year each)†	0	
10	Awards		
	International / National Level (Awards given by International Organisation/ Government of India / Government of India recognised National Level Bodies)	05	
	State level (Awards given by State Government)	02	

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

Note

(A)

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

- (D) Number of candidates to be called for interview shall be decided by the college.
- (E)
- | | | |
|-----------------------|---|-----|
| Academic Score | - | 80 |
| Research Publications | - | 06 |
| Teaching Experience | - | 10 |
| TOTAL | - | 100 |
- (F) SET/SET score shall be valid for appointment in respective State Universities/Colleges/Institutions only.

Table 4

Assessment Criteria and Methodology for Librarians

S.No.	Activity	Grading Criteria
1.	Regularity of attending library (calculated in terms of percentage of days attended to the total number of days s/he is expected to attend) While attending in the library, the individual is expected to undertake, inter alia, following items of work: - Library Resource and Organization and maintenance of books, journals and reports. - Provision of library reader services such as literature retrieval services to researchers and analysis of report - Assistance towards updating institutional website.	90% and above - Good Below 90% but 80% and above - Satisfactory Less than 80% - Not satisfactory
2.	Conduct of seminars/workshops related to library activity or on specific books or genre of books.	Good - 1 National level seminar/workshop + 1 State/institution level workshop/5e minor Satisfactory - 1 National level seminar/workshop or state level seminar/workshop + 1 institution level seminar/workshop or 4 institution seminar/workshop Unsatisfactory - Not falling in above two categories
3.	If library has a computerized database, etc. OR If library does not have a computerized database	Good - 100% of physical books and journals in computerized database. Satisfactory - At least 99% of physical books and journals in computerized database. Unsatisfactory - Not falling under good or satisfactory. OR Good - 100% Catalogue database made up to date Satisfactory - 90% catalogue database made up to date Unsatisfactory - Catalogue database not up to date. (To be verified at random by the CAS Formation Committee)

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

Table 5

Assessment Criteria and Methodology for Directors of Physical Education and Sports

S. No.	Activity	Grading Criteria
	Attendance calculated in terms of percentage of days attended to the total number of days he is expected to attend.	90 and above - Good Above 80 but below 90- Satisfactory. Less than 80 - Not satisfactory.
1.	Organizing intra college competition	Good : Intra college competition in more than 5 disciplines. Satisfactory : Intra college competition in 3-5 disciplines Unsatisfactory : Neither good nor satisfactory

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3	Institution participating in external competitions	Good: National level competition in at least one discipline plus State/District level competition in at least 3 disciplines. Satisfactory: State level competition in at least one discipline plus district level competition in at least 3 disciplines. Or District level competition in at least 5 disciplines. Unsatisfactory: Neither good nor satisfactory.
4	Up-gradation of sports and physical training infrastructure with scientific and technological inputs Development and maintenance of playfields and sports and physical Education facilities.	Good/Satisfactory/No-Satisfactory to be assessed by the Promotion committee.
5	(i) At least one student of the institution participating in national/ state/ university (for college levels only) teams. Organizing state/national/inter-university/inter-college level competition. (ii) Being invited for coaching at international level. (iii) Organizing at least three workshops in a year. (iv) Publications of at least one research paper in UGC approved journal. Assistance in college administration and governance related work including work done during admissions, examinations and extracurricular college activities.	Good: Involved in any two or more. Satisfactory: 1 activity Non-Satisfactory: Not involved in undertaking any of the activities.
Overall Grading	Good: Good in Item 1 and satisfactory/good in any two other items. Satisfactory: Satisfactory in Item 1 and satisfactory/good in any other two items. Not Satisfactory: If neither good nor satisfactory in overall grading.	
Note: (i) It is recommended to use ICT technology to monitor the attendance of sports and physical education and compute the criteria of assessment. (ii) The institution must obtain students feedback. The feed-backs must be shared with the concerned Director of Physical and Education and Sports and also the CAS Promotion committee. (iii) The system of tracking user grievances and the extent of grievance redressal details may also be made available to the CAS Promotion Committee.		

RAKESH
SUKUL

Deputy Director
Physical Education
and Sports
2015

RE-EMPLOYMENT OF NON-TEACHING EMPLOYEES
AND FIXATION OF THEIR PAY

1. All whole time paid non-teaching employees shall retire on completing the age of sixty years, provided that the Executive Council may, on the recommendation of the Vice-Chancellor, re-employ any employee for a period not exceeding five years, if it is satisfied that such extension is in the interest of the University and provided further that he/she shall not be granted extension of *more than one year at a time, till the age of sixty-five years.*
2. The Executive Council may, on the recommendation of the Vice-Chancellor, also appoint any superannuated person in the service of the University upto the age of sixty five years on contract basis. Provided that such an employee shall not be granted extension of *more than one year at a time* during his re-employment, till the age of sixty five years.
3. In the case of payment of salary to such re-employed persons, whereas the person covered in (1) above shall get salary as per Haryana Civil Services Rules; in the case of category (2) above, *the employee shall get salary at the rate of 50% of pay last drawn by him/her plus DA as admissible from time to time. In case such an employee was getting salary in the pre-revised scale, he/she shall be entitled to draw the pay in the corresponding revised scale.*

3111270000 119 183 --- ANNEXURE ---
BPS MAHILA VISHWAVIDYALAYA KHANPUR KALAN (SONIPAT)

No BPSMV/EN/12/PF-56/ 326

Dated 24 Feb 2012

To

Sh. Sumer Singh, Jt. (Civil)
Engineering Cell,
BPSMV Khanpur Kalan

Sub Additional duties for the post of SDO (Civil)

Your request dated 18.01.12 has been considered by the authorities and the Hon'ble Vice-Chancellor is pleased to assign you the ^{supplementary duties} duties of SDO (Civil) in addition to your own duties with out any extra financial benefit till such time a regular incumbent is posted by PWD (B&R). Consequent upon this assignment, you will have no right to claim regularization of your services on the post of SDO (Civil).

24/2/12
Assistant Registrar (EN)
For Registrar

Encls: No BPSMV/EN/12/PF-56/ 327 & 330 Dated 24 Feb 2012

Copy of the above is forwarded to following for information and necessary action -

- 1 Technical Advisor Engineering Cell BPSMV Khanpur Kalan
- 2 Finance Officer, BPSMV Khanpur Kalan
- 3 PS to Vice-Chancellor BPSMV, Khanpur Kalan (for kind information of the Vice-Chancellor)
- 4 PA to Registrar BPSMV, Khanpur Kalan (for kind information of the Registrar)

24/2/12
Assistant Registrar (EN)
For Registrar

O/c Shri

Hence, it is felt that channel of promotion for Steno typist-cum-Clerk may also be created so that the case of eligible Steno typist-cum-Clerk who fulfills minimum five years experience can be considered.

