

- viii. Two Teacher's representatives by rotation according to seniority.
- ix. Director/Honorary Director/OSD of the School – Member Secretary

1.2.2. The Term

Except for ex-officio members, all other members of the Advisory Council shall have a term of two years. The Advisory Council shall meet at least twice in one academic year. The quorum in such meetings shall be one third of the total membership. The members may opt to attend the meeting through SKYPE or any other audio-visual system and their attendance shall be counted.

1.2.3. Functions of the Advisory Council

Subject to the overall control of the Governing Body, the Advisory Council shall exercise the following functions:

- i. Monitor and evaluate the ongoing programs of the School.
- ii. Formulate long term plans for the activities of the School.
- iii. Formulate collaborative programs in association with groups or institutions working in areas of common interest.
- iv. Mobilize funding
- v. Other functions necessary for establishing the School as a centre of excellence.

3. Office Bearers

3.1. The Director

- i. There shall be a Director who shall be the Head of the School appointed by the Executive Council of the University on the recommendation of the Governing Body. The Governing Body shall define the qualifications and procedure for appointment of the Director. It shall lay down a procedure to select a suitable person for appointment as Director. (The term of appointment of Director shall be 5 years or till the person attains the age of 65 years, whichever is earlier. The Director shall be eligible for appointment for another term. The qualification and other requirements shall be as those for Professor in the University).
- ii. The Director shall function under the overall control of the Governing Body. S/he will be responsible for the management and administration of the School in accordance with the Act, the Statutes, the Ordinances, the rules and regulations of the University.
- iii. The Director shall act as:
 - a) Member Secretary of the Governing Body;
 - b) Member Secretary of the Advisory Council
- iv. The Director shall be authorized to maintain and operate an Imprest Account for expenditure for day to day functioning of the School.

3.2. Honorary Director

- i. There may be an Honorary Director with distinguished credentials in the field of journalism appointed by the Executive Council on the recommendation of the Governing Body. S/he shall work in honorary advisory capacity and shall function under the overall control of the Governing Body.

However, in order to meet the pressing needs of the School, the Vice Chancellor may appoint the Honorary Director and report the same to the Executive Council of the University.

- ii. In case the Honorary Director holds a substantive position as a professor of the University or equivalent position in the University/College of the University, s/he shall hold the position of Honorary Director in addition to her/his regular duties at parent Department/Institution/College.
- iii. The term of the Honorary Director shall be two years which may be renewed.
- iv. In the absence of the Director, the Honorary Director shall perform all such functions and responsibilities which are vested with the Director under the Ordinance.

3.3. Officer on Special Duty (OSD)

- i. The Vice Chancellor may appoint an OSD to assist the Director/Honorary Director in the discharge of their functions and such other functions that may be entrusted to him by the Governing Body, Advisory Council and/or the Vice Chancellor.
- ii. In the absence of the Director/Honorary Director, OSD shall discharge the functions vested with them.

4. Visiting Faculty, Adjunct Faculty, Honorary and Emeritus Professors

4.1 Visiting Professors and Visiting Fellows

4.1.1 Visiting Professors

- (i) Eminent scholars, from India and abroad, who have made outstanding contributions in one or more fields related to study of journalism may, with the approval of the Executive Council, be invited by the Vice Chancellor as Visiting Professors.
- (ii) Visiting Professors may be appointed for a period of up to one year and not less than two weeks. In exceptional circumstances, the duration may be extended to a maximum period of three years, with the approval of the Executive Council.
- (iii) Visiting Professors shall be invited to deliver a course of lectures or take seminars or participate in such other activities that help in advancing the teaching and research work of the University. They shall, however, not be members of any statutory committee of the School or of the University.

- (iv) The Vice Chancellor will determine with the approval of the Executive Council, such other terms and conditions as may be required, including the duration and emolument of the appointment.
- (v) To the extent possible, the University will make arrangements for accommodating such Visiting Professors within the Campus so that they can participate in the academic life of the University.

4.1.2 Visiting Fellows

- (i) Scholars who have made notable contributions in one or more fields related to study of journalism may, with the approval of the Executive Council, be invited as Visiting Fellows by the Vice Chancellor.
- (ii) Visiting Fellows may be invited for a period up to one year and not less than two weeks to deliver a course of lectures or take seminars or participate in such other activities that help in advancing the teaching and research work of the University. In exceptional circumstances, the duration may be extended to a maximum period of three years, with the approval of the Executive Council. They shall, however, not be members of any statutory committee of the School or of the University.
- (iii) The Vice Chancellor will determine, with the approval of Executive Council, such other terms and conditions as may be required, including the duration and emolument of the appointment.

4.2 Honorary Professors

The Vice Chancellor may recommend to the Executive Council for appointment as Honorary Professor, the names of such persons who, in the opinion of the Vice Chancellor, are distinguished in an extraordinary way in any realm of human endeavor, which shall be of value to the University. Such a conferment shall carry no remunerative financial commitment on the part of the University. This title shall carry with it the following award: Should an Honorary Professor desire to create or offer a specific activity such as a series of lectures, seminars, workshops or similar programmes at the University and deemed by the Honorary Professor to be of value to the University then, subject to mutual convenience, such an activity may be undertaken by the Honorary Professor for a continuous period ranging from one week to a month once each academic year.

4.3 Adjunct Professors and Adjunct Fellows

4.3.1 Adjunct Professors

- (i) The Executive Council may, on the recommendation of the Vice Chancellor, appoint a distinguished academic who is currently on the faculty of another University or academic or research institution in India or abroad, whose association with the University would enhance the quality of the academic life of the University. The duration of such appointments in any one term will not be more than five years and could be renewed.
- (ii) Adjunct Professors may be affiliated to the School of the University. They are expected to be associated with the teaching and research activities at the School. They may be allowed supervision of doctoral work on the basis of recommendation of the Research Council of the School and the concerned Board of Research Studies. They shall, however, not be members of any statutory committee of the School or of the University.
- (iii) Adjunct Professors will not receive any salary from the University, they will be paid an honorarium, fixed by the Executive Council from time to time, for teaching in the School. They will be entitled to reimbursement of their local travel expenses as per rules of the University. The School may provide suitable office space, if available.

4.3.2 Adjunct Fellows

- (i) The Executive Council may, on the recommendation of the Vice Chancellor, appoint an academic who is currently on the faculty of another University or academic or research institution in India or abroad, whose association with the University would enhance the quality of the academic life of the University. The duration of such appointments in any one term will not be more than five years and could be renewed.
- (ii) Adjunct Fellows so appointed may be affiliated to the School of the University. They are expected to be associated with the teaching and research activities in the School. They may be allowed supervision of doctoral work on the basis of the recommendation of the Research Council of the School and the concerned Board of Research Studies. They shall, however, not be members of any statutory committee of the Department or of the University.
- (iii) Adjunct Fellows will not receive any salary from the University, they will be paid an honorarium, fixed by the Executive Council from time to time, for teaching in the School. They will be entitled to reimbursement of their local travel expenses as per rules of the University. The School may provide suitable office space, if available.

4.4 Professors Emeritus

- (i) The Vice Chancellor may recommend the name of any eminent scholar for an Emeritus Professorship directly to the Executive Council. This is in addition to the process where the School recommends to the Vice Chancellor the name of a retired Professor for the conferment of the title of Professor Emeritus. The Vice Chancellor can choose to take these names to the Executive Council.
- (ii) The title of Professor Emeritus will be conferred on a Professor of the University who has retired from the University after a total service of a minimum of ten years in the University with a minimum of five years' service as Professor in the University. In exceptional circumstances, a retired Professor who has served for at least five years in the University as Professor may also be considered for the title of Professor Emeritus.
- (iii) The title of Professor Emeritus will be conferred on scholars who have made outstanding contribution to their subject through their published research work and teaching.
- (iv) A Professor Emeritus may pursue academic work in the School to which the Professor is attached. If possible, the School shall make efforts to provide the Professor with facilities like a personal office, library access, etc. The Professor, however, will not be a member of any statutory committee of the School or of the University.
- (v) Emeritus Professorship will carry with it no financial commitment for the University or responsibility for providing residential accommodation.
- (vi) The conferment of the title of Professor Emeritus will be for life.

5. Finances

- (i) All expenditures of the School, such as those on the conduct of seminars, research projects, teaching, publications, administration and other support activities shall be made as per the budget and allocation approved by the Advisory Council.
- (ii) All financial operations shall be conducted according to the rules and regulations of the University of Delhi.

6. Academic Staff and other Staff (Non-teaching/Technical/Ministerial/Support staff etc.)

The appointment of the above staff shall be made by the Governing Body according to the norms of the University and subject to the approval of the Executive Council of the University.

The Vice Chancellor is authorized to take appropriate steps to create and sanction the posts.

7. Status

The School and its constituents shall function presently under the Faculty of Social Sciences till a new Faculty is created.

²⁵⁷Ord. XX-O. – Institute of Cyber Security and Law

The Institute of Cyber Security and Law (hereinafter referred to as ICSL) at the University of Delhi shall be established under Ordinance XX (O) of the University. The Institute shall provide for the niche requirements of cyber security professionals, trained legal professionals having domain knowledge of cyber laws and academic leadership in the field of cyber security and law.

1. Objectives

The objectives of the ICSL shall be as follows:

- i. To create a cadre of professionals equipped to identify and handle vulnerabilities in a computer resource, network, or any other communication network used by an organisation or individual in the cyber space.
- ii. To promote practical exposure and delivery of the content in the relevant streams.
- iii. To promote adoption of contemporary technologies in the domain of cyber security.
- iv. To work for development of safe cyber security environment and cyber systems.
- v. To inculcate ethical conduct amongst the cyber security professionals.
- vi. To promote research in the relevant domains of cyber security and law.
- vii. To disseminate the solutions created and knowledge generated in the Institute through conferences, workshops, seminars, publications or management development programmes.

2. Governing Structure

The governance of ICSL shall be carried out through the following bodies under the overall control and supervision of the Executive Council of the University:

- 2.1. Governing Body
- 2.2. Advisory Council

2.1 Constitution of the Governing Body

There shall be a Governing Body constituted for the management of ICSL which shall comprise:

- i. Vice Chancellor (or VC's nominee) - Chairperson
- ii. Pro-Vice Chancellor or his nominee (Ex-officio)
- iii. Registrar (Ex-officio)
- iv. Three Experts from the domain of Cyber Security/CyberLaw/Information Technology to be nominated by the Executive Council

²⁵⁷ Inserted vide E.C. 03/14-15.07.2017

- v. Finance Officer
- vi. One Professor (Permanent/Visiting/Honorary) from the ICSL on the basis of seniority and by rotation after every two years
- vii. One Associate/Assistant Professor (Permanent/Visiting/Honorary) from the ICSL on the basis of seniority and by rotation after every two years.
- viii. Director/Honorary Director/OSD of ICSL – Member Secretary

2.1.1. The Term

Except for the ex-officio members, all other members of the Governing Body shall have a term of two years. The Governing Body shall meet at least once in the academic year. The quorum in the meetings of the Governing Body shall be one third of the total membership. The members may opt to attend the meeting through SKYPE or any other audio-visual system and their attendance shall be counted.

2.1.2. Functions of the Governing Body

The Governing Body shall have the following functions:

- i. To consider the budget of the ICSL and recommend the same for approval to the Executive Council of the University and to incur expenditure within the limits fixed in the budget approved by the Executive Council.
- ii. To consider the annual accounts along with the Audit Report and recommend the same for approval to the Executive Council of the University.
- iii. Subject to the approval of the Executive Council of the University, to manage the funds of the Institute in a schedule Bank and to authorise the Director or such Officer(s) as it may specify to operate the Bank account.
- iv. Make appointment of the Guest Faculty and office staff.
- v. To appoint the teaching staff for the ICSL after obtaining the recommendations of the Selection Committee under Statute 19(1) of the Statutes of the University and subject to the approval of the Executive Council of the University.
- vi. To appoint, suspend or terminate the services of administrative and non-academic staff of the Institute in respect of whom such powers may have been delegated by the Executive Council and to determine the emoluments and conditions of service: provided, however, that the qualifications for appointment, emoluments, and conditions of the service of such persons shall be in accordance with those laid down by the Executive Council for similar posts in the University.
- vii. To appoint or terminate the services of the non-academic staff on contract basis on the recommendation of the Advisory Council in order to improve the efficiency of the Institute in respect of whom such powers may be delegated by the Executive Council.

- viii. To determine the infrastructure requirements, including building, make arrangements for procurement and consider the recommendations of the Advisory Council.

2.2.1. Constitution of the Advisory Council

There shall be an Advisory Council for designing and managing the academic programmes of ICSL which shall comprise:

- i. The Chairperson to be nominated by the Governing Body
- ii. Not more than two cyber security experts of Joint Secretary or above rank from the Ministry of Electronics and Information Technology or academic institutes of national importance or other Government Departments having domain knowledge to be nominated by the Governing Body.
- iii. Not more than two experts (serving or retired) of Director General/ Additional Director General or corresponding rank from the Indian Police Service in the domain of cyber-crime investigation to be nominated by the Governing Body.
- iv. Not more than two Ex-Servicemen of Major General rank or above from the Indian Armed Forces in the domain of Cyber Security to be nominated by the Governing Body.
- v. Not more than four corporate professionals having rich experience in the Information Technology and Information Technology-Enabled Services or in latest/ augmented technologies and working at the senior level in an organisation of repute to be nominated by the Governing Body.
- vi. Not more than two Advocates/Judges (serving or retired) having experience of cyber law to be nominated by the Governing Body.
- vii. Not more than two forensic experts having rich experience in cyber forensics to be nominated by the Governing Body.
- viii. Not more than two academicians (serving or retired) from the domain of cyber law to be nominated by the Governing Body.
- ix. Finance Officer
- x. Program Coordinator (Ex-Officio Member)
- xi. Director, Delhi University Computer Centre (Ex-Officio)
- xii. One Professor (Head of the Department or his/her nominee having expertise in the domain of Cyber Security) from the Department of Computer Sciences to be nominated by the Governing Body.
- xiii. One Professor (Dean of the Faculty or his/her Nominee having expertise in the domain of Cyber Law) from the Faculty of Law to be nominated by the Governing Body.
- xiv. Director/Honorary Director/OSD of the Institute – Member Secretary

2.2.2. The Term

Except for ex-officio members, all other members of the Advisory Council shall have a term of two years. The Advisory Council shall meet at least twice in one academic year. The quorum in such meetings shall be one third of the total membership. The members may opt to attend the

meeting through SKYPE or any other audio-visual system and their attendance shall be counted.

2.2.3. Functions of the Advisory Council

Subject to the overall control of the Governing Body, the Advisory Council shall exercise the following functions:

- i. Subject to the control of the Academic Council of the University, to prescribe the rules for admission, examination and pass/promotion criteria of the students, resident and non-resident, and the fees to be paid by them.
- ii. To constitute a Research Committee for the Institute, which will help in collaborating with other institutions to promote research and to mobilise resources through collaborative research projects. The members of research committee may not be connected with the University; they may be drawn from the domain of Cyber Security and Law.
- iii. To formulate long-term plans, make such rules as it may consider essential for the execution of such plans and regulation of the business of the ICSL.
- iv. To formulate guidelines for delivery of course and incorporate new techniques.
- v. To recommend augmented tools and infrastructure requirements to the Governing Body.
- vi. To design, formulate and disseminate the output through publications or management development programmes in the domain of cyber security and law.
- vii. To exercise such other powers and functions, as may be assigned to them by the Governing Body; and
- viii. To do such other acts as may be necessary for the exercise of the above functions.

3. Office Bearers

3.1. The Director

- i. There shall be a Director of the Institute who shall be appointed by the Executive Council of the University on the recommendation of the Governing Body. The Governing Body shall define the qualifications and procedure for appointment of the Director. (The term of appointment of Director shall be 5 years or till the person attains the age of 65 years, whichever is earlier. The Director shall be eligible for appointment for another term. The qualification and other requirements shall be as those for Professor in the University)
- ii. The Director of the Institute will be the Chief Executive Officer and also the administrative in-charge and shall be responsible for the management and administration of the Institute in accordance with the Act, the Statutes, the Ordinances, the Rules and the Regulations of

the University. S/he shall function under the overall control of the Governing Body.

- iii. The Director shall be responsible for organising and monitoring the research/teaching in the Institute and to determine the non-academic staff and other requirements for the same.
- iv. The Director shall act as:
 - a) Member Secretary of the Governing Body;
 - b) Member Secretary of the Advisory Council
- v. The Director shall be authorized to maintain and operate an Imprest Account for expenditure for day to day functioning of the ICSL.

3.2. Honorary Director

- i. There may be an Honorary Director with distinguished credentials in the field of cyber security/law/Cyber-crime investigation appointed by the Executive Council on the recommendation of the Governing Body. S/he shall work in honorary advisory capacity and shall function under the overall control of the Governing Body.
However, in order to meet the pressing needs of the Institute, the Vice Chancellor may appoint the Honorary Director and report the same to the Executive Council of the University.
- ii. In case the Honorary Director holds a substantive position as a Professor/Associate Professor of the University or equivalent position in the University/College of the University s/he shall hold the position of Honorary Director in addition to her/his regular duties at parent Department/Institution/College.
- iii. The term of the Honorary Director shall be up to three years which may be renewed.
- iv. In the absence of the Director, the Honorary Director shall perform all such functions and responsibilities which are vested with the Director under the Ordinance.

3.3. Officer on Special Duty (OSD)

- 3.3.1. The Vice Chancellor may appoint an OSD to assist the Director/Honorary Director in the discharge of their functions and such other functions entrusted to him by the Governing Body, Advisory Council and/or the Vice Chancellor.
- 3.3.2. In the absence of the Director/Honorary Director, OSD shall discharge the functions vested with them.

4. Program Coordinator

The Program Coordinator shall be appointed by the Vice Chancellor, either from the faculty teaching in the University or its constituent colleges, ordinarily for a term of up to three years, which may be renewed.

5. Visiting Faculty, Guest Faculty and Fellows

The Institute is empowered to have Visiting Faculty, Guest Faculty and Fellows working in national labs, senior scientists, corporate professionals and pioneers in their fields from all over the world to meet specific requirements, the number of which may be determined by the Advisory Council from time to time.

The terms and conditions of such appointments shall be decided by the Governing Body on the recommendations of the Advisory Council as per the norms of the University.

6. Finances

- (i) All expenditures of the Institute, such as those on the conduct of seminars, research projects, teaching, publications, administration and other support activities shall be made as per the budget and allocation approved by the Advisory Council.
- (ii) All financial operations shall be conducted according to the rules and regulations of the University of Delhi.

7. Academic Staff and other Staff (Non-teaching/Technical/Ministerial/Support staff etc.)

The appointment of the above staff shall be made by the Governing Body according to the norms of the University and subject to the approval of the Executive Council of the University.

The Vice Chancellor is authorized to take appropriate steps to create and sanction the posts.

8. Status

The Institute and its constituents shall function presently under the Faculty of Social Sciences till a new Faculty is created.

²⁵⁸Ord. XX-P. Delhi School of Transnational Affairs

The Delhi School of Transnational Affairs (hereinafter referred to as DSTA) at the University of Delhi shall be established under Ordinance XX (P) of the University. DSTA shall serve as a discursive platform and a springboard of novel ideas to promote excellence in transnational, comparative, and interdisciplinary research. The School is envisaged as the University's academic window to the world in which ideas and studies are shared and carried out by and among various stakeholders of the academic community of the University along with scholars and practitioners from across the globe. The School aims to generate ideas and materials in various domains of transnational affairs, through modern means of communication. The School shall be under the overall administrative

²⁵⁸ Inserted vide E.C.03.07.2017/14-15.07.2017 and Amended vide E.C.10.10.2020/21.10.2020

and financial supervision of the Executive Council of the University of Delhi.

1. Objectives

The objectives of the School shall be as follows:

- (i) To provide a virtual platform for cutting-edge debates on various issues of transnational significance, as may be identified by the Governing Body and its designated body from time to time.
- (ii) To promote research on inter-disciplinary themes relating to such identified issues.
- (iii) To establish networks for dialogue and cooperation among scholars and institutions located in different parts of the world.
- (iv) To evolve and mobilize new, online technologies for training scholars in transnational affairs.
- (v) To organize national and international seminars, workshops and conferences on transnational issues.
- (vi) To organize documentation of resource materials on issues of transnational significance.
- (vii) To evolve new pedagogical tools for learning and training in transnational affairs.
- (viii) To provide a dedicated blog space for students and scholars to share and debate ideas.
- (ix) To publish research papers, books, newsletters and online journal in the broad area of transnational affairs.
- (x) To generate financial resources from public and private sources both at the national and international level; and
- (xi) To undertake such other activities as decided upon by the Governing Body from time to time.

2. Governing Structure

The governance of the DSTA shall be carried out through the following bodies under the overall control and supervision of the Governing Council of Institution of Eminence (IoE) and the Executive Council of the University.

2.1. Governing Body

2.2. ***Omitted***

2.3. ***Omitted***

2.1.1. Constitution of the Governing Body

- (i) Vice Chancellor's nominee – **Chairperson**
- (ii) Chief Executive Officer, IoE – Co-Chairperson
- (iii) Finance Officer
- (iv) Registrar (Ex-Officio)
- (v) One Dean from the Faculty of Social Sciences, Arts and Humanities, and Sciences by rotation
- (vi) Two eminent scholars of international repute from outside the University of Delhi to be nominated by the Vice Chancellor/Governing

- Council, IoE
- (vii) Two representatives of the leading institutions in the field of Transnational Affairs to be nominated by the Governing Council, IoE
 - (viii) Two members from the Government, Corporate Sector and Civil Society to be nominated by the Governing Council, IoE
 - (ix) Director/Joint Director – Member Secretary

2.1.2.The Term

Except for the ex-officio members, all other members of the Governing Body shall have a term of two years. The Governing Body shall meet at least once in the financial/academic year. The quorum in the meetings of the Governing Body shall be one third of the total membership.

2.1.3.Functions of the Governing Body

Subject to the overall control of the Executive Council of the University, the Governing Body shall exercise the following functions:

- (i) Recommend the appointment of the Director and Joint Director to the Governing Council;
- (ii) ***Omitted***
- (iii) ***Omitted***
- (iv) Appoint/invite Faculty/Fellows/Associates for non-tenured positions at various levels of seniority on the recommendations of a Selection/Screening Committee approved by the competent authority.
- (v) Approve academic proposals, programmes, outreach activities and research projects;
- (vi) Consider and approve staff requirement, create positions and initiate steps for making appointments;
- (vii) Consider and approve infrastructural requirements and make arrangements for their acquisition;
- (viii) Consider and approve the annual report of the School;
- (ix) Consider and recommend the annual budget of the School for the approval of the Governing Council of the IoE;
- (x) Consider and recommend the annual accounts and audit report for approval of the Governing Council of the IoE and report to Executive Council;
- (xi) Make such rules, as it may consider necessary, for regulation and smooth functioning of the School; and
- (xii) Exercise such other powers and functions, as may be assigned by the Governing Council of the IoE from time to time;
- (xiii) To appoint, suspend or terminate the services of administrative, academic and non-academic staff of the School and to determine the emoluments and conditions of service: provided, however, that the qualifications for appointment, emoluments, and conditions of the service of such persons shall be in accordance with those laid down by the Governing Council of IoE and reported to the Executive Council for similar posts in the University.
- (xiv) To appoint or terminate the services of non-academic staff on

contract basis on the recommendations of a Committee appointed for the purpose after approval by the competent authority.

- (xv) To determine the infrastructure requirements, including building, make arrangements for procurement and consider the recommendations of Committee appointed for the purpose after approval by the competent authority.
- (xvi) Affiliate those individuals, groups and organizations involving students, teachers, researchers of this and the other Universities, policymakers and private practitioners who are engaged in the activities that are of interest to the School; such individuals, groups and organizations will be eligible for financial and other assistance from the School, subject to the approval of the Governing Body on a case to case basis.

2.2.1. ***Omitted***

2.2.2. ***Omitted***

2.2.3. ***Omitted***

3. Office Bearers

3.1 The Director

- i.
 - (a) There shall be a Director, who shall be the Head of the School appointed by the Governing Council of the University on the recommendation of the Governing Body. The Governing Body shall define the qualifications and procedure for appointment of the Director. The term of appointment of Director shall be 5 years or till the person attains the age of 65 years, whichever is earlier. The Director shall be eligible for appointment for another term. The qualification and other requirements shall be as those for Professor in the University.
 - (b) However, in order to meet the pressing needs of the School, the Vice Chancellor may appoint a Director for a duration as mentioned in the appointment letter and report the same to the Governing Council, IoE. Till such time a Director is appointed, the Vice Chancellor may appoint an Honorary Director and report the same to the Governing Council.
- ii. The Director shall function under the overall control of the Governing Body. S/he will be responsible for the management and administration of the School in accordance with the Act, the Statutes, the Ordinances, the rules and regulations of the University.
- iii. The Director/Joint Director shall act as:
 - Member Secretary of the Governing Body;
 - ***Omitted***
- iv. The Director shall be authorized to maintain and operate an Imprest Account for expenditure for day to day functioning of the School.

3.2 Joint Director

- i. There shall be a Joint Director with distinguished credentials in the field of Transnational Affairs appointed by the Governing Council on the recommendation of the Governing Body. However, in order to meet the pressing needs of the School, the Vice Chancellor may appoint a Joint Director and report the same to the Governing Council.
- ii. In case the Joint Director holds a substantive position as a Professor of the University or equivalent position in the University/College of the University, s/he shall hold the position of Joint Director in addition to her/his regular duties at his/her parent Department/ Institution/College.
- iii. The term of the Joint Director shall be up to three years which may be renewed by the Governing Council on the recommendation of the Governing Body.
- iv. In the absence of the Director, the Joint Director shall perform all such functions and responsibilities which are vested with the Director under the Ordinance.

3.3 Officer on Special Duty (OSD)

- i. The Vice Chancellor may appoint an OSD in consultation with CEO, IoE to assist the Director/Joint Director in the discharge of functions entrusted to her/him by the Governing Body, CEO and/or the Vice Chancellor.
- ii. In absence of the Director/Joint Director, OSD shall discharge the functions vested with them with approval of the CEO.

4. Webmaster

- a) There shall be a Webmaster to develop, manage and administer the online platform of the School.
- b) A Webmaster shall be appointed by the Governing Body in accordance with the rules and regulations of the University.
- c) The Governing Body shall have discretion to outsource the functions of the Webmaster to an individual/agency on contract basis.
- d) The salary and other monetary compensation for the Webmaster's position shall be decided by the Governing Body within the existing rules and regulations of the University.

5. Fellows And Associates

The School is empowered to have Fellows and Associates, the number of which may be determined by the Governing Body from time to time.

(i) Visiting Fellows:

- (a) Scholars who have made notable contributions in the field of transnational affairs may, with the approval of the Executive Council, be invited as Visiting Fellows by the Vice Chancellor.