The case was put up to the Vice-chancellor who ordered to place the same before the Executive Council for consideration.

- ✓ 11. To consider the case that one post of J.E. Civil held by Sh. Sumer Singh be transferred from IHL (Formerly B.P.S. Girls Degree College) to Engineering Cell of the University.

Statement of case:

The service of 190 employees including Sh. Sumer Singh J.E. Civil were brought on the regular strength of the College / School / Institute w.e.f. 27.2.2009. Sh. Sumer Singh was brought on the regular strength of BPS Girls Degree College w.e.f. 27.2.2009. However Sh. Sumer Singh has been working in the Engineering Cell from the beginning and his salary, NPS contribution GIS etc. is being released/ subscribed from the University budget instead of IHL budget. His attendance is also verified by the XIEN office and not by the IHL.

Further the transferring of post of J.E. Civil from IHL to University strength is not any sort of creation of post, neither any change of pay scale, neither any additional budget requirement from the state government rather it is rectifying the procedural administrative lapse. As he is looking civil construction and maintenance work of whole of the University and its maintained Institutions including IHL plus Regional centers. Hence it will be justified if the post of JE Civil is transferred to Engineering Cell of the University keeping in view of the nature of the job of the post i.e. civil construction and maintenance work in the University.

Hence to rectify the procedural lapse the existing post of JE Civil be transferred from IHL to Engineering Cell of the University.

The Vice-Chancellor considered the same and ordered to refer the matter of transfer of existing post of JE Civil held by Sh. Sumer Singh in the same pay

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| 867

scale from IHL to the Engineering Cell of the University for Consideration and approval by the Executive Council.

12. To consider the proposal that upon completion of one year's probation period satisfactorily, Dr. R.D.Sharma may be confirmed on the post of Assistant Registrar w.e.f. 04.09.2015 in the pay scale of Rs. 15600-39100+5400GP.

Statement of case:

Dr. R.D.Sharma was promoted as Assistant Registrar on regular basis vide Executive Council Res. No. 13 of its meeting held on 04.09.2014(A/N) (Annex A, page 1-2) against the vacant regular sanctioned post of Assistant Registrar. He was put on probation for a period of one year w.e.f. 04.09.2014(A/N).

Dr. R.D. Sharma has completed one year probation period on 03.09.2015 and he is due for confirmation w.e.f. 04.09.2015, subject to the final outcome of CWP No. 1612 of 2011 titled as Ms. Nirmaia Rani & others V/s State of Haryana & others regarding joint seniority of Non-Teaching Staff which is subjudice in Punjab & Haryana High Court. His work and conduct report has been obtained from the Registrar, who has reported the same very good (Annexure-8, page-34).

The matter has been considered by the Vice-Chancellor, who has ordered to place the same before the Executive Council for consideration.

13. To note the action taken by the Vice-Chancellor under clause (4) of statue 23 of the University Act in granting further extension of one year to Sh. Labh Singh, in his contractual appointment as SDE, (Electrical) for one year w.e.f. 16.10.2016 to 15.10.2017 on consolidated salary of Rs. 22500/- plus travelling reimbursement of Rs. 1000/- per month as per existing terms and conditions of his initial appointment letter dated 15.10.2015.

Statement of case:

Sh. Labh Singh was appointed as SDE, (Electrical) (on contract basis) for a period of one year as per decision of the EC taken vide resolution No. 9 dated 25.07.2015. The present term of contractual appointment of Sh. Labh Singh has expired on 15.10.2016. As there is only one post of SDE, Electrical in the

E.C.H-30-12-2016

Reso No -51

9. To consider the proposal of re-continuation of Ms. Pooja Vohra, Teaching Assistant (Assistant Professor) Samhita & Siddhanta (Sanskrit) Deptt. In MSM Institute of Ayurveda for the full Academic Session 2016-17 or till the regular appointment is made, whichever is earlier.

The House considered and approved re-continuation of Ms. Pooja Vohra, Teaching Assistant Samhita & Siddhanta (Sanskrit) Deptt. In MSM Institute of Ayurveda for the full Academic Session 2016-17 or till the regular appointment is made, whichever is earlier, with the correction that the word 'Assistant Professor' be deleted from the agenda item.

10. To consider the proposal for creation of promotion channel for the post of Steno typist-cum-Clerk. The pay scale and presently existing qualifications are as under:

Qualification for Steno Typist cum Clerk posts (Sanctioned 20 posts) pay scale pay scale of Rs. 5200-20200+1900 GP	Qualification for Clerk posts (Sanctioned 10 posts) pay scale of Rs. 5200-20200+1900 GP
(i) At least 1 st Class Graduate. (ii) Candidate will have to qualify a skill test with 80 words per minute in English Shorthand and ability to transcript the same at the speed of 15WPM (iii) Candidate will have to qualify a written test and typing test at the speed of 30 Words in English/Hindi per minute and computer test at the speed of 8000 depressions per hour in MS word.	(i) Graduate with at least 50% marks. (ii) The candidate is required to qualify the written test as well as computer typing test at the speed of 30/25 words in English/Hindi per minute and computer test at the speed of 8000 depression per hour in MS Word.

Considered and approved the promotion channel from the post of steno typist-cum-clerk to the post of Assistant.

- ✓ 11. To consider the case that one post of J.E Civil held by Sh. Sumar Singh be transferred from IHL (Formerly B.P.S.Girls Degree College) to Engineering Cell of the University.

The House, after considering the comments dated 30/12/16 received from the office of Director Higher Education through email, deferred the item.

✓

1/1/17

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Case No.	1492
Date of filing	02.05.2018
Date of disposal	02.05.2018

IN THE HIGH COURT OF PUNJAB AND HARYANA AT
CHANDIGARH

CWP No. 1492
CWP No. 14923 of 2008
Date of decision: 02.05.2018

Suresh Singh

Petitioner

Various

1975-78, 1978-79, 1979-80, 1980-81 and others

Respondents

CORAM: HON'BLE MR. JUSTICE HARUN PALLI

Present: Mr. RK Malik, Senior Advocate with
Mr. Bhupinder Malik, Advocate for the petitioner.

MR. PALLI, J. (Oral)

The petitioner prays for a direction to the respondents to consider his claim for promotion to the post of Sub Divisional Engineer (Civil) and also to grant him the requisite pay scale as admissible to the said post from the date he was given the current duty charge. He prays to have repeatedly represented to the respondents in this regard, but to no avail.