- (b) Visiting Fellows may be invited for a period up to one year and not less than two weeks to deliver a course of lectures or take seminars or participate in such other activities that help in advancing the teaching and research work of the University. In exceptional circumstances, the duration may be extended to a maximum period of three years, with the approval of the Executive Council. They shall, however, not be members of any statutory committee of the School or of the University.
- (c) The Vice Chancellor will determine, with the approval of Executive Council, such other terms and conditions as may be required, including the duration and emolument of the appointment.

(ii) Distinguished Fellows:

The Executive Council on the recommendations of the Vice Chancellor may designate eminent experts in the field of transnational affairs associated with the School as Distinguished Fellows.

(iii) Affiliated Fellows:

Teachers and researchers of the University of Delhi's Departments/Colleges/Centres/other institutions can be considered for Fellowship for specific periods by the Governing Body on the recommendations of the Advisory Council for enabling them to work on specific research projects for a specific period. They may continue working in their respective parent departments/colleges/institutions and at the same time locate their research projects in the School and participate in its programmes.

(iv) Fellows on Secondment/Transfer/Deputation:

- (a) On the recommendations of the Governing body, fellows already in the employment in the Departments, Colleges or other institutions of the University of Delhi may be placed in the School on secondment/transfer or deputation for a specific period with full pay protection. They shall also be entitled for all allowances and benefits applicable to them including continuity of service prior to their placement in the School.
- (b) In the event of a Fellow being selected from outside the University, such appointment shall be for a specific period on terms and conditions as decided by the Governing Body of the School.

(v) Associates:

Research scholars working in University Departments/Colleges/Centres will be considered for affiliation as Associates at the School for a specific project for a specific period by the Governing Body.

6. Finances

- (i) All expenditures of the School such as on the web management and conduct of seminars, research projects, publications, administration and other support activities shall be made as per the budget and allocations approved by the Governing Body.
- (ii) All financial operations shall be conducted according to the rules and regulations of the University of Delhi.

²⁵⁹Ord. XX-Q. - Centre for Disability Studies

The Centre for Disability Studies (hereinafter referred to as CDS) at the University of Delhi shall be established under Ordinance XX (Q) of the University. This Centre shall offer various academic and Research Programmes.

1. Objectives

The objectives of the Centre for Disability Studies shall be as follows:

- (i) To promote the inclusion of disability and disability related issues in the curricula of various departments and colleges at all levels.
- (ii) To conduct awareness/sensitization programmes and to evolve strategies for the inclusion of disability and disability studies at various levels.
- (iii) To run Certificate, Diploma and Post-Graduate Degree Courses in disability studies and related areas such as but not limited to:
 - a) Disability and Gender
 - b) Disability and Human Rights
 - c) Disability and Law
 - d) Disability in relation to Language, Literature and Culture
 - e) Disability and Communication
 - f) Disability and Media
 - g) Disability and Health
 - h) Disability and Society
 - i) Disability and Religion
 - j) Disability and Voluntarism
 - k) Disability in relation to Theater, Cinema and other performing arts
 - l) Indian Sign Language Interpretation
 - m) Disability and Technology
 - n) Braille Systems
 - o) Disability and Sports
- (iv) Offer Skills Development Courses/Programmes for students with disabilities.
- (v) Offer Post-graduate courses in disability studies and related areas.
- (vi) Offer Open Elective Post-Graduate courses in disability studies and related areas which will be recognized in academic Departments of the University towards Post-Graduate credits for completion of Masters degrees in the respective departments.
- (vii) Conduct M.Phil/Ph.D. programmes in disability studies and related areas.
- (viii) Conduct research in the field of disability.
- (ix) Offer online/distance learning courses in disability studies and related areas.
- (x) Offer appropriate courses for disability professionals and those wishing to work in the field of disability.
- (xi) Act as a Resource Centre in disability studies and related areas for faculty/students of the University and outside.
- (xii) To promote practical exposure in the field of disability.
- (xiii) To promote adoption of contemporary technologies in the field of disability.
- (xiv) To conduct conferences, workshops and seminars in field of disability and disability studies.

²⁵⁹ Inserted vide E.C.01-02.07.2019

2. Governing Structure

The governance of the Centre for Disability Studies shall be carried out through the following bodies under the overall control and supervision of the Executive Council of the University:

- 2.1. Governing Body
- 2.2. Advisory Council

2.1 Constitution of the Governing Body

There shall be a Governing Body constituted for the management of the Centre for Disability Studies which shall comprise of:

- (i) The Vice Chancellor or his/her nominee -Chairperson
- (ii) Pro-Vice Chancellor or his/her nominee (Ex-officio)
- (iii) Registrar (Ex-officio)
- (iv) Three Experts from the field of Disability Studies or related areas to be nominated by the Executive Council
- (v) Finance Officer
- (vi) One Professor having knowledge of disability studies from an academic department of the University.
- (vii) One Associate/Assistant Professor having knowledge of disability studies from an academic department of the University.
- (viii) Director/Honorary Director/OSD of the Centre for Disability Studies – Member Secretary

2.1.1. The Term

Except for the ex-officio members, all other members of the Governing Body shall have a term of two years. The Governing Body shall meet at least once in an academic year. The quorum in the meetings of the Governing Body shall be one third of the total membership. The members may opt to attend the meeting through SKYPE or any other audio-visual system and their attendance shall be counted.

2.1.2. Functions of the Governing Body

The Governing Body shall have the following functions:

- (i) To consider the budget of the Centre for Disability Studies and recommend the same for approval to the Executive Council of the University and to incur expenditure within the limits fixed in the budget approved by the Executive Council.
- (ii) To consider the annual accounts along with the Audit Report and recommend the same for approval to the Executive Council of the University.
- (iii) Subject to the approval of the Executive Council of the University, to manage the funds of the Institute in a schedule Bank and to authorize the Director or such Officer(s) as it may specify to operate the Bank account.
- (iv) Make appointments of the Guest Faculty and office staff.
- (v) To appoint the teaching staff for the CDS after obtaining the recommendations of the Selection Committee under Statute 19(1) of the Statutes of the University and subject to the approval of the Executive Council of the University.
- (vi) To appoint, suspend or terminate the services of administrative and non-academic staff of the Centre in respect of whom such powers may have been delegated by the Executive Council and to determine the

emoluments and conditions of service: provided, however, that the qualifications for appointment, emoluments, and conditions of the service of such persons shall be in accordance with those laid down by the Executive Council for similar posts in the University.

- (vii) To appoint or terminate the services of the non-academic staff on contract basis on the recommendation of the Advisory Council in order to improve the efficiency of the Centre in respect of whom such powers may be delegated by the Executive Council.
- (viii) To determine the infrastructure requirements, including building, make arrangements for procurement and consider the recommendations of the Advisory Council.
- (ix) Till such time that the Governing Body is formed or in absence of it at any time, the above functions may be discharged by the Vice Chancellor or his/her nominee.

2.2.1. Constitution of the Advisory Council

There shall be an Advisory Council for designing and managing the academic programmes of the Centre for Disability Studies which shall comprise of:

- (i) The Chairperson to be nominated by the Governing Body.
- (ii) Not more than two disability experts of Joint Secretary or above rank (Professor or equivalent in the case of academic institutions) from the Ministry of Social Justice and Empowerment or academic institutes of national importance or other Government Departments having domain knowledge to be nominated by the Governing Body.
- (iii) Not more than four National Experts having rich experience in the field of disability studies or related areas and working at the senior level in a registered organization, to be nominated by the Governing Body. As far as possible, such experts should represent different kinds of disabilities.
- (iv) Not more than two experts having rich experience in disability related academic matters to be nominated by the Governing Body.
- (v) Not more than two academicians (serving or retired) from the domain of disability studies to be nominated by the Governing Body.
- (vi) Finance Officer
- (vii) Programme Coordinator (Ex-Officio Member)
- (viii) Director, Delhi University Computer Centre (Ex-Officio)
- (ix) Director/Honorary Director/OSD of the Institute – Member Secretary
- (x) Till such time that the Governing Body is formed or in absence of it at any time, the nominations to the Advisory Council may be made by the Vice Chancellor or his/her nominee.

2.2.2. The Term

Except for ex-officio members, all other members of the Advisory Council shall have a term of two years. The Advisory Council shall meet at least twice in one academic year. The quorum in such meetings shall be one third of the total membership. The members may opt to attend the meeting through SKYPE or any other audio-visual system and their attendance shall be counted.

2.2.3. Functions of the Advisory Council

Subject to the overall control of the Governing Body, the Advisory Council shall exercise the following functions:

- (i) Subject to the control of the Academic Council of the University, to prescribe the rules for admission, examination and pass/promotion

- criteria of the students, scholars and researchers resident and non-resident, and the fees to be paid by them.
- (ii) To constitute a Research Committee for the Centre which will help in collaborating with other Institutions, Industry, Corporate, Governments, Universities and other such bodies to promote research and to mobilize resources through collaborative research projects. The members of the research committee may not be connected with the University; they may be drawn from the field of disability studies or related areas.
 - (iii) To formulate long-term plans and to make such rules as it may consider essential for the execution of such plans and/or the regulation of the business of the CDS.
 - (iv) To formulate guidelines for the delivery of the curricula and incorporate new techniques.
 - (v) To recommend augmented tools and infrastructure requirements to the Governing Body.
 - (vi) To design, formulate and disseminate the output through publications or management development programmes in the field of disability studies.
 - (vii) To exercise such other powers and functions, as may be assigned to them by the Governing Body.
 - (viii) To do such other acts as may be necessary for the exercise of the above functions.

3. Office Bearers

3.1. The Director

- (i) There shall be a Director of the Centre who shall be appointed by the Executive Council of the University on the recommendation of the Governing Body. However, in order to meet the pressing needs of the Centre, the Vice-Chancellor may appoint the Director and report the same to the Executive Council of the University. The qualifications of the Director will be the same as that of a Professor in the University with the addition that he/she must have wide knowledge and experience of disability and/or disability studies domain. The term of appointment of Director shall be 5 years or till the person attains the age of superannuation, whichever is earlier. The Director shall be eligible for appointment for another term. The post of the Director shall be of the level of Professor of an academic department of the University of Delhi. He/she should preferably be a person with benchmark disability. In case the Director holds a substantive position as a Professor of the University or equivalent position in the University/College of the University he/she shall hold the position of the Director in addition to his/her regular duties at parent Department/Institution.
- (ii) The Director of the Centre will be the Chief Executive Officer and also the Administrative In-charge and shall be responsible for the management and administration of the Centre in accordance with the Act, the Statutes, the Ordinances, the Rules and the Regulations of the University. He/she shall function under the overall control of the Governing Body.
- (iii) The Director shall be responsible for organizing and monitoring the teaching/research in the Centre and shall determine the requirement of the non-academic staff and other requirements of the Centre.
- (iv) The Director shall act as:
 - (a) Member Secretary of the Governing Body;
 - (b) Member Secretary of the Advisory Council.

- (v) The Director shall be authorized to maintain and operate an Imprest Account for expenditure for day to day functioning of the CDS.

3.2. Honorary Director

- (i) There may be an Honorary Director with distinguished credentials in the field of disability/disability studies or related areas to be appointed by the Executive Council on the recommendation of the Governing Body. He/she shall work in an honorary/advisory capacity and shall function under the overall control of the Governing Body. However, in order to meet the pressing needs of the Centre, the Vice-Chancellor may appoint the Honorary Director and report the same to the Executive Council of the University.
- (ii) In case the Honorary Director holds a substantive position as a Professor/Associate Professor in the University or equivalent position in the University/College of the University he/she shall hold the position of the Honorary Director in addition to his/her regular duties at parent Department/Institution.
- (iii) The term of the Honorary Director shall be up to three years which may be renewed.
- (iv) In the absence of the Director, the Honorary Director shall perform all such functions and responsibilities which are vested with the Director under the Ordinance.

3.2. Officer on Special Duty (OSD)

- 3.3.1. The Vice-Chancellor may appoint an OSD to assist the Director/Honorary Director in the discharge of their functions and such other functions entrusted to him/her by the Governing Body, Advisory Council and/or the Vice-Chancellor.
- 3.3.2. In the absence of the Director/Honorary Director, the OSD shall discharge the functions of the Director/Honorary Director.

4. Programme Coordinator

The Programme Coordinator shall be appointed by the Vice-Chancellor, either from the faculty teaching in the University or its constituent colleges, ordinarily for a term of up to three years, which may be renewed.

5. Visiting Faculty, Guest Faculty and Fellows

The Centre is empowered to have regular Teaching Faculty, Visiting Faculty, Guest Faculty and fellows working in the field of disability studies or related areas to meet specific requirements, the number of which may be determined by the Advisory Council from time to time.

The terms and conditions of such appointments shall be decided by the Governing Body on the recommendations of the Advisory Council as per the norms of the University. All attempts may be made to ensure that at least sixty percent of the office bearers and the faculty of the Centre are persons with benchmark disabilities.

6. Finances

- (i) All expenditure of the Centre, such as, on the conduct of seminars,

research projects, teaching, publications, administration and other support activities shall be made as per the budget and allocation approved by the Advisory Council.

- (ii) All financial operations shall be conducted according to the rules and regulations of the University of Delhi.

7. Academic Staff and other Staff (Non-Teaching/Technical/Ministerial/Support staff etc.)

The appointment of the above staff shall be made by the Governing Body according to the norms of the University and subject to the approval of the Executive Council of the University. Among others, the Centre shall have at least two full time Indian Sign Language Interpreters whose qualifications shall be as prescribed by the Rehabilitation Council of India (RCI).

The Vice Chancellor is authorized to take appropriate steps to create and sanction the posts.