I granted senior counsel for the petitioner submits that let this petition be disposed of with a liberty to the petitioner to move a comprehensive representation as regards his claim/grievance, and the respondents be directed to consider and pass appropriate orders hereafter within a specified time.

The petition is accordingly disposed of in the above terms.

In the event, the petitioner moves any such representation, as indicated above, within four weeks from today, the respondent-authority is directed to consider and decide the same within a further period of three months from the receipt, and pass appropriate orders in accordance with law. In the

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For Petition Use
 Certified to be true copy
 In Case of
 Court of Chancery, 1897
 (Antislavery Petition to be filed in a certain Court, 1897)
 High Court of the Chancery, 1897

12th Dec 2018

2

When the claim of the petitioner is declined, a comprehensive order shall be passed assigning reasons in support thereof

(Arun Palli)
 Judge

12.12.2018
 Page

Whether speaking / reserved	YES
Whether Rejected	NO

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ITEM-250- NO-5

To consider the approve the proceeding of the Screening Committee for promotion under CAS from AGP Rs. 6,000 to 7,000 in the pay scale of Rs 15,600 -39,100 + AGP 6,000 on successful completion of six years/ five years/four years respectively (Stage-I to Stage-II) in light of UGC guidelines received from State Govt. vide memo No. KW-7/18-2009 C-IV (3) dated 21.07.2011.

Statement of Case:-

As per the UGC guidelines as mentioned in the para 8.0 Revised Pay Scale, Service Conditions and Career Advancement Scheme for teachers and equivalent positions Annexure-3, Pages-11; and as per the provision in the Appendix -III Table-II (B) appendix-B The assistant Professor / equivalent cadre Stage I to II The Screening Committee be constituted for eligibility . Accordingly the Vice Chancellor constituted the screening committee and the committee in its meeting on 07.07.2014 recommended the following teacher(s) for CAS as under:-

Sr No.	Name of Teacher	Recommended for AGP
01	Sh Mathachan KJ Assistant Professor in German, Department of Foreign Language	Rs 7,000, on completion of 6 years of service w.e.f 06.12.2013
02	Dr Manju Dalal, Assistant Professor in Economics, BPSIHL	Rs 7,000 , on completion of 4 years of service w.e.f 05.11.2012

Hence, It has been decided and ordered by the Vice Chancellor to place the matter before the Executive Council. The matter is accordingly placed before the Executive Council.

5. To consider and approve the draft Promotion Policy regarding promotion to the post of Technical staff i.e. Sub-Divisional Engineer

Statement of the case:-

In this regard, it is submitted that at present there is no promotion policy existing in the University for Promotion to the technical staff. i.e. SDE and to frame the Promotion policy the Hon'ble Vice- Chancellor has constituted a three

member Committee. The Committee discussed at length in this regard and finally the recommendation of the committee approved by the Hon'ble Vice- Chancellor. The approved Promotion Policy is as below:-

Regarding minimum qualification for promotion from J.E. of BPSMV to the post of Sub-Divisional Engineer, the following criteria should be laid out:-

1. J.E., with B.E. should have 3 years experience as Junior Engineer or J.E. with A.M.I.E. with 5 years experience as J.E.
2. J.E., 3 years Diploma holder with 8 years experience as J.E. (in which minimum 5 years experience in BPSMV Khanpur Kalan).

The matter was submitted to the Hon'ble Vice-Chancellor who after due consideration has ordered to place the same before the Executive Council for kind consideration and approval.

6. To consider and approve the name of nominee of Executive Council for Selection Committee to Prepare a panel for appointment of Vice-Chancellor of BPSMV, Khanpur Kalan, in place of Er. H.S. Chahal, Vice-Chancellor, MDU, Rohtak.

Statement of the case:-

A letter bearing memo No.11/2-2006 UNP (5) dated 27.06.2014 received from Director General Higher Education, Haryana, regarding appointment of Vice-Chancellor in BPSMV. In this regard, it is intimated that Smt. Sarla Chahal w/o Er. H.S. Chahal, Vice-Chancellor, MDU, Rohtak has also applied for the post of Vice-Chancellor in BPSMV. and Er. H.S. Chahal, Vice-Chancellor, MDU, Rohtak is one of the nominees of the Selection Committee to prepare a panel for appointment of Vice-Chancellor of Bhagat Phool Singh Mahila Vishwavidyalaya, Khanpur Kalan.

Accordingly, it has been requested to suggest another name as the nominee of Executive Council in place of Er. H.S. Chahal, Vice-Chancellor, MDU, Rohtak for constitution of the panel of Selection Committee.

The matter has been considered by the Hon'ble Vice-Chancellor and ordered to place the same to the Executive Council for consideration and

E. C. dt. 10-7-2014

Reso No. 5

3. To approve the action taken by the Vice-Chancellor under Section 11 (6) of BPSMV Act-2006 in creation of teaching and non teaching post for UG courses (BA, BA (Hons) Sanskrit, BBA and B. Sc (Non-medical) with 60 students intake for each course for the regional centre of BPSMV, Khanpur at Kharai, (Narwana) Distt Jind being required by the State Govt vide memo no. 18/68-2012 UNP (1) dated 26.05.2014.

The Executive Council noted and approved the action taken by the Vice-Chancellor for creation of Teaching and Non-Teaching posts for the Regional Centre of BPSMV, Khanpur Kalan at Kharai (Narwana) Distt. Jind.

4. To consider and approve the proceeding of the Screening Committee for promotion under CAS from AGP Rs. 6,000 to 7,000 in the pay scale of Rs 15,600 -39,100 + AGP 6,000 on successful completion of six years/ five years/four years respectively (Stage-I to Stage-II) in light of UGC guidelines received from State Govt. vide memo No. KW-7/18-2009 C-IV (3) dated 21.07.2011.

Considered and approved the proceedings of the Screening Committee for promotion of following teacher(s) under CAS from AGP Rs. 6000 to 7000.

Sr No.	Name of Teacher	Recommended for AGP
01	Sh Mathachan KJ Assistant Professor in German, Department of Foreign Language	Rs 7,000, on completion of 6 years of service w.e.f 06.12.2013
02	Dr Manju Dalal, Assistant Professor in Economics, BPSIHL	Rs 7,000, on completion of 4 years of service w.e.f 05.11.2012

5. To consider and approve the draft Promotion Policy regarding promotion to the post of Technical staff i.e. Sub- Divisional Engineer

Considered and approved.

21. To frame the promotion policy/rules for internal promotion from Junior Engineer to the post of Sub-Divisional Engineer.

NOTE:

The M.D. University has been promoting its Junior Engineers to the posts of Sub-Divisional Engineers broadly on the basis of "seniority-cum-merit". There is no definite promotion policy in existence as of now. Whereas, Kurukshetra University, Kurukshetra and H.A.P. Nagar have been promoting its internal Sub-Divisional Officer/Junior Engineer to the post of Sub-Divisional Officer/Sub-Divisional Engineer on the basis of a definite promotion policy as laid down by these Universities, which are available at Annexure XXIX, pages 42-44. The HFOC in its meeting held on 12.5.93 under item no.(ii) had, inter-alia, resolved that there might be a uniform policy in all the three universities of the State in so far as service matters, as also pay-scales of the employees were concerned. The Departmental Promotion Committee of the University, while considering the promotion cases of two Junior Engineers, also recommended that a definite promotion policy in this regard be laid down first by the University.

This case was placed before the Executive Council vide No.18 of its meeting held on 9.12.93 and it approved in order.

that the case be deferred and brought before the next meeting of the Executive Council, alongwith the report of the Committee, which was constituted by the Vice-Chancellor under the Chairmanship of the Registrar".

Accordingly, pursuant to the above resolution of the Executive Council, the report/proceedings of the committee held on 1.5.93 under the Chairmanship of the Registrar for framing a Draft Promotion Policy regarding promotion to the post of Sub-Divisional Engineer (Annexure XXIX, pages 45-47) is placed before the Executive Council for consideration/decision.

KURUKSHETRA UNIVERSITY,
KURUKSHETRA-132115.

No. E.T-4/EC/1652

Date 15th February, 1986

Deputy Registrar

Subject: Promotion of officers in the post of Sub-Divisional Engineers.

The Registrar,
Kurukshetra University,
Kurukshetra.
For consideration for promotion to the post of Sub-Divisional Engineers.

Kindly refer to your office letter No. ET-3/25/EC/785 dated 31st January, 1985, on the subject cited above.

In this connection it is to inform you that in the University there are two categories in question as under:-

- (i) Sectional Officers.
- (ii) Sub-Divisional Officers.

The qualifications for appointment/promotion to these posts are as prescribed by the University and as under:-

Designation of posts	Minimum Qualifications for the post	Relaxation for internal candidates	Quota for promotion for internal candidates
Sectional Officer	B.E. qualified with 6 months experience	Nil	Appointment to the posts of Sectional Officers should be made by direct recruitment.
Sub-Divisional Officer (Civil)	B.E. (Civil) or B.T. with 3 years experience	3 years experience	(a) 50% posts of B.D.O. should be filled up by promotion from inside the office, if the internal candidates hold the requisite qualifications and have at least 5 years experience in the University as Sectional Officer and also pass prescribed test as is done in the Haryana Government. (b) 50% posts should be filled up by direct recruitment.

Yours Faithfully,

Sd/-
Deputy Registrar (Estt.)
for REGISTRATION

PK
AM

From: The Registrar,
Kenyatta University,
Nairobi.

To: The Executive Engineer (Civil),
Kenyatta University,
Nairobi.

Ref: Memo E.E./91/10026
Dated: 27.8.91

Subject: Establishment Junior Engineer.

Re: Your letter No. E.E./91/10026 dated 12/7/91.

Sir,

I enclose the extract of the relevant rules as provided under sub-clause 3 of clause 4 of Chapter V of the Statutes as reproduced as under:-

All the vacancies in the non-administrative posts up to the level of Deputy and Assistant will be filled up by promotion provided the departmental persons fulfil the qualifications and experience prescribed for the post. Posts of Grade E and below in all posts of the level of Deputy and Assistant shall be filled up by promotion provided departmental persons fulfil the qualifications and experience prescribed for the post to which promotion is to be made. The remaining posts vacancies shall be filled up by direct recruitment. If suitable candidates are not available for promotion, the posts may be filled by direct recruitment.

The following are the promotion from Sectional Engineer/

Junior Engineer to the post of Deputy and Assistant and

the posts of these jobs are considered for promotion who are in possession of the following qualifications:

Essential: Graduate in Civil Engineering with three years experience in maintenance and construction of Civil Engg. and Public Health Works or three years diploma holder in Civil Engg. with 8 years experience in maintenance and construction of Civil Engg. and Public Health Works.

Qualification: First class degree holder in Engg. or first class diploma holder with diploma prescribed experience will be given preference.

Information in experience will be given. Only those

diploma holder with 8 years experience will be considered for promotion.

Yours faithfully,

Sd/-

Assistant Registrar (Encl)
for REGISTRAR

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Minutes of the meeting held on 01/04/1993 for framing a Draft Promotion Policy regarding promotion to the post of Sub Divisional Engineer and to examine the request of Sh. Ramesh Kumar, J.D. for promotion to the post of S.D.E.

The following were present:

1. Sh. T.C. Gupta, J.D., Registrar.
2. Sh. Ramesh Kumar, Executive Engineer (E-11).
3. Sh. Sukhbir Singh, Asstt. Registrar (E&T).

The following decisions were taken:

- (1) Draft promotion policy regarding promotion to the post of Sub-Divisional Engineer.

The Asstt. Registrar (E&T) brought out the following details in respect of Kurukshetra University, H.A.U. Hissar and Haryana Govt.:

- (i) Qualification for S.D.Es in K.U.K.:
(to H.E. (Civil)).

B.E. (Civil) with two years experience.

Qualification for Internal Candidates:

J.D. with 8 years experience.

Qualification for External Candidates:

- a) 50% posts of S.D.Es should be filled up by promotion from inside the office, if the internal candidates held the requisite qualifications and have atleast 8 years experience in the University as Section Officer and have also passed prescribed test as is done in the Haryana Govt.

- b) 50% should be filled up by direct recruitment.

- (ii) Qualification for S.D.Es in H.A.U. Hissar:

The H.A.U. Hissar has been promoting from Sectional Officer/Junior Engineer to the post of S.D.E./J.D. upto 75% vacancy and the cases of these S.D.s are considered for promotion who are in possession of the following qualifications:

Essential: Graduate in Civil Engineering with three years experience in maintenance and construction of Civil Engg. and public health works or three years diploma holder in Civil Engg. with 3 years experience in maintenance and construction of Civil Engg. and public health works.

Desirable: First class degree holder in Engg. or first class diploma holder with minimum prescribed experience will be given preference.