²⁶⁰**Ord. XX-R. - Delhi School of Public Policy & Governance (DSP&G)**

Preamble

The Delhi School of Public Policy and Governance (DSP&G) at the University of Delhi shall be established under Ordinance XX of the University. The DSP&G shall serve as the key platform to promote and foster excellence in Public Policy and Governance studies, research and outreach. The School shall be the University's interface for engaging with the wider community of academic and practitioners in initiating, developing and sharing ideas to address various emerging domestic and international public policy challenges. More importantly, the School shall fill the existing void in building a specialized and efficient cadre of researchers and professionals dedicated to public service in India.

The University recognizes the aspirations of the larger society to meet the need of developing fresh and improving existing public services and their delivery. The DSP&G aims to particularly address the challenges of policy-making in general and the growing public disenchantment with the quality of public leaders and public service professionals in particular. The University, through the School, envisages to make a major intervention in the way Public Policy and Governance are viewed, developed and practiced. The existing architecture of public policy and services is seen as falling short of expectations in running the citizens' affairs with regard to social, political, economic, legal and environmental concerns. A major reason for the disconnect between the ideal of Public Policy and Governance vis-à-vis common peoples' expectations are likely due to the defective foundations of policy-making process and lack of rootedness in the broader Indian ethos. The School shall, therefore, dedicate itself to developing a basic philosophy of governance and policy-making, contextualized in the fundamental principles of justice – the *Dharma* in ancient India – encompassing ethics, individual morality, righteousness, truth, commitment to uphold the law of the land – the Constitution - precedence to the collective welfare over the individual interests, among others. At the same time the School shall have a global outlook and draw upon the international best practices in academics and practices related to Public Policy and Governance.

²⁶⁰ Inserted vide **E.C.01-02.07.2019** and Amended vide E.C.10.10.2020/21.10.2020

The School shall be under the overall administrative and financial supervision of the Executive Council of the University of Delhi.

Vision

A well-designed public policy and effective governance are crucial for a country to realize its socio-economic objectives. The Delhi School of Public Policy and Governance (DSP&G) is the University's endeavor to contribute to enhancing the quality of policymaking and governance in an increasingly complex and challenging world. The vision of the school is to provide an interdisciplinary platform for learning and research on Public Policy and Governance. The School will serve as a forum where the academic rigour blends with empirical evidence and the practical experience to promote the knowledge about processes of policymaking and governance. The objective is to contribute to the design and implementation of the public policy by providing context relevant policy inputs to the policymakers. The School will serve as a springboard of purposive discourse on effective and equitable governance from the developing world view-point.

Along with the formal rules and regulations, the research and learning programmes at the DSP&G will cover the informal social institutions, which are salient features of the governance in a developing country like India. Accordingly, the School is envisioned as a world class institution on Public Policy and Governance in the context of developing countries. The objective is to equip the lawmakers, policymakers and researchers with the knowledge and skill-sets to address the Public Policy and Governance challenges of the developing world.

The School shall be under the overall administrative and financial supervision of the Executive Council of the University of Delhi.

Objectives

The objectives of the School shall be as follows:

- (i) To initiate and develop basic philosophy of governance and policy-making, contextualized in Indian values of ethics, individual morality, righteousness and truth, and to align the philosophy with international best practices.
- (ii) To provide a platform for state-of-the-art teaching, research and outreach programmes on issues related to the Public Policy and Governance, as may be identified by the Governing Body and its designated body from time to time.
- (iii) To promote research on Public Policy and Governance relating to areas and issues as may be identified by the Governing Body from time to time.
- (iv) To establish networks for dialogue and cooperation among scholars, policymakers, policy professionals, the regulators and those involved in the process of governance.
- (v) To evolve and mobilize new, online technologies for training scholars and professionals in Public Policy and Governance.
- (vi) To organize national and international seminars, workshops and conferences on issues related to the Public Policy and Governance.
- (vii) To organize documentation of resource materials on issues of Public Policy and Governance.
- (viii) To evolve new pedagogical tools for learning and training on issues related to Public Policy and Governance.

- (ix) To provide platform to students, scholars and policymakers to share and debate ideas related to Public Policy and Governance.
- (x) To publish research and policy papers, books, newsletters and journals in the broad area of Public Policy and Governance.
- (xi) To introduce and run academic programmes in the field of Public Policy and Governance.
- (xii) To generate financial resources from public and other sources both at the national and international level; and
- (xiii) To undertake such other activities as decided by the Governing Body from time to time.

2. Governing Structure

The governance of the DSPP&G shall be carried out through the following bodies under the overall control and supervision of the Governing Council of Institution of Eminence (IoE) and the Executive Council of the University.

2.1 Governing Body

2.2 ***Omitted***

2.3 ***Omitted***

2.1.1. Constitution of the Governing Body

There shall be a Governing Body for the management of the DSP&G which shall comprise:

- (i) Vice Chancellor's nominee – **Chairperson**
- (ii) Chief Executive Officer, IoE – Co-Chairperson
- (iii) Finance Officer
- (iv) Registrar (Ex-Officio)
- (v) ***Omitted***
- (vi) One Dean from the Faculty of Arts, Social Sciences, Applied Social Sciences; Science, Law, Management Studies, Commerce and Financial Studies, by rotation
- (vii) Two eminent scholars of international repute from outside the University of Delhi to be nominated by the Vice Chancellor/Governing Council, IoE
- (viii) Two representatives of the leading institutions in the field of Public Policy and Governance to be nominated by the Governing Council, IoE
- (ix) Up to two members from the Government, Corporate Sector and Civil Society to be nominated by the Governing Council, IoE
- (x) Director/Joint Director - Member Secretary

2.1.2. The Term

Except for the ex-officio members, all other members of the Governing Body shall have a term of two years. The Governing Body shall meet at least once in the financial/academic year. The quorum in the meetings of the Governing Body shall be one third of the total membership.

2.1.3. Functions of the Governing Body

Subject to the overall control of the Governing Council of the IoE, the Governing Body shall exercise the following functions:

- (i) Recommend the appointment of the Director and Joint Director to the Governing Council;

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- (ii) ***Omitted***
- (iii) Appoint/invite Faculty/Fellows/Associates for non-tenured positions at various levels of seniority on the recommendations of a Selection/Screening Committee approved by the competent authority.
- (iv) Approve academic proposals, programmes, outreach activities and research projects;
- (v) Consider and approve staff requirement, create positions and initiate steps for making appointments;
- (vi) Consider and approve infrastructural requirements and make arrangements for their acquisition; Consider and approve the annual report of the School;
- (vii) Consider and recommend the annual budget of the School for the approval of the Governing Council of the IoE;
- (viii) Consider and recommend the annual accounts and audit report for approval of the Governing Council of the IoE;
- (ix) Make such rules, as it may consider necessary, for regulation and smooth functioning of the School;
- (x) Exercise such other powers and functions, as may be assigned by the Governing Council of the IoE from time to time;
- (xi) To appoint, suspend or terminate the services of administrative, academic and non-academic staff of the School and to determine the emoluments and conditions of service: provided, however, that the qualifications for appointment, emoluments, and conditions of the service of such persons shall be in accordance with those laid down by the Governing Council of IoE and reported to the Executive Council for similar posts in the University.
- (xii) To appoint or terminate the services of non-academic staff on contract basis on the recommendations of a Committee appointed for the purpose after approval by the competent authority.
- (xiii) To determine the infrastructure requirements, including building, make arrangements for procurement and consider the recommendations of Committee appointed for the purpose after approval by the competent authority.
- (xiv) Affiliate those individuals, groups and organizations involving students, teachers, researchers of this and the other Universities, policymakers and private practitioners who are engaged in the activities that are of interest to the School; such individuals, groups and organizations will be eligible for financial and other assistance from the School, subject to the approval of the Governing Body on a case to case basis.

2.2.1. ***Omitted***

2.2.2. ***Omitted***

2.2.3. ***Omitted***

3. Office Bearers

3.1. The Director

- (i)
 - (a) There shall be a Director with distinguished credentials in the field Public Policy and/or Governance who shall be the Head of the School appointed by the Governing Council, IoE on the recommendation of the Governing Body. The Governing Body shall define the qualifications and procedure for appointment of the Director. The term of appointment of Director shall be 5 years. The Director shall be eligible for appointment for another term.

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- (b) However, in order to meet the pressing needs of the School, the Vice Chancellor may appoint a Director for a duration as mentioned in the appointment letter and report the same to the Governing Council, IoE. Till such time a Director is appointed, the Vice Chancellor may appoint an Honorary Director and report the same to the Governing Council.
- (ii) The Director shall function under the overall control of the Governing Body. S/he will be responsible for the management and administration of the School in accordance with the Act, the Statutes, the Ordinances, the rules and regulations of the University.
- (iii) The Director/Joint Director shall act as:
 - Member Secretary of the Governing Body;
 - ***Omitted***
- (iv) The Director shall be authorized to maintain and operate an Imprest Account for meeting day to day expenditure of the School.
- (v) In the absence of the Director, the Joint Director shall perform all such functions and responsibilities which are vested with the Director under the Ordinance.

3.2. Joint Director

- (i) There shall be a Joint Director with distinguished credentials in the field of public policy and/or governance appointed by the Executive Council of the University on the recommendation of the Governing Body. However, in order to meet the pressing needs of the School, the Vice Chancellor may appoint a Joint Director and report the same to the Executive Council of the University.
- (ii) In case the Joint Director holds a substantive position as a Professor of the University or equivalent position in the University/College of the University S/he shall hold the position of Joint Director in addition to her/his regular duties at his/her parent Department/Institution/College.
- (iii) The term of the Joint Director shall be up to three years which may be renewed.

3.3. Officer on Special Duty (OSD)

- (i) The Vice Chancellor may appoint an OSD, in consultation with CEO, IoE to assist the Director/Joint Director in the discharge of their functions and such other functions entrusted to her/him by the Governing Body, and/or the Vice Chancellor.
- (ii) In absence of the Director/Joint Director, OSD shall discharge the functions vested with them with approval of the CEO.

4. Webmaster

- a) There shall be a Webmaster to develop, manage and administer the online platform of the School.
- b) A Webmaster shall be appointed by the Governing Body in accordance with the rules and regulations of the University.
- c) The Governing Body shall have discretion to outsource the functions of the Webmaster to an individual/agency on contract basis.
- d) The salary and other monetary compensation for the Webmaster's position shall be decided by the Governing Body within the existing rules and regulations of the University.

5. Faculty members/Fellows and Associates

The School shall have Faculty members appointed as per the relevant rules of the University. The School shall also have Visiting Faculty/Fellows and Associates, the number of which will be determined by the Governing Body from time to time.

(i) Visiting Fellows/Faculty:

- a) Scholars who have made notable contributions in the field of public policy and/or governance and the allied fields or those who have experience with public policy and/or governance may, with the recommendations of Advisory Council and approval of the Governing Body, be invited as Visiting Fellows/Faculty.
- b) Visiting Fellows/Faculty may be invited for a period up to one year and not less than one week to deliver a course or lectures or take seminars or participate in such other activities that help in advancing the teaching and research work of the University. In exceptional circumstances, the duration may be extended to a maximum period of three years, with the approval of the Governing Body and the Vice Chancellor. They shall, however, not be members of any statutory committee of the School or of the University.
- c) The Vice Chancellor will determine on the recommendation of the Governing Body and approval of the Executive Council, the other terms and conditions as may be required, including the emolument for the appointments.

(ii) Distinguished Fellows:

The Governing Body on the recommendation of the Advisory Council may designate leading experts and scholars in the field of Public Policy and Governance as Distinguished Fellows associated with the School.

(iii) Affiliated Fellows:

Teachers and researchers of the University of Delhi's Departments/Colleges/Centres/Government departments/other Indian and foreign institutions or organisations may be designated as Affiliated Fellows and considered for fellowship by the Governing Body on the recommendations of the Advisory Council, for enabling them to work on specific research issues or projects for a specific period. They may continue working in their respective parent departments/colleges/institutions and at the same time locate their research projects in the School and participate in its programmes.

(iv) Fellows on Secondment/Transfer/Deputation:

- a) On the recommendations of the Governing Body, Fellows already in the employment of the Departments/Centres, Colleges or other institutions of the University of Delhi may be placed in the School on secondment/transfer or deputation for a specific period with full pay protection. They shall also be entitled for all allowances and benefits as applicable including continuity of service prior to their placement in the School.
- b) In the event of a Fellow being selected from outside the University, such appointment shall be for a specific period on terms and conditions as decided by the Governing Body of the School.

(v) Associates:

Research scholars working in University Departments/Colleges/Centres and other Indian and foreign institutions or organisations will be considered for affiliation as Associates of the School for a specific project/programme/research work for a fixed period by the Governing Body.

6. Finances

- (i) All expenditures of the School such as on the web management and conduct of teaching/research/outreach, seminars, research projects, publications, administration and other activities shall be made as per the budget and allocations approved by the Governing Body.
- (ii) All financial operations shall be conducted according to the rules and regulations of the University of Delhi.

²⁶¹**Ord. XX-S. - Delhi School of Public Health****Preamble**

The Delhi School of Public Health (DSPH) at the Institution of Eminence (IoE), University of Delhi shall be established under Ordinance XX of the University. The DSPH shall serve as the key platform to promote and foster research and teaching excellence in the area of public health. The School shall be under the overall administrative and financial supervision of the Governing Council, IoE and the Executive Council of the University of Delhi. DSPH will be an umbrella institution dedicated to research study and imparting training in the area of public health in varied dimensions – science, technology and policy in an integrated manner. DSPH will draw strength from the disciplines of Science, Medicine and Social Sciences to deliver and meet its stated objectives.

DSPH is aimed to become the premier organization in the country and also globally to start research/teaching/outreach programmes that are aimed at carrying out cutting-edge research in the field of public health science, creation of bio-medical technologies and taking the products to the society, industry and the market with the help of social scientists working in tandem with science and technology experts.

DSPH envisages research/teaching programmes in Public Health in areas such as Biomedical Sciences, Systems Biology, Environmental Pollution and Human Health, Functional Genomics, Community Health: Economics, Interventions & Engagement and Medical Technology. The motto of the School will be development of better strategies and technologies, and their social impacts to achieve “Health for All”. The overarching aim of the School is to encourage the students to undergo a choice-based learning experience by offering them a plethora of programmes/subjects of interdisciplinary nature and relevance which are not available at present in this or any other institution. This novel institution offers new avenues of pooling of academic and infrastructure resources to look at the Public Health theme in an integrated fashion and contribute to the national development.

The Need

To address India’s urgent need for qualified manpower/research in public health area, the University and its affiliated institutions need to rise to the occasion. Numerous infectious/communicable diseases such as tuberculosis, malaria, Kala-azar and non-infectious/life-style diseases like diabetes, cardiovascular diseases, Alzheimer's, Parkinson’s, cancer and a host of genetic diseases pose acute social, economic and emotional problems, especially in the developing world. The University considers it as its responsibility to train and utilize our human, knowledge and infrastructure resources for understanding and innovating novel ways of diagnosis, prevention and cure of these diseases. The recommendations of India’s Planning Commission for XII Five-year Plan also identified the importance and need to increase and improve the “supply side” of scientific and technology community. It stressed on the need to attract a large number of young Indians to science-based careers. The on-going “Make in India” initiative also requires strengthening the knowledge of basic as well as applied sciences with a

²⁶¹ Inserted vide E.C.13-15.03.2020 and amended vide E.C.10.10.2020/21.10.2020

translational and technology upliftment perspective. It has been widely acknowledged that the interest in scientific research can be largely influenced by the opportunities given to students to experiment and tackle small projects in addition to regular classroom teaching. With an objective to continue such an effort, the DSPH has been conceived.

The primary aim of the School and the sub-themes is to inspire students and encourage them to pursue a career in integrated Public Health programme. We expect a well-qualified and adequately trained human resource dedicated to understanding, researching and developing technologies for public health using basic and translational research. This century is an exciting era for biomedical sciences, likely to witness great strides in the area of molecular medicine and the health sciences. The society and market at national and international levels today need knowledgeable and well-trained human resource for research in public health. To keep the young talent coming to basic and applied science research has to match with the emerging needs of our society.

Vision

- (i) To pursue cross disciplinary research for addressing the challenges in public health and hygiene in India and World.
- (ii) To generate trained manpower in public health and hygiene through higher education using evidence based educational experiences.
- (iii) To communicate the knowledge on public health problems and solutions for enhancing public awareness.
- (iv) To engage in-service activities relating to public health and hygiene for enhancing the capacities of communities to improve health.

Objectives

The objectives of the School are as follows:

- (i) To initiate and develop research/teaching programmes related to the public health in terms of science, technology and policy dimensions.
- (ii) To provide a platform for state-of-the-art research, teaching and outreach programmes on issues related to the Public Health as may be identified by the Governing Body and its designated body from time to time.
- (iii) To promote research on Public Health: Science, Technology and Policy relating to such identified areas and issues.
- (iv) To establish networks for dialogue and cooperation among scholars, policymakers, public health professionals, the regulators and those involved in the process of Public Health.
- (v) To evolve and mobilize new, online technologies for training scholars in various themes and sub-themes under Public Health.
- (vi) To organize national and international seminars, workshops and conferences on issues related to the Public Health in terms of science, technology and policy.
- (vii) To organize documentation of resource materials on issues of Public Health.
- (viii) To evolve new pedagogical tools for learning and training on issues related to Public Health.
- (ix) To provide platform to students and scholars to share and debate ideas related to various aspects Public Health.

- (x) To publish research papers, books, newsletters and online journal in the broad area of Public Health.
- (xi) To introduce and run academic programmes in the field of Public Health.
- (xii) To generate financial resources from public and private sources both at the national and international level; and
- (xiii) To undertake such other activities as decided upon by the Governing Body from time to time.

2. Governing Structure

The governance of the DSPH shall be carried out through the following bodies under the overall control and supervision of the Governing Council of Institution of Eminence (IoE) and the Executive Council of the University.

2.1. Governing Body

2.2. ***Omitted***

2.3. ***Omitted***

2.1.1. Constitution of the Governing Body

- (i) Vice Chancellor's nominee – **Chairperson**
- (ii) ***Omitted***
- (iii) Chief Executive Officer, IoE – Co-Chairperson
- (iv) Finance Officer
- (v) Registrar (Ex-Officio)
- (vi) One Dean from the Faculty of Science, Applied Sciences, Social Sciences, Mathematical Sciences, and Medical Sciences, by rotation.
- (vii) Two eminent scholars of international repute from outside the University of Delhi to be nominated by the Vice Chancellor/Governing Council, IoE
- (viii) Two representatives of the leading institutions in the field of Public Health/Medicine/ Biomedical Sciences to be nominated by the Governing Council, IoE
- (ix) Up to two members from the Government, Corporate Sector and Civil Society to be nominated by the Governing Council, IoE
- (x) Director/Joint Director - Member Secretary

2.1.2. The Term

Except for the ex-officio members, all other members of the Governing Body shall have a term of two years. The Governing Body shall meet at least once in the financial/academic year. The quorum in the meetings of the Governing Body shall be one third of the total membership.

2.1.3. Functions of the Governing Body

Subject to the overall control of the Governing Council of the IoE, the Governing Body shall exercise the following functions:

- (i) Recommend the appointment of the Director and Joint Director to the Governing Council;
- (ii) ***Omitted***

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- (iii) Appoint/invite Faculty/Fellows/Associates for non-tenured positions at various levels of seniority on the recommendations of a Selection/Screening Committee approved by the competent authority.
- (iv) Approve academic proposals, programmes, outreach activities and research projects;
- (v) Consider and approve faculty/staff requirement, create positions and initiate steps for making appointments;
- (vi) Consider and approve infrastructural requirements and make arrangements for their acquisition; consider and approve the annual report of the School;
- (vii) Consider and recommend the annual budget of the School for the approval of the Governing Council of the IoE;
- (viii) Consider and recommend the annual accounts and audit report for approval of the Governing Council of the IoE;
- (ix) Make such rules, as it may consider necessary, for regulation and smooth functioning of the School;
- (x) Exercise such other powers and functions, as may be assigned by the Governing Council of the IoE from time to time;
- (xi) To appoint, suspend or terminate the services of administrative, academic and non-academic staff of the School and to determine the emoluments and conditions of service: provided, however, that the qualifications for appointment, emoluments, and conditions of the service of such persons shall be in accordance with those laid down for similar posts in the University;
- (xii) To appoint or terminate the services of non-academic staff on contract basis on the recommendations of a Committee appointed for the purpose after approval by the competent authority.
- (xiii) To determine the infrastructure requirements, including building, make arrangements for procurement and consider the recommendations of Committee appointed for the purpose after approval by the competent authority.
- (xiv) Affiliate those individuals, groups and organizations involving students, teachers, researchers of this and the other Universities, policymakers and private practitioners who are engaged in the activities that are of interest to the School; such individuals, groups and organizations will be eligible for financial and other assistance from the School, subject to the approval of the Governing Body on a case to case basis.

2.2.1. *Omitted*****

2.2.2. *Omitted*****

2.2.3. *Omitted*****

3. Office Bearers

3.1. The Director

- (i) There shall be a Director with distinguished credentials in the field of public health/medicine/biomedical sciences, who shall be the Head of the School appointed by the Governing Council of the IoE/Chairman on the recommendation of the Governing Body. The Governing Body shall define the qualifications and

procedure for appointment of the Director. The term of appointment of Director shall be 5 years. The Director shall be eligible for appointment for another term.

- (ii) However, in order to meet the pressing needs of the School, the Vice Chancellor may appoint a Director for a duration as mentioned in the appointment letter and report the same to the Governing Council of the IoE. Till such time a Director is appointed, the Vice Chancellor may appoint an Honorary Director and report the same to the Governing Council.
- (iii) The Director shall function under the overall control of the Governing Body. S/he will be responsible for the management and administration of the School in accordance with the Act, the Statutes, the Ordinances, the rules and regulations of the University.
- (iv) The Director/Joint Director shall act as:
 - Member Secretary of the Governing Body;
 - ***Omitted***
- (v) The Director shall be authorized to maintain and operate an Imprest Account for meeting day to day expenditure of the School.
- (vi) In the absence of the Director, the Joint Director shall perform all such functions and responsibilities which are vested with the Director under the Ordinance.

3.2. Joint Director

- (i) There shall be a Joint Director with distinguished credentials in the field of public health/medicine/biomedical sciences appointed by the Governing Council of the IoE on the recommendation of the Governing Body. However, in order to meet the pressing needs of the School, the Vice Chancellor may appoint a Joint Director and report the same to the Governing Council of the IoE.
- (ii) In case the Joint Director holds a substantive position as a Professor of the University or equivalent position in the University/College of the University, s/he shall hold the position of Joint Director in addition to her/his regular duties at his/her parent Department/Institution/College.
- (iii) The term of the Joint Director shall be up to three years which may be renewed.

3.3. Officer on Special Duty (OSD)

- (i) The Vice Chancellor may appoint an OSD in consultation with CEO, IoE to assist the Director/Joint Director in the discharge of functions entrusted to her/him by the Governing Body, CEO and/or the Vice Chancellor.
- (ii) In absence of the Director/Joint Director, OSD shall discharge the functions vested with them with approval of the CEO.

4. Webmaster

- a) There shall be a Webmaster to develop, manage and administer the online platform of the School.
- b) A Webmaster shall be appointed by the Governing Body in accordance with the rules and regulations of the University.
- c) The Governing Body shall have discretion to outsource the functions of the Webmaster to an individual/agency on contract basis.
- d) The salary and other monetary compensation for the Webmaster's position shall be decided by the Governing Body within the existing rules and regulations of the University.

5. Faculty members/Fellows/Post-doctoral Fellows, and Research Associates

The School shall have Faculty members appointed as per the relevant rules of the University. The School shall also have Visiting Faculty/Fellows/Post-doctoral Fellows, and Research Associates, the number of which will be determined by the Governing Body from time to time.

(i) Visiting Fellows/Faculty:

- d) Scholars who have made notable contributions in the field of public health/biomedical sciences/medicine and the allied fields or those who have the research and teaching experience in the of public health/biomedical sciences/medicine may, with the recommendations of Advisory Council and approval of the Vice Chancellor be invited as Visiting Fellows/Faculty.
- e) Visiting Fellows/Faculty may be invited for a period up to one year and not less than two weeks to deliver a course or lectures or take seminars or participate in such other activities that help in advancing the research and teaching work of the University. In exceptional circumstances, the duration may be extended to a maximum period of three years, with the approval of the Governing Body and the Vice Chancellor. They shall, however, not be members of any statutory committee of the School or of the University.
- f) The Vice Chancellor will determine, with the approval of Governing Council, other terms and conditions as may be required, including the emolument of the appointments.

(ii) Distinguished Fellows:

The Vice Chancellor on the recommendation of the Governing Body may designate eminent experts in the field of public health/biomedical sciences/medicine and allied fields associated with the School as Distinguished Fellows.

(iii) Affiliate Fellows:

Teachers and researchers of the University of Delhi's Departments/Colleges/Centres/other institutions or organisations including government departments may be considered for Fellowship for specific periods by the Governing Body on the recommendations of the Advisory Council for enabling them to work on specific research projects for a specific period. They may continue working in their respective parent departments/colleges/institutions and at the same time locate their research projects in the School and participate in its programmes.

(iv) Fellows on Secondment/Transfer/Deputation:

- a) On the recommendations of the Governing Body, Fellows already in the employment of the Departments/Centres, Colleges or other institutions of the University of Delhi may be placed in the School on secondment/transfer or deputation for a specific period with full pay protection. They shall also be entitled for all allowances and benefits as applicable including continuity of service prior to their placement in the School.
- b) In the event of a Fellow being selected from outside the University, such appointment shall be for a specific period on terms and conditions as decided by the Governing Body of the School.

(v) **Associates:**

Teachers/ Research Scholars working in University Departments/Colleges/Centres will be considered for affiliation as Associates of the School for a specific project for a specific period by the Governing Body.

6. Finances

- (i) All expenditures of the School such as on the web management and conduct of research/teaching/outreach, seminars, research projects, publications, administration and other support activities shall be made as per the budget and allocations approved by the Governing Council.
- (ii) All financial operations shall be conducted according to the rules and regulations of the University of Delhi.

²⁶²Ord. XX-T. - Delhi School of Climate Change & Sustainability**Preamble**

The Delhi School of Climate Change & Sustainability (DSCC&S) at the University of Delhi shall be established under Ordinance XX of the University. The DSCC&S shall serve as the key platform to promote and foster research and teaching excellence in the area of climate, global change and sustainability. The World Bank Group Climate Change Action Plan (2016-2020) highlights some of the key challenges the world faces today. It identifies climate change as the most critical driver that influences development. The Action Plan recognizes the enormous task before the international community to feed over 9 billion humans and to provide housing for additional 2 billion urban population. Two of the biggest risks to human development come from availability of and access to sustainable food, energy and water resources. The climate change related risks from natural disasters which are already on the increase are a grim reminder that the issue needs to be discussed and dealt with not only at the government level, but equally at the community level. The COP 21 (the 21st meeting of the Conference of the Parties, which guides the Conference) Paris Agreement identified the need for concrete actions to be taken by each nation and to deliver on the promises and set targets. These nationally determined contributions (NDCs) underline the need for sustainable and clean energy generation, transport, sustainable agriculture and sustainable urban ecosystems. In order to achieve the set ambitious goals, a cadre of qualified professionals and practitioners needs to be built, who are adequately skilled and empowered to deliver the desired results. By establishing DSCC&S, the University is responding to the urgent societal need.