No relaxation in experience was granted. Only those J.D.s who were diploma holder with 3 years experience were considered for promotion.

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(iii) In case of Mysore Govt. wide Gazette notification dt. 9/9/59, out of 100 recruitments following distribution has been made:

	Category	Proportion
1.	Direct recruitment	27
2.	Promotion from the members of the Mysore Govt. and Districtal Officers Engineering service.	25
3.	Promotion from draftsmen, members of Drafting and Tracing service.	6
4.	Promotion from members of the Mysore Govt. (BIS), Sectional Officers, Engineering Service and one draftsman and tracer service, possessing qualification prescribed in appendix 'B'.	12
	Total	100

The Commission observed at length in regard to above facts. It was explained by the Executive Engineer (C-1) that the past performance of Engineering College has not been upto the mark. For instance in the year of August, 59, nearly 100% buildings had shown the signs of leakage. More so Mahatma Jyotiba University is a newly developing university and no comparison with other should be made as far as question of qualification and recruitment/promotion is concerned.

In view of above facts, the Commission's opinion is of the following opinion:

- (i) 100% posts of qualified candidates should be filled up by promotion from the J.E. of B.E. University.
- (ii) 50% posts should be filled up by direct recruitment.

Regarding minimum qualification for promotion from J.E. of M.O. University, the following criteria should be laid down:

- (a) The Junior Engineer who has attained the qualification of B.Sc. (Engineering), B.E., B.Tech., S.D.M. or equivalent in recognised institutions, should be eligible to be promoted to the position of Engineer.

- (b) For a Junior Engineer of M.D. University who is having only Diploma in required specialisation and has not been able to attain the degree qualification should have an experience of 04 years of Junior Engineer before being promoted to Sub-Divisional Engineer.
- (c) For direct recruitment to the post of Sub-Divisional Engineer, the candidates should have minimum of 65% marks in U.S. or equivalent in the required specialisation. However preference should be given to a post-graduate in Structural Engineering or Building construction.
- (11) Draft Promotion Policy to examine the request of Mr. Harinder Kumar, B.E.D. for promotion to the post of Sub-Divisional Engineer.

In this regard the committee has of the opinion that since the work being carried out in the University are of highly specialised nature as such, promotion from B.E.D. to the post of Sub-Divisional Engineer is not desirable nor in the interest of the University. However, the pay-scale of B.E.D. can be given as per time scale as has been fixed by Haryana Govt. which should be done after due verifications.

sd/-
(P.L. GUPTA)
I.A.S.
Principal

sd/-
(Dr. Ash Kumar)
P.O. (C.I.T.)

sd/-
(SUSHEILA SINGH)
P.O. (C.I.T.)

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CH. 17.03.1994

18. Considered the regularization of services of Mr. Sudhir Kumar Bansal, Lecturer in Geography Department.

RESOLVED that the above item be deferred.

19. Considered the request dated 8.3.94 (Annexure XXI page 42 already circulated) of Sh. R. M. S. Rathor, Principal on deputation with the University College (Morning), Rohtak for his absorption in the University service, with all the consequential benefits under the rules with immediate effect after seeking voluntary retirement from the State Education Department.

RESOLVED to authorise the Vice-Chancellor to take a decision on the request of Sh. R. M. S. Rathor, Principal, University College, Rohtak, with regard to his absorption in the University service, on the recommendation of Screening Committee, which may be convened at the earliest.

20. Considered the proposal that the contractual period of Sh. D. R. Tanuja, Professor, Department of Computer Sciences & Applications may be extended for one year more beyond 14.8.1994 on the same terms and conditions.

RESOLVED that the contract of Prof. Tanuja with the University be extended by one year or till the time the post of Professor in the Department of Computer Sciences & Applications is filled up, whichever is earlier.

FURTHER RESOLVED that the above post be re-advertised at the earliest.

(This decision was dissented to by Dr K. P. S. Mahalwar).

21. To frame the promotion policy/rules for internal promotion from Junior Engineer to the post of Sub-Divisional Engineer.

RESOLVED to approve the recommendations of the Committee under the Chairmanship of Registrar in its meeting held on 1.5.93 in toto.



13. To note the contents of the letter No. 18/157-2013 UNP (i) dated 07.09.2015 and order No. 5/19-2015 UNP (1) dated 17.09.2015 received from Director Higher Education, Haryana, Panchkula with regard to creation of posts under Grant in Aid (GIA) for teaching faculty already appointed under SFS by BPSMV, Khanpur Kalan for BPS Mahila Polytechnic.

The House deliberated in detail on the first part of the agenda regarding World Bank Instalments and Resolved that since the amount of World Bank instalments i.e. Rs. 5395000/- was paid by the University out of the SFS Funds of Polytechnic, the same amount (Rs. 5395000/-) be reimbursed from the interest generated by the University on FDs. in BPSM Polytechnic so that the same amount be utilized for the payment of salary to the teachers under SFS.

Regarding the second part of the agenda, the House resolved that Principal, Polytechnic be asked to prepare the Balance Sheet again as required and the item be placed before the Executive Council in its next meeting.

[Action by Principal, Polytechnic & A.R. ET]

14. To note the contents of the Memo No. 20/6-2006 UNP (1) dated 11-01-2016 received from the D.G.H.E Haryana Panchkula. Conveying the approval of Govt. that the posts of Executive Engineer (1), SDO (1) & J.E. (2) may be filled up by direct recruitment, while remaining one SDO, two J.E's will continue to be appointed on deputation basis.

The House noted the contents of the Memo No. 20/6-2006 UNP (1) dated 11-01-2016 received from the Director Higher Education, Haryana, Panchkula regarding approval to fill up one post of SDO, 2 posts of JE and one post of Executive Engineer by direct recruitment while remaining one SDO, two JEs will continue to be appointed on deputation basis.

The House also discussed and Resolved that as per the requirement of the Engg. Cell, the post of SDO be filled from civil Branch and two posts of JEs be filled as one JE from Electrical Branch and one JE from Civil Branch.

(1)

[Action by A.R. ENT]



Bhagat Phool Singh Mahila Vishwavidyalaya

Khanpur Kalan (Sonapat), Haryana-131305

Office No. 01263-283038, Fax No. 01263-283154, www.bpswomenuniversity.ac.in

Ref No. BPSMV/Acad/19/2913-33

Dated: 16/12/19

To

All the Members of
Executive Council,
BPS Mahila Vishwavidyalaya,
Khanpur Kalan.

Sub:- Minutes of 63rd meeting of Executive Council.