In recent years, climate change has emerged as both a potent threat and challenge to the human communities and biodiversity. Climate reconstructions have shown the 19th century to be the century with highest rates of warming in Earth's history. The annual global mean surface temperature of the Earth has reportedly warmed by about $0.61 \pm 0.16^\circ\text{C}$ between 1861 and 2000. Such levels of climate change and global warming have significantly affected changes in glacial cover, agriculture and crop productivity, disease outbreaks, human health, human livelihoods, water availability, species phenology, species geographic ranges, vegetation structure and community composition.

The School shall be under the overall administrative and financial supervision of the Governing Council of the Institution of Eminence and the Executive Council of the University of Delhi.

²⁶² Inserted vide E.C.13-15.03.2020 and amended vide E.C.10.10.2020/21.10.2020

Vision

Under five broad sub-themes, “Critical Zone Studies”, “Climate Change & Agriculture Sustainability”, “Climate Change, Food & Nutritional Sustainability”, “Resilient Lives & Livelihoods”, and “Sustainable Energy”, the DSCC&S would aim to encourage researchers and students to take up climate change focused inter-disciplinary research and studies with cutting-edge curriculums as potential career avenues in order to provide sustainable climate change solutions for India and the world in the forthcoming century.

Objectives

The objectives of the School are as follows:

- (i) To initiate and develop research/teaching programmes related to the “Critical Zone” of the Earth.
- (ii) To provide a platform for understanding this most compelling area of Critical Zone research known as "the living, evolving, outer skin of our planet where rock, soil, water, air and organisms interact to regulate the environment that is critical to life".
- (iii) To provide a platform for state-of-the-art research, teaching and outreach programmes on issues related to the Climate Change, Global Change and Sustainability as may be identified by the Governing Body and its designated body from time to time.
- (iv) To promote research on Climate Change, Global Change and Sustainability relating to such identified areas and issues.
- (v) To establish networks for dialogue and cooperation among scholars, policymakers, policy professionals, the regulators and those involved in the process of climate change and sustainability studies.
- (vi) To evolve and mobilize new, online technologies for training scholars in various themes and sub-themes under Climate Change, Global Change and Sustainability.
- (vii) To organize national and international seminars, workshops and conferences on issues related to the Climate Change, Global Change and Sustainability in terms of science, technology and policy.
- (viii) To organize documentation of resource materials on issues of Climate Change, Global Change and Sustainability.
- (ix) To evolve new pedagogical tools for learning and training on issues related to Climate Change, Global Change and Sustainability.
- (x) To provide platform to students and scholars to share and debate ideas related to Climate Change, Global Change and Sustainability.
- (xi) To publish research papers, books, newsletters and online journal in the broad area of Climate Change, Global Change and Sustainability.
- (xii) To introduce and run academic programmes in the field of Climate Change, Global Change and Sustainability.
- (xiii) To generate financial resources from public and private sources both at the national and international level; and
- (xiv) To undertake such other activities as decided upon by the Governing Body from time to time.

2. Governing Structure

The governance of the DSCC&S shall be carried out through the following bodies under the overall control and supervision of the Governing Council of Institution of Eminence (IoE) and the Executive Council of the University.

2.1 Governing Body

2.2 ***Omitted***

2.3.***Omitted***

2.1.1. Constitution of the Governing Body

- (i) Vice Chancellor's nominee - Chairperson
- (ii) ***Omitted***
- (iii) Chief Executive Officer, IoE – Co-Chairperson
- (iv) Finance Officer
- (v) Registrar (Ex-Officio)
- (vi) One Dean from the Faculty of Science, Applied Sciences, Social Sciences, Mathematical Sciences, and Medical Sciences, by rotation.
- (vii) Two eminent scholars of international repute from outside the University of Delhi to be nominated by the Vice Chancellor/Governing Council
- (viii) Two representatives of the leading institutions in the field of Climate Change, Global Change and Sustainability to be nominated by the Governing Council, IoE
- (ix) Up to two members from the Government, Corporate Sector and Civil Society to be nominated by the Governing Council, IoE
- (x) Director/Joint Director - Member Secretary

2.1.2. The Term

Except for the ex-officio members, all other members of the Governing Body shall have a term of two years. The Governing Body shall meet at least once in the financial/academic year. The quorum in the meetings of the Governing Body shall be one third of the total membership.

2.1.3. Functions of the Governing Body

Subject to the overall control of the Governing Council of the University, the Governing Body shall exercise the following functions:

- (i) Recommend the appointment of the Director and Joint Director to the Governing Council;
- (ii) ***Omitted***
- (iii) Appoint/invite Faculty/Fellows/Associates for non-tenured positions at various levels of seniority on the recommendations of a Selection/Screening Committee approved by the competent authority.
- (iv) Approve academic proposals, programmes, outreach activities and research projects;
- (v) Consider and approve faculty/staff requirement, create positions and initiate steps for making appointments;
- (vi) Consider and approve infrastructural requirements and make arrangements for their acquisition, and Consider and approve the annual report of the School;
- (vii) Consider and recommend the annual budget of the School for the approval of the Governing Council;
- (viii) Consider and recommend the annual accounts and audit report for approval of the Governing Council;

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- (ix) Make such rules, as it may consider necessary, for regulation and smooth functioning of the School;
- (x) Exercise such other powers and functions, as may be assigned by the Governing Council from time to time;
- (xi) To appoint, suspend or terminate the services of administrative, academic and non-academic staff of the School and to determine the emoluments and conditions of service: provided, however, that the qualifications for appointment, emoluments, and conditions of the service of such persons shall be in accordance with those laid down for similar posts in the University;
- (xii) To appoint or terminate the services of non-academic staff on contract basis on the recommendations of a Committee appointed for the purpose after approval by the competent authority.
- (xiii) To determine the infrastructure requirements, including building, make arrangements for procurement and consider the recommendations of Committee appointed for the purpose after approval by the competent authority.
- (xiv) Affiliate those individuals, groups and organizations involving students, teachers, researchers of this and the other Universities, policymakers and private practitioners who are engaged in the activities that are of interest to the School; such individuals, groups and organizations will be eligible for financial and other assistance from the School, subject to the approval of the Governing Body on a case to case basis.

2.2.1. *Omitted*****

2.2.2. *Omitted*****

2.2.3. *Omitted*****

3. Office Bearers

3.1. The Director

- (i) There shall be a Director with distinguished credentials in the field of Climate Change, Global Change and Sustainability who shall be the Head of the School appointed by the Governing Council, IoE on the recommendation of the Governing Body. The Governing Body shall define the qualifications and procedure for appointment of the Director. The term of appointment of Director shall be 5 years. The Director shall be eligible for appointment for another term.
- (ii) However, in order to meet the pressing needs of the School, the Vice Chancellor may appoint a Director for a duration as mentioned in the appointment letter and report the same to the Governing Council, IoE. Till such time a Director is appointed, the Vice Chancellor may appoint an Honorary Director and report the same to the Governing Council.
- (iii) The Director shall function under the overall control of the Governing Body. S/he will be responsible for the management and administration of the School in accordance with the Act, the Statutes, the Ordinances, the rules and regulations of the University.
- (iv) The Director/Joint Director shall act as:
 - Member Secretary of the Governing Body;
 - ***Omitted***
- (v) The Director shall be authorized to maintain and operate an Imprest Account for meeting day to day expenditure of the School.
- (vi) In the absence of the Director, the Joint Director shall perform all such functions and responsibilities which are vested with the Director under the Ordinance.

3.2. Joint Director

- (i) There shall be a Joint Director with distinguished credentials in the field of Climate Change, Global Change and Sustainability appointed by the Governing Council on the recommendation of the Governing Body. However, in order to meet the pressing needs of the School, the Vice Chancellor may appoint a Joint Director and report the same to the Governing Council.
- (ii) In case the Joint Director holds a substantive position as a Professor of the University or equivalent position in the University/College of the University, s/he shall hold the position of Joint Director in addition to her/his regular duties at his/her parent Department/Institution/College.
- (iii) The term of the Joint Director shall be up to three years which may be renewed.

3.3. Officer on Special Duty (OSD)

- (i) The Vice Chancellor may appoint an OSD in consultation with CEO, IoE to assist the Director/Joint Director in the discharge of functions entrusted to her/him by the Governing Body, CEO and/or the Vice Chancellor.
- (ii) In absence of the Director/Joint Director, OSD shall discharge the functions vested with them with approval of the CEO.

4. Webmaster

- a) There shall be a Webmaster to develop, manage and administer the online platform of the School.
- b) A Webmaster shall be appointed by the Governing Body in accordance with the rules and regulations of the University.
- c) The Governing Body shall have discretion to outsource the functions of the Webmaster to an individual/agency on contract basis.
- d) The salary and other monetary compensation for the Webmaster's position shall be decided by the Governing Body within the existing rules and regulations of the University.

5. Faculty members/Fellows/Post-doctoral Fellows, and Research Associates

The School shall have Faculty members appointed as per the relevant rules of the University. The School shall also have Visiting Faculty/Fellows/Post-doctoral Fellows, and Research Associates, the number of which will be determined by the Governing Body from time to time.

(i) Visiting Fellows/Faculty:

- a) Scholars who have made notable contributions in the field Climate Change, Global Change and Sustainability and the allied fields or those who have experience with Climate Change, Global Change and Sustainability may, with the recommendations of Advisory Council and approval of the Vice Chancellor be invited as Visiting Fellows/Faculty.
- b) Visiting Fellows/Faculty may be invited for a period up to one year and not less than two weeks to deliver a course or lectures or take seminars or participate in such other activities that help in advancing the research and teaching work of the University. In exceptional circumstances, the duration may be extended to a

maximum period of three years, with the approval of the Governing Body and the Vice Chancellor. They shall, however, not be members of any statutory committee of the School or of the University.

- c) The Vice Chancellor will determine, with the approval of Governing Council, other terms and conditions as may be required, including the emolument of the appointments.

(ii) Distinguished Fellows:

The Vice Chancellor on the recommendation of the Governing Body may designate eminent experts in the field of Climate Change, Global Change and Sustainability associated with the School as Distinguished Fellows.

(iii) Affiliated Fellows:

Teachers and researchers of the University of Delhi's Departments/Colleges/Centres/other institutions or organisations including government departments may be considered for Fellowship for specific periods by the Governing Body on the recommendations of the Advisory Council for enabling them to work on specific research projects for a specific period. They may continue working in their respective parent departments/colleges/institutions and at the same time locate their research projects in the School and participate in its programmes.

(iv) Fellows on Secondment/Transfer/Deputation:

- a) On the recommendations of the Governing Body, Fellows already in the employment of the Departments/Centres, Colleges or other institutions of the University of Delhi may be placed in the School on secondment/transfer or deputation for a specific period with full pay protection. They shall also be entitled for all allowances and benefits as applicable including continuity of service prior to their placement in the School.
- b) In the event of a Fellow being selected from outside the University, such appointment shall be for a specific period on terms and conditions as decided by the Governing Body of the School.

(v) Associates:

Teachers/ Research Scholars working in University Departments/Colleges/Centres will be considered for affiliation as Associates of the School for a specific project for a specific period by the Governing Body.

6. Finances

- (i) All expenditures of the School such as on the web management and conduct of research/teaching outreach, seminars, research projects, publications, administration and other support activities shall be made as per the budget and allocations approved by the Governing Council.
- (ii) All financial operations shall be conducted according to the rules and regulations of the University of Delhi.

²⁶³Ord. XX-U. Delhi School of Skill Enhancement & Entrepreneurship Development (DSSEED)**Preamble**

The Delhi School of Skill Enhancement & Entrepreneurship Development (DSSEED) at the University of Delhi shall be established under Ordinance XX of the University. The DSSEED shall serve as the key platform to promote and foster research and teaching excellence in the areas of skill enhancement, and entrepreneurship development. The School shall be under the overall administrative and financial supervision of the Governing Council of the Institution of Eminence (IoE) and the Executive Council of the University of Delhi. DSSEED will be an umbrella institution dedicated to studying and imparting training in the area of Skill Enhancement & Entrepreneurship Development in an integrated manner. Government of India has launched several programs pertaining to skill development, entrepreneurship and supporting start-ups. The Make-in India program of the Prime Minister of India focusses on aspects of skill and entrepreneurship with fostering of young talent. Being a premier education institution of the country, it is only apt that Delhi University should take up the initiative to setup a school that caters to this area of nation and capacity building.

Several individual faculty members and departments of the University have skill development activities. The school will enable all these activities to become better accessible, better organised and easily executable. Setting up of such an institution will benefit the students and researchers within and outside University. It will also be extremely useful in furthering the research interests of college teachers who are not able to take ideas forward for lack of necessary infrastructure and the right ecosystem.

The school will also have incubator facility that will facilitate incubation of ideas and start-ups by providing the infrastructure and utilities. In addition, the incubatees will seek benefit from the vast experience and expertise of the University faculty in the form of mentorship and discussions. Industry linkages will enhance the incubator experience with inputs on entrepreneurship from success stories. The IPR, patent filing, and royalty issues will also be dealt at the school which will facilitate these processes for the innovators.