Sir/Madam,

Please find enclosed herewith minutes of 63rd meeting of the Executive Council held on 14/11/2019 at 11.00 A.M. in the Conference Hall of Administrative Block, BPS Mahila Vishwavidyalaya, Khanpur Kalan.

This is for your kind information please.

Yours sincerely

Encl. As above.

[Signature]
16/12/19
Registrar
o/c

Endst. No.BPSMV/Acad/19/2934 -

Dated: 16/12/19

Copy of the above is forwarded to the following for information please:-

1. Secretary to Governor-Chancellor, Haryana (for kind information of His Excellency Governor-Chancellor), Haryana Raj Bhavan, Chandigarh.

[Signature]
16/12/19
Registrar
o/c

**MINUTES OF THE 63rd MEETING OF THE EXECUTIVE COUNCIL HELD ON 14/11/2019
AT 11.00 A.M. IN THE CONFERENCE HALL, ADMINISTRATIVE BLOCK, BHAGAT
PHOOL SINGH MAHILA VISHWAVIDYALAYA, KHANPUR KALAN.**

The following were present:-

- | | | |
|-----|--|--------------------------------------|
| 1. | Prof. Sushma Yadava,
Vice-Chancellor | Chairperson |
| 2. | Dr. Sumitra Singh, Professor,
Department of Pharmaceutical Science,
Guru Jambheshwar University, Hisar. 9416895444
Sumitra.singh32@gmail.com | Chancellor's Nominee |
| 3. | Prof. (Dr.) Luxmi Malodia,
University Business School,
Punjab University, Chandigarh. 9463888038
luxmimalodia@yahoo.com | -do- |
| 4. | Smt. Kamla Rani
House No. 12, University Campus
9467000901 | -do- |
| 5. | Dr. A.S. Rathee
Additional Director
Technical Education Department,
Haryana, Chandigarh | Ex-officio-member |
| 6. | Prof. Virral Joshi,
Dean, Faculty of Laws | -do- |
| 7. | Prof. Sanket Vij,
Dean, Faculty of Commerce & Mgt. | -do- |
| 8. | Prof. Vijay Nehra,
Dean, Faculty of Engineering & Technology
Dean Students Welfare | -do- |
| 9. | Prof. Surender Mor,
Dean, Faculty of Social Sciences | -do- |
| 10. | Dr. Neelam Jain,
Dean, Faculty of Pharmaceutical Sciences,
Dean of Sciences | -do- |
| 11. | Prof. Sarla
Dean, Faculty of Ayurvedic Medicine | -do- |
| 12. | Prof. Vijay Kaushik,
Principal, MSM Institute of Ayurveda | -do- |
| 13. | Dr. Veena Principal,
BPS Institute of Higher Learning, | -do- |
| 14. | Prof. Shweta Singh,
C.O.E. | Special invitee |
| 15. | Smt. Manju,
Superintendent, ENT | Representative of non-teaching staff |
| 16. | Dr. Kiran Kamboj,
Registrar | Secretary |

At the outset, the Vice-Chancellor welcomed all the members to the 63rd meeting of the Executive Council. The Vice-Chancellor briefed the House about various activities like cultural and sports activities, seminars, workshops and Faculty Development Programmes conducted successfully after the 62nd Executive Council and highlighted the mission "Sahasi" programme organized at the University in which around seven thousand girl students participated from the University and affiliated colleges to learn the techniques of self-defence with the help of pen, hair-pin, safety-pin and home & vehicle key etc. She also informed the House that for the first time, the University is organizing the on-going North Zone Inter University Kabaddi Championship sponsored by the AUU. The august House was also informed that for the first time since the inception of the University, the University profile and advertisement in the magazine of International stature namely *Cosmopolitan and Femina* have been published. The University has been conferred upon the Two global awards namely 'Best Upcoming University' and 'Best University In Social Service/ Impact' by the Auropath Global Awards-2019. Puducherry. Dr. Kran Kamboj, Registrar, Dr. Manju Parwar, Incharge- Social Work and Dr. Neelam Malik, Deputy Registrar went to Raipur to receive the awards on behalf of the University. The House applauded the achievements and efforts made by the University.

1. Confirmation of the Minutes of 62nd meeting of Executive Council held on 30/03/2019.

The minutes of the 62nd meeting of the Executive Council held on 30.03.2019 were confirmed.

2. Follow up Action Report of the 62nd meeting of Executive Council held on 30/03/2019.

The Executive Council noted the Follow Up Action Report with the following observations:

Agenda item No.13: The agenda was approved by the earlier meeting of Executive Council and this should be corrected in the minutes.

Agenda item No. 30: The Executive Council was apprised that with reference to this item a Committee has already been constituted and the said Committee submitted its report. The report of the Committee is being placed before the Executive Council today itself.

3. Follow up Action Report of the 61st meeting of Executive Council held on 20/11/2018.

The Executive Council noted the Follow Up Action Report with the following observations:

Agenda item No 12: The august House was informed that a reminder has already been sent to the District Attorney O/o Director Higher Education, Haryana.

Agenda Item No. 16: The Vice-Chancellor apprised the House that a policy for empanelment of advocates to defend the university in competent court(s) is being drafted and would be presented before the next meeting of Executive Council.

Action:- Nodal Officer (Law)

Agenda item No. 32: The Executive Council was apprised that the payment on account of salary of the staff working at Kanya Gurukul Sr. Sec. School, Kharal, Jind has already been released.

4. To note the action taken by the Vice-Chancellor in exercising her powers under section 23(4) of BPSMV Act, in anticipation of approval of Executive Council in engaging Sh. Devender Singh Ex-Suptt after superannuation in MSM Institute of Ayurveda for a period of six months i.e. from 26/06/2019 to 25/12/2019.

Noted and approved.

5. To note the action taken by the Vice-Chancellor in exercising her powers conferred upon her under the provision of University Act by sub section-6 of section-11 for granting study leave (with pay) w.e.f 23.01.2019 to 22.05.2019 (four months) in r/o Mr. Harinder Pal, Assistant Professor, Department of Fashion Technology in anticipation of approval of the Executive Council.

Noted and approved the action taken by the Vice-Chancellor with the direction to the concerned branch that in future the date of joining of the employee after availing study leave may also be mentioned in the statement of the case.

Action:- Dy. Registrar (Establishment)

6. To consider and approve the Haryana Govt Gazette Notification dated 13.12.2017 regarding selection for group 'C' and group 'D' posts there shall be written exam only and discontinuation of practice of interview for these posts for implementation in the University.

Considered and approved.

7. To consider and approve the confirmation in r/o Ms. Babita Rani, Assistant Professor in the Department of English w.e.f. 01.01.2019 on satisfactory completion of probation period.

Considered and approved.

Action:- Dy. Registrar (Establishment)

8. To consider the recommendations of the Screening-cum-evaluation committee for the grant of AGP Rs. 8,000/- Stage-II to Stage-III under CAS in the pay scale of Rs. 15,600 – 39,100 on completion of 5 years of service in Stage-II GP Rs. 7,000/- in respect of Mrs. Priya Dhingra, Assistant Professor, B.P.S. Institute of Teacher Training & Research in light of UGC guidelines received from State Govt. vide memo No. KW-7/18-2009 C-IV (3) dated 21.07.2011.

Considered and approved with the remarks that the agenda of CAS may be prepared by incorporating other requirements as per UGC and State Government rules in addition to condition of completion of 5 years of service.

Action:- Dean Academic Affairs

9. To consider the case for Granting/Releasing Non-Practicing Allowance to the following four teachers who are getting UGC pay scale namely Dr. B.C. Arya, Dr. Mahender Sharma, Dr. G.K. Panda and Dr. Naresh Bhargav.

The House considered and approved the said item after a detailed discussion and also recommended to refer it to the State Govt. for information. The members also felt that to maintain the uniformity, the pay scales of all the staff of the MSM Institute of Ayurveda should either be on the basis of CCIM or as per UGC.

Action:- Dy. Registrar (Establishment)

10. To consider and approve the confirmation of services of Sh. Suresh Kumar to the post of Assistant Registrar w.e.f. 18.05.2019.

Considered and approved.

Action:- Dy. Registrar (Establishment)

11. To consider and approve the recommendations of the Screening-cum-Evaluation Committee for grant of AGP Rs. 7000/- to Rs. 8000/- under CAS to Dr. Shallni, Assistant Prof., Department of English in the pay scale of Rs. 15,600-39,100+8000 on successful completion of five years service in light of UGC guidelines received from State Govt. vide memo No. KW-7/18-2009 C-IV (3) dated 21.07.2011.

Considered and approved as per proviso of agenda item No. 8.

Action:- Dy. Registrar (Establishment)

12. To consider and approve the recommendations of the Screening-cum-Evaluation Committee for grant of AGP Rs. 6000/- to 7000/- under CAS in the pay scale of Rs. 15,600-39,100/- on successful completion of five years service in light of UGC guidelines received from State Govt. vide memo No. KW-7/18-2009 C-IV (3) dated 21.07.2011.

Considered and approved as per proviso of agenda item No. 8.

Action:- Dy. Registrar (Establishment)

13. To consider and approve the recommendations of the committee constituted by the Vice-Chancellor to frame a policy for Assured Career Promotion for teaching Staff of MSM Institute of Ayurveda .

Considered and approved the promotion policy of teaching staff of MSM Institute of Ayurveda after a detailed discussion and also recommended to refer it to State Govt. for approval. The House was of the opinion that the MSM Institute of Ayurveda should either follow the rules of CCIM or UGC in toto after discussing the same in house.

Action:- Registrar/Dy. Registrar (Establishment)

14. Agenda item for Revision of (i) License fee (ii) Penal rent on overstaying beyond permissible period (iii) Penal rent and Market rent on sub letting Government accommodation.

Prof. Vimal Joshi informed the house about the updated Govt. rules on the subject. Accordingly, it was decided that comprehensive agenda be put up in the next Executive Council after taking into consideration income tax provisions conveyed by Prof. Joshi. Hence, the item was deferred.

15. To note the action taken by the Vice-Chancellor in anticipation of the approval of the Executive Council to extend the term of one year of Prof. Ipshita Bansal, Professor, Deptt. of Management Studies as Dean Academic Affairs, in addition to her own duties, in terms of statute 3 and 4 of BPSMV Act 2006.

Noted and approved.

Action:- Dy. Registrar (Establishment)

16. To consider the recommendations of the Screening-cum-Evaluation Committee for grant of AGP Rs. 7000/- under CAS in the pay scale of Rs. 15600-39100 w.e.f. the date of completion of their required years of five years and six years respectively of service for grant of stage-I to stage-II in the UGS guidelines received from State Govt. vide memo No. KW-7/18-2009 C-IV (3) dated 21-07-2011.

Considered and approved as per proviso of agenda item No. 8

Action:- Dy. Registrar (Establishment)

17. To consider the recommendations of the Screening-Cum-evaluation-committee for grant of AGP Rs.7000/- to Rs.8000/- under CAS to Dr. Nutan, Assistant Professor in Home Science in BPSIHL in the pay scale of Rs.15600-39,100 +8000GP on successful completion of five years of service on 05.11.2017 in light of the UGC guidelines received from State Govt. vide memo No. KW-7/18-2009 C-IV(3) dated 21.07.2011.

Considered and approved as per proviso of agenda item No. 8

Action:- Dy. Registrar (Establishment)

18. To consider the recommendations of the Screening-Cum-evaluation-committee for grant of AGP Rs.6000/- to Rs.7000/- under CAS to Sh. Rajesh Kumar, Assistant Professor in Mathematics in BPSIHL in the pay scale of Rs.15600-39,100 +7000GP on successful completion of six years of service on 26.4.2017 in light of the UGC guidelines received from State Govt. vide memo No. KW-7/18-2009 C-IV(3) dated 21.07.2011.

Considered and approved as per proviso of agenda item No. 8

Action:- Dy. Registrar (Establishment)

19. To note the action taken by the Vice-Chancellor in anticipation approval of Executive Council to extend the last date for submission of application/proposal along-with prescribed processing fee for New College/Institute/increase intake/additional course(s)/ subject(s)/branch(s) etc. with 100% late fee upto 31st July, 2019.

Noted and approved. It was also decided that the inspection report be also placed before the House.

Action:- Dean of Colleges

20. **To consider and approve the recommendations made by the Academic Council vide Resolution no. 07 in its meeting held on 09/07/2019.**

Considered and approved with the remarks that the word NOC may be added in the clause 3.2 of Ordinance of M.Com and in the interest of the students the same may be incorporated in all other Ordinances.

Action:- Dean Academic Affairs

21. **To consider and approve the recommendations made by the Academic Council vide Resolution no. 08 in its meeting held on 09/07/2019.**

Considered and approved with the remarks that the word "similar cases" in clause No. 10.1 be replaced with the word "hardship"

Action:- Dean Academic Affairs

22. **To consider and approve the recommendations made by the Academic Council vide Resolution no. 09 in its meeting held on 09/07/2019.**

Considered and approved.