Objectives

The objectives of the School (DSSEED) are as follows:

- (i) To initiate and develop research/teaching programmes related to the skill enhancement and entrepreneurship development in terms of science, technology and policy.
- (ii) To provide a platform for state-of-the-art research, teaching and outreach programmes on issues related to the skill enhancement and entrepreneurship development as may be identified by the Governing Body and its designated body from time to time.
- (iii) To promote research/hands-on training on skill enhancement and entrepreneurship development relating to identified areas and emerging needs/issues.

²⁶³ Inserted vide E.C.13-15.03.2020 and amended vide E.C.10.10.2020/21.10.2020

- (iv) To set up incubator for students, college teachers and start-ups for converting their ideas into leads followed by further development in the form of processes, products and technologies.
- (v) To provide research infrastructure and mentorship to innovative students, college teachers, researchers and start-ups.
- (vi) To provide consultancy and high-end infrastructure support to industry.
- (vii) To establish networks for dialogue and cooperation among scholars, policymakers, professionals, the regulators and those involved in the process of skill enhancement and entrepreneurship development.
- (viii) To evolve and mobilize new, online technologies for training scholars in various themes and sub-themes under skill enhancement and entrepreneurship development.
- (ix) To organize national and international seminars, workshops and conferences on issues related to the skill enhancement and entrepreneurship development in terms of science, technology and policy.
- (x) To organize documentation of resource materials on issues of skill enhancement and entrepreneurship development.
- (xi) To evolve new pedagogical tools for learning and training on issues related to skill enhancement and entrepreneurship development.
- (xii) To provide platform to students and scholars to share and debate ideas related to skill enhancement and entrepreneurship development.
- (xiii) To publish research papers, books, newsletters and online journal in the broad area of skill enhancement and entrepreneurship development.
- (xiv) To create an environment that promotes and facilitates innovation, IPR, patent filing and technology transfer.
- (xv) To introduce and run academic programmes in the field of skill enhancement and entrepreneurship development.
- (xvi) To collaborate and generate financial resources from public and private sources both at the national and international level;
- (xvii) To coordinate and collaborate with the Cluster Innovation Centre and other existing relevant infrastructural/institutional resources of the University of Delhi;
- (xviii) To undertake such other activities as decided upon by the Governing Body from time to time;
- (xix) To nurture start-ups and small/medium enterprises through incubators; and
- (xx) To provide globally competitive environment for innovation.

2. Governing Structure

The governance of the DSCC&S shall be carried out through the following bodies under the overall control and supervision of the Governing Council of Institution of Eminence (IoE) and the Executive Council of the University.

2.1. Governing Body

2.2. ***Omitted***

2.3. ***Omitted***

2.1.1. Constitution of the Governing Body

There shall be a Governing Body for the management of the DSSEED, which shall comprise:

- (i) Vice Chancellor's nominee - Chairperson
- (ii) ***Omitted***
- (iii) Chief Executive Officer, IoE – Co-Chairperson
- (iv) Finance Officer
- (v) Registrar (Ex-Officio)
- (vi) One Dean, by rotation from the Faculty of Science, Interdisciplinary & Applied Sciences, Management Studies, and Financial Studies, by rotation.
- (vii) Two eminent scholars of international repute from outside the University of Delhi to be nominated by the Vice Chancellor/Governing Council, IoE
- (viii) Two representatives of the leading institutions in the field of skill enhancement and entrepreneurship development to be nominated by the Governing Council, IoE
- (ix) Up to **two** members from the Government, Corporate Sector and Civil Society to be nominated by the Governing Council, IoE
- (x) Director/Joint Director - Member Secretary

2.1.2. The Term

Except for the ex-officio members, all other members of the Governing Body shall have a term of two years. The Governing Body shall meet at least once in the financial/academic year. The quorum in the meetings of the Governing Body shall be one third of the total membership.

2.1.3. Functions of the Governing Body

Subject to the overall control of the Governing Council of the IoE, the Governing Body shall exercise the following functions:

- (i) Recommend the appointment of the Director and Joint Director to the Governing Council;
- (ii) ***Omitted***
- (iii) Appoint/invite Faculty/Fellows/Associates for non-tenured positions at various levels of seniority on the recommendations of a Selection/Screening Committee approved by the competent authority.
- (iv) Approve academic proposals, programmes, outreach activities and research projects;
- (v) Consider and approve faculty/staff requirement, create positions and initiate steps for making appointments;
- (vi) Consider and approve infrastructural requirements and make arrangements for their acquisition; and consider and approve the annual report of the School
- (vii) Consider and recommend the annual budget of the School for the approval of the Governing Council of the IoE;
- (viii) Consider and recommend the annual accounts and audit report for approval of the Governing Council of the IoE;
- (ix) Make such rules, as it may consider necessary, for regulation and smooth functioning of the School;
- (x) Exercise such other powers and functions, as may be assigned by the Governing Council of the IoE from time to time;
- (xi) To appoint, suspend or terminate the services of administrative, academic and non-academic staff of the School and to determine the emoluments and conditions of service: provided, however, that the qualifications for appointment, emoluments, and conditions of the service of such persons shall be in accordance with those laid down for similar posts in the University;

- (xii) To appoint or terminate the services of non-academic staff on contract basis on the recommendations of a Committee appointed for the purpose after approval by the competent authority.
- (xiii) To determine the infrastructure requirements, including building, make arrangements for procurement and consider the recommendations of Committee appointed for the purpose after approval by the competent authority.
- (xiv) Affiliate those individuals, groups and organizations involving students, teachers, researchers of this and the other Universities, policymakers and private practitioners who are engaged in the activities that are of interest to the School; such individuals, groups and organizations will be eligible for financial and other assistance from the School, subject to the approval of the Governing Body on a case to case basis.

2.2.1. *Omitted*****

2.2.2. *Omitted*****

2.2.3. *Omitted*****

3. Office Bearers

3.1. The Director

- (i) There shall be a Director with distinguished credentials in the field of skill enhancement and entrepreneurship development, who shall be the Head of the School appointed by the Governing Council of the IoE/Chairman on the recommendation of the Governing Body. The Governing Body shall define the qualifications and procedure for appointment of the Director. The term of appointment of Director shall be 5 years. The Director shall be eligible for appointment for another term.
- (ii) However, in order to meet the pressing needs of the School, the Vice Chancellor may appoint a Director for a duration as mentioned in the appointment letter and report the same to the Governing Council of the IoE. Till such time a Director is appointed, the Vice Chancellor may appoint an Honorary Director and report the same to the Governing Council.
- (iii) The Director shall function under the overall control of the Governing Body. S/he will be responsible for the management and administration of the School in accordance with the Act, the Statutes, the Ordinances, the rules and regulations of the University.
- (iv) The Director/Joint Director shall act as:
 - Member Secretary of the Governing Body;
 - ***Omitted***
- (v) The Director shall be authorized to maintain and operate an Imprest Account for meeting day to day expenditure of the School.
- (vi) In the absence of the Director, the Joint Director shall perform all such functions and responsibilities which are vested with the Director under the Ordinance.

3.2. Joint Director

- (i) There shall be a Joint Director with distinguished credentials in the field of skill enhancement and entrepreneurship development appointed by the Governing Council of the IoE on the recommendation of the Governing Body. However, in order to meet the pressing needs of the School, the Vice Chancellor may appoint a Joint Director and report the same to the Governing Council of the IoE.
- (ii) In case the Joint Director holds a substantive position as a Professor of the University or equivalent position in the University/College of the University, s/he

shall hold the position of Joint Director in addition to her/his regular duties at his/her parent Department/Institution/College.

- (iii) The term of the Joint Director shall be up to three years which may be renewed.

3.3. Officer on Special Duty (OSD)

- (i) The Vice Chancellor may appoint an OSD in consultation with CEO, IoE to assist the Director/Joint Director in the discharge of functions entrusted to her/him by the Governing Body, CEO and/or the Vice Chancellor.
- (ii) In absence of the Director/Joint Director, OSD shall discharge the functions vested with them with approval of the CEO

4. Webmaster

- a) There shall be a Webmaster to develop, manage and administer the online platform of the School.
- b) A Webmaster shall be appointed by the Governing Body in accordance with the rules and regulations of the University.
- c) The Governing Body shall have discretion to outsource the functions of the Webmaster to an individual/agency on contract basis.
- d) The salary and other monetary compensation for the Webmaster's position shall be decided by the Governing Body within the existing rules and regulations of the University.

5. Faculty members/Fellows/Post-doctoral Fellows, and Research Associates

The School shall have Faculty members appointed as per the relevant rules of the University. The School shall also have Visiting Faculty/Fellows/Post-doctoral Fellows, and Research Associates, the number of which will be determined by the Governing Body from time to time.

(i) Visiting Fellows/Faculty:

- a) Scholars who have made notable contributions in the field skill enhancement and entrepreneurship development and the allied fields or those who have experience with skill enhancement and entrepreneurship development may, with the recommendations of Advisory Council and approval of the Vice Chancellor be invited as Visiting Fellows/Faculty.
- b) Visiting Fellows/Faculty may be invited for a period up to one year and not less than two weeks to deliver a course or lectures or take seminars or participate in such other activities that help in advancing the research and teaching work of the University. In exceptional circumstances, the duration may be extended to a maximum period of three years, with the approval of the Governing Body and the Vice Chancellor. They shall, however, not be members of any statutory committee of the School or of the University.
- c) The Vice Chancellor will determine, with the approval of Governing Council, IoE other terms and conditions as may be required, including the emolument of the appointments.

(ii) Distinguished Fellows:

The Vice Chancellor on the recommendation of the Governing Body may designate eminent experts in the field of skill enhancement and entrepreneurship development associated with the School as Distinguished Fellows.

(iii) Affiliated Fellows:

Teachers and researchers of the University of Delhi's Departments/Colleges/Centres/other institutions or organisations including government departments may be considered for Fellowship for specific periods by the Governing Body on the recommendations of the Advisory Council for enabling them to work on specific research projects for a specific period. They may continue working in their respective parent departments/colleges/institutions and at the same time locate their research projects in the School and participate in its programmes.

(iv) Fellows on Secondment/Transfer/Deputation:

- a) On the recommendations of the Governing Body, Fellows already in the employment of the Departments/Centres, Colleges or other institutions of the University of Delhi may be placed in the School on secondment/transfer or deputation for a specific period with full pay protection. They shall also be entitled for all allowances and benefits as applicable including continuity of service prior to their placement in the School.
- b) In the event of a Fellow being selected from outside the University, such appointment shall be for a specific period on terms and conditions as decided by the Governing Body of the School.

(v) Associates:

Teachers/Research Scholars working in University Departments/Colleges/Centres will be considered for affiliation as Associates of the School for a specific project for a specific period by the Governing Body.

6. Finances

- (i) All expenditures of the School such as on the web management and conduct of research/ teaching/outreach, seminars, research projects, publications, administration and other support activities shall be made as per the budget and allocations approved by the Governing Council.
- (ii) All financial operations shall be conducted according to the rules and regulations of the University of Delhi.

²⁶⁴Ord. XX-V. - Centre for Himalayan Studies

There shall be a Centre for Himalayan Studies, in the University of Delhi with the following objectives:

1. A multi-disciplinary research centre devoted to study the Himalayan history, geography, society, economy, polity, culture, traditional knowledge, bio resources, environment, sustainable development and related fields.
2. To carry out primary research on the above areas and collect data from all available resources both primary and secondary.
3. Development of transdisciplinary and an integrated Himalayan Data Centre. To have a database on people or organizations working on various aspects of the Himalaya and associate them with the centre. Establishing a Network of Scientists, Social Scientists, individuals, organizations etc., working on Himalaya by coordinating with several regional, national, and international organizations.

²⁶⁴ Inserted vide E.C.31.08.2021

4. To strongly advocate conservation of the Himalayan resources and sustainable utilization for the benefit of people and create awareness using new media and visual aids. Develop community usable warning tools that will facilitate participation at the local level towards Himalayan emergency events. Recommendation to the Government and Communities identifying major challenges facing diverse local actors together with future challenges.
5. It will organize workshops, seminars, conferences, symposia, training etc, at both national and international level.
6. The centre will contribute towards Science-Policy and Social Science-Communities interfaces to the Government of India in the context of global agreements i.e. Sendai Framework of Disaster Risk Reduction, Sustainable Development Goals, Paris Climate Action and Biodiversity Conservation.
7. To secure funding from all national and international organizations in the areas of Himalayan studies.
8. Providing a platform for communication and education by offering certificate and diploma courses initially and PhD degree eventually.

2. Governing Structure

The governance of the Centre for Himalayan Studies shall be carried out through the following bodies under the overall control and supervision of the Executive Council of the University. There shall be the following structure:

- 2.1. Governing Body**
- 2.2. Advisory Council**

2.1.1. Constitution of the Governing Body

Subject to the general control and supervision of the Executive Council, and in accordance with the Statutes and Ordinances of the University, the Centre for the Himalayan Studies shall have a Governing Body. The composition of the Governing Body shall be as follows

1. Chairperson (Vice-Chancellor or his nominee)
2. Pro-Vice-Chancellor (Ex-Officio)
3. Dean of Colleges (Ex-Officio)
4. Treasurer(Ex-Officio)
5. Dean Research Council/Dean Faculty of Science
6. Registrar(Ex-Officio)
7. Finance Officer (Ex Officio)
8. Three expert members to be nominated by the Vice-Chancellor
9. Director, Centre for Himalayan Studies Member Secretary (Ex Officio)

2.1.2. The Term

Except for the ex-officio members, all other members of the Governing Body shall have a term of one year. The Governing Body shall meet at least once in the financial/academic year. The quorum in the meetings of the Governing body shall be one third of the total membership.

2.1.3. Functions of the Governing Body

The Governing Body shall exercise the following powers and functions, subject to the general control and supervision of the Executive Council, and in accordance with the Statutes and Ordinances of the University.