Action:- Dean Academic Affairs

23. **To consider and approve the recommendations made by the Academic Council vide Resolution no. 15 in its meeting held on 09/07/2019.**

Considered and approved

Action:- Dean Academic Affairs

24. **To consider and approve the recommendations made by the Academic Council vide Resolution no. 20 in its meeting held on 09/07/2019.**

Considered and approved

Action:- Dean Academic Affairs

25. **To note the assent of the Hon'ble Chancellor in exercising his powers to insert/incorporate Statute No. 39 in the Bhagat Phool Singh Mahila Vishwavidyalaya Act, 2006 related to affiliated Colleges of BPSMV.**

Noted and approved.

Action:- Dean of Colleges

26. **To note the action taken by the Vice-Chancellor in exercising her powers conferred upon her under the provisions of the Act-11 sub-clause 6 of the University Act-2006 after taking into consideration the recommendations of the committee along with the circulars/ guidelines received from Government of Haryana time to time.**

Noted and approved. It was decided that all the personal files and other cases with respect to Asstt. Professor (Temporary) may be dealt by the Establishment (Teaching) Branch.

Action:- Dy. Registrar (Establishment)

27. To consider the recommendations of the Screening-cum-evaluation Committee for grant of AGP Rs. 6000/- to Rs. 7000/- under CAS in the pay scale of Rs. 15,600-39,100 on successful completion of four years service Stage-I to Stage-II in respect of Dr. Bhavna Sharma in light of UGC guidelines received from State Govt. vide memo No. KW-7/18-2009 C-IV (3) dated 21.07.2011.

Considered and approved as per proviso of agenda item No. 8.

Action:- Dy. Registrar (Establishment)

28. To note the action taken by the Vice-Chancellor for approval of UGC regulations on minimum qualifications for appointment of teachers and other academic staff in universities and colleges and measures for the maintenance of standards in higher education, 2018 received through DGHE vide Memo No. 1/24-2019 Co. (1) dated 12.07.2019.

Noted and approved.

Action:- Dean Academic Affairs/ Dy. Registrar (Establishment)

29. To Note the action taken by the Vice-Chancellor in anticipation of approval of Executive Council in granting extension to Sh. Devender Singh Ex-Supdt for engagement after superannuation in MSM Institute of Ayurveda for six months w.e.f. 26.06.2019 to 25.12.2019.

Noted and approved.

Action:- Dy. Registrar (Establishment)

30. To consider and approve the Engagement of Sh Arjun Prasad, as Horticulture Consultant on contract basis on a consolidated salary of Rs. 4,000/- per visit + travelling allowance subject to a maximum of 5 visits in a months for a period of 10 months.

Considered and approved.

Action:- Dy. Registrar (Establishment)

31. To Consider and approve the engagement of Dr. Kumari Darshna Devi, Ex-Acharaya, Kanya Gurukul Sr Sec School, Kharal under Regional Centre, BPSMV, Khanpur Kalan as Advisor/OSD, against the sanctioned

and vacant posts of Sr Scale Stenographer on consolidated salary of Rs. 35,400/- with rent free accommodation at KGSSS-Kharal for one year.

Considered and approved.

Action:- Dy. Registrar (Establishment)

32. To note the action taken by the Vice Chancellor in anticipation of approval of Executive Council regarding engagement of Sh. Vinod Kakkar as Consultant to the Vice-Chancellor for a period of six months w.e.f. 19.09.2019 on a consolidated salary of Rs. 65000/- (all inclusive) with rent free accommodation in the University campus against the sanctioned and vacant post of Executive Engineer.

Noted and approved against vacant post of Librarian

Action:- Dy. Registrar (Establishment)

33. To consider the possibility of promotion case of Sh. Sumer Singh, J.E.(Civil), whose services have been rationalized in the BPSIHL w.e.f. 27.02.2009 on the post of SDO by following the rules of MDU Rohtak in toto till BPSMV Khanpur Kalan frame its own rules as directed by the State Govt. vide Memo dated 21.09.2006.

The item was discussed at length and it was decided to defer the same for more details on the issue. It was also decided that as directed by the Court, speaking order may be passed at the earliest to avoid adverse orders of the Hon'ble Court. Further, it was decided to constitute an external committee to look into the case. It was also suggested that establishment of all the Institutes and colleges be centralized at the earliest.

Action:- Registrar

34. To note the action taken by the Vice-Chancellor in anticipation of the approval of Executive Council in implementation the fixation of pay and payment of arrears as per 7th pay commission in respect of teachers working in MSM Institute of Ayurveda in view of Memo No. 18/35-2009 UNP (1) dated 26.02.2019 (Annexure-I) and as per provisions of notification No. 1/20/2016(PR)-SPR (FD) dated 28.10.2016 received from Additional Chief Secretary to Govt. of Haryana, Higher Education Department, Chandigarh and as authorized by the EC vide its resolution No. 11 dated 19.09.2017 to implement the further directions/instructions to be received from State Govt. in this regard from time to time, if any.

Noted and approved.

Action:- Registrar/Dy. Registrar (Establishment)

35. Any other item with the permission of the Chair:

i. As per the decision of the Executive Council taken in its 62nd meeting held on 30.03.2019 vide agenda item no. 30, the Vice-Chancellor constituted a committee to resolve the issue of seniority in respect of Smt. Anita Bajaj, Accountant. The minutes of the Committee were placed before the 63rd meeting of Executive Council under Any other item as the Establishment (ENT) had not been able to put up the agenda item in time. Accordingly, the Registrar/Secretary of the Executive Council read out the minutes and its recommendations dated 09/09/2019. The recommendations of the committee are as follows:-

"In the backdrop of above, the Committee deliberated in details on the issue and unanimously recommends that since the University has not adopted all rules and regulations of Maharishi Dayanand University, Rohtak, in toto, so the University should abide by the instructions of the administrative department, i.e. Directorate of Higher Education, Haryana as already conveyed by above mentioned memo dated 07/09/2016 that to remove the stagnation, the Accountants working under the University should be promoted to the post of Superintendent by making joint seniority of Assistants and Accountants on the basis of their date of joining and accordingly the case of promotion of Ms. Anita Bajaj, Accountant be also considered."

The Executive Council considered and approved the recommendations of the Committee.

Action:- Registrar/Dy. Registrar (Establishment)

ii. In the case of Prof. Vimal Joshi, the Vice-Chancellor was authorised to take an appropriate decision in response to the various representations and some new information received by the University authorities and the members of the Executive Council.

The meeting ended with a vote of thanks to the Chair.


31/12/19
Registrar