1. To chart out the programme and activities of the Centre for Himalayan Studies and enhance and/or review activities of the Centre.
2. Identify and appoint faculty on deputation from various Colleges/departments from within the University and outside the University, appoint faculty on contract basis, visiting fellow, visiting faculty and/or guest faculty as per the requirements of the Centre.
3. Prepare the Budget of financial requirements of the Centre and monitor the progress made by it.
4. Consider and approve the Annual Accounts along with the Audit Report.
5. Approve proposals for generation of funds for the programmes undertaken by the Centre.
6. Make such rules as it may consider necessary for the regulation and smooth functioning of the Centre from time to time.
7. To appoint, suspend or terminate the services of administrative, academic and non-academic staff of the Centre and to determine the emoluments and conditions of service: provided, however, that the qualifications for appointment, emoluments, and conditions of the service of such persons shall be in accordance with those laid down for similar posts in the University;
8. To appoint or terminate the services of the non-academic staff on contract basis on the recommendation of the Director in order to improve the efficiency of the Centre
9. To determine the infrastructure requirements, including building, make arrangements for procurement and consider the recommendations of the Advisory Council.

2.2.1. Constitution of the Advisory Council

The advisory body will be nominated by the Vice-Chancellor for a period of 3 years. It shall comprise:

- (i) Chairperson to be appointed by the Vice-Chancellor
- (ii) Director , Centre for Himalaya studies (ex-officio)– member secretary
- (iii) There will be maximum of 7 members expert in Himalayan studies to be nominated by the Vice-Chancellor on the recommendation of the Director.

The function of the Advisory Body will be to give suggestions for meaningful accomplishment of the objectives of the Centre and to engage with the progress of the ongoing programmes from time to time.

2.2.2. The Term

Except for ex-officio members, all other members of the Advisory Council shall have a term of three years. The Advisory Council shall meet at least twice in one academic year. The quorum in such meetings shall be one third of the total membership.

2.2.3. Functions of the Advisory Council

The function of the Advisory Body will be to give suggestions for meaningful accomplishment of the objectives of the Centre and to engage with the progress of the ongoing programmes from time to time.

3. Office Bearers

3.1. The Director

- (i) There shall be a Director with high academic credentials who should be a Professor. The Director should have sufficient knowledge in the field of Himalayan studies which can be reflected from his publications and outreach activities. The term of appointment of Director shall be for 5 (Five) years. The Director shall be eligible for appointment for another term.
- (ii) The Vice Chancellor will appoint the Director and report the same to the Executive Council.
- (iii) The Director shall function under the overall control of the Governing Body. He/She will be responsible for the management and administration of the Centre in accordance with the Act, the Statutes, the Ordinances, the rules and regulations of the University.
- (iv) The Director shall act as:
 - Member Secretary of the Governing Body;
 - Member Secretary of the Advisory Council
- (v) The Director shall be authorized to maintain and operate an Imprest Account for meeting day to day expenditure of the School.
- (vi) In the absence of the Director, the Assistant Director shall perform all such functions and responsibilities which are vested with the Director under the Ordinance.

3.2. Assistant Director

- (i) There shall be an Assistant Director with distinguished credentials in the field of Himalayan studies and related fields appointed by the Vice Chancellor on the recommendation of the Director.
- (ii) He/She shall hold the position of Assistant Director in addition to her/his regular duties at his/her parent Department/Institution/College.
- (iii) Minimum designation of Assistant Director shall be Associate Professor. However a Professor can also be appointed as Assistant Director.
- (iv) The term of the Assistant Director shall be up to three years which may be renewed.

4. Faculty members: Visiting Professors/Adjunct Professors/Fellows /Distinguished Professors/Professor of Emeritus/Associated Faculty /Junior/Senior/Post-doctoral Fellows etc.

The Centre shall have Faculty members appointed as per the relevant rules of the University. The Centre shall also have Visiting Faculty/Fellows/Post-doctoral Fellows, and Research Associates.

- (i) Core Faculty members can be appointed on direct recruitment basis whenever the regular posts are sanctioned/available by the university or University Grants Commission. The Advisory Committee recommended that 3 posts of Professors, 3 posts of Associate Professors and 4 posts of Assistant Professors as well as one section officer and 3 office staff can be appointed in the Centre subject to approval/sanction of the posts by UGC or Delhi University.
- (ii) **Visiting and Adjunct Professors/ Fellows/Faculty:**
 - a) Scholars who have made notable contributions in the field of Himalayan studies and the allied fields or those who have the research and teaching experience in the same may be appointed as Adjunct Professors/ Visiting Fellows/Faculty by the Director with the approval of the University.

- b) They may be appointed for a period up to one year. In exceptional circumstances, the duration may be extended to a maximum period of five years on yearly renewal basis.

(iii) **Distinguished Professors and Professor of Emeritus:**

Eminent experts in the field of Himalayan studies and allied field can be appointed as Distinguished Professors and Professor of Emeritus by the Director with the approval of the university.

(iv) **Associated Faculties:**

Faculty members working in University Departments/Colleges/Centres can be appointed as Associate Faculty to carry out research and teaching in the Centre for a specific project for a specific period by the Director with the approval of the university.

(v) **Junior/Senior/Post-doctoral Fellows etc.**

Junior Research Fellows (JRF), Senior Research Fellows (SRF) Research Associates/Scientists/Fellows of UGC/CSIR/DBT/DST / DRDO and post-Doctoral Fellows from any funding agencies having their own Fellowships can join the Centre till the tenure of their Fellowships.

5. Finances

- (i) The university will provide Annual expenses to the Centre as per requirements.
- (ii) The Centre can also raise resources through projects/Donations/Philanthropy/Crowd Funding etc.
- (iii) All expenditures of the Centre such as on the conduct of research/teaching/outreach, seminars, research projects, publications, administration and other support activities shall be made as per the rules of the university.
- (iv) All financial operations shall be conducted according to the rules and regulations of the University of Delhi.

²⁶⁵Ord. XX-W. - Delhi School of Analytics

1. Governing Structure

The governance of the DSA shall be carried out through the following bodies under the overall control and supervision of the Governing Council of the Institution of Eminence (IoE) and the Executive Council of the University. There shall be the following governing structure:

1.1. Governing Body

1.1.1. Constitution of the Governing Body

There shall be a Governing Body for the management of the DSA which shall comprise:

- i. Vice Chancellor or his nominee - Chairperson

²⁶⁵ Inserted vide E.C.25.03.2022

- ii. Chief Executive Officer, IoE — Co-Chairperson
- iii. Finance Officer (Ex-Officio)
- iv. Registrar (Ex-Officio)
- v. One Dean from the Faculty of Applied Social Sciences and Humanities, Mathematical Sciences or Interdisciplinary and Applied Sciences by rotation.
- vi. Two eminent scholars of international repute from outside the University of Delhi to be nominated by the Vice Chancellor/Governing body, IoE.
- vii. Two Representatives of the leading institutions in the field of Business and Financial Analytics, Data Analysis and Decision Science to be nominated by the Governing Council, IoE.
- viii. Up to two members from the Government, Corporate Sector and Civil Society to be nominated by the Governing Council, IoE.
- ix. Director/Joint Director- Member Secretary.

1.1.2. The Term

Except for the ex-officio members, all other members of the Governing Body shall have a term of two years. The Governing Body shall meet at least once in the financial/academic year. The quorum in the meetings of the Governing Body shall be one third of the total membership.

1.1.3. Functions of the Governing Body

Subject to the overall control of the Governing Council of the IoE, the Governing Body shall exercise the following functions:

- i) Recommend the appointment of the Director and Joint Director to the Governing Council;
- ii) Appoint /invite Faculty/Fellows/Associates for non-tenured positions at various levels of seniority on the recommendations of a Selection/Screening Committee approved by the competent authority.
- iii) Approve academic proposals, programmes, outreach activities and research projects;
- iv) Consider and approve faculty/staff requirement, create positions and initiate steps for making appointments;
- v) Consider and approve infrastructural requirements and make arrangements for their acquisition; consider and approve the annual report of the School;
- vi) Consider and recommend the annual budget of the School for the approval of the Governing Council of the IoE;
- vii) Consider and recommend the annual accounts and audit report for approval of the Governing Council of the IoE;
- viii) Make such rules, as it may consider necessary, for regulation and smooth functioning of the School;
- ix) Exercise such other powers and functions, as may be assigned by the Governing Council of the IoE from time to time;
- x) To appoint, suspend or terminate the services of administrative, academic and non-academic staff of the School and to determine the emoluments and conditions of service: provided, however, that the qualifications for appointment, emoluments, and conditions of the service of such persons shall be in accordance with those laid down by the Governing Council of IoE and reported to the Executive Council for similar posts in the University;
- xi) To appoint or terminate the services of non-academic staff on contract basis on the recommendations of a Committee appointed for the purpose after approval by the competent authority.
- xii) To determine the infrastructure requirements, including building, make arrangements for procurement and consider the recommendations of

Committee appointed for the purpose after approval by the competent authority.

- xiii) Affiliate those individuals, groups and organizations involving students, teachers, researchers of this and the other Universities, policymakers and private practitioners who are engaged in the activities that are of interest to the School; such individuals, groups and organizations will be eligible for financial and other assistance from the School, subject to the approval of the Governing Body on a case to case basis.

2. Office Bearers

2.1. The Director

- 2.1.1 There shall be a Director with distinguished credentials in the field of Business and Financial Analytics, Data Analysis and Decision Sciences who shall be the Head of the School appointed by the Governing Council, IoE on the recommendation of the Governing Body. The Governing Body shall define the qualifications and procedure for appointment of the Director. The term of appointment of Director shall be 5 years. The Director shall be eligible for appointment for another term.
- 2.1.2 However, in order to meet the pressing needs of the School, the Vice Chancellor may appoint a Director for a duration as mentioned in the appointment letter and report the same to the Governing Council, IoE. Till such time a Director is appointed, the Vice Chancellor may appoint an Honorary Director and report the same to the Governing Council.
- 2.1.3 The Director shall function under the overall control of the Governing Body. S/he will be responsible for the management and administration of the School in accordance with the Act, the Statutes, the Ordinances, the rules and regulations of the University.
- 2.1.4 The Director/Joint Director shall act as:
- Member Secretary of the Governing Body;
- 2.1.5 The Director shall be authorized to maintain and operate an Imprest Account for meeting day to day expenditure of the School.
- 2.1.6 In the absence of the Director, the Joint Director shall perform all such functions and responsibilities which are vested with the Director under the Ordinance.

2.2. Joint Director

- 2.2.1 There shall be a Joint Director with distinguished credentials in the field of Business and Financial Analytics, Data Analysis and Decision Sciences appointed by the Governing Council on the recommendation of the Governing Body. However, in order to meet the pressing needs of the School, the Vice Chancellor may appoint a Joint Director and report the same to the Governing Council.
- 2.2.2 In case the Joint Director holds a substantive position as a Professor of the University or equivalent position in the University/College of the University, s/he shall hold the position of Joint Director in addition to her/his regular duties at his/her parent Department/Institution/College.
- 2.2.3 The term of the Joint Director shall be up to three years which may be renewed.

2.3. Officer on Special Duty (OSD)

2.3.1 The Vice Chancellor may appoint an OSD in consultation with CEO, IoE to assist the Director/Joint Director in the discharge of functions entrusted to her/him by the Governing Body, CEO and/or the Vice Chancellor.

2.3.2 In absence of the Director/Joint Director, OSD shall discharge the functions vested with them with approval of the CEO.

3. Webmaster

3.1 There shall be a Webmaster to develop, manage and administer the online platform of the School.

3.2 A Webmaster shall be appointed by the Governing Body in accordance with the rules and regulations of the University.

3.3 The Governing Body shall have discretion to outsource the functions of the Webmaster to an individual/agency on contract basis.

3.4 The salary and other monetary compensation for the Webmaster's position shall be decided by the Governing Body within the existing rules and regulations of the University.

4. Faculty members/Fellows/Post-doctoral Fellows, and Research Associates

The School shall have Faculty members appointed as per the relevant rules of the University. The School shall also have Visiting Faculty/Fellows/Post-doctoral Fellows, and Research Associates, the number of which will be determined by the Governing Body from time to time.

4.1 Visiting Fellows/Faculty:

4.1.1 Scholars who have made notable contributions in the field of Business and Financial Analytics, Data Analysis and Decision Sciences and the allied fields or those who have the research and teaching experience in the of Business and Financial Analytics, Data Analysis and Decision Sciences may, with the recommendations of Governing body and approval of the Vice Chancellor be invited as Visiting Fellows/Faculty.

4.1.2 Visiting Fellows/Faculty may be invited for a period up to one year and not less than two weeks to deliver a course or lectures or take seminars or participate in such other activities that help in advancing the teaching and research work of the school. In exceptional circumstances, the duration may be extended to a maximum period of three years, with the approval of the Governing Body and the Vice Chancellor. They shall, however, not be members of any statutory committee of the School or of the University.

4.1.3 The Vice Chancellor will determine, with the approval of Governing Council, other terms and conditions as may be required, including the emolument of the appointments.

4.2 Distinguished Fellows:

4.2.1 The Vice Chancellor on the recommendation of the Governing Body may designate eminent experts in the field of Business and Financial Analytics, Data Analysis and Decision Sciences and allied fields associated with the School as Distinguished Fellows.

4.3 Affiliate Fellows:

4.3.1 Teachers and researchers of the University of Delhi's Departments/Colleges/Centres/other institutions or organizations including government departments may be considered for Fellowship for specific periods by the Governing Body for enabling

them to work on specific research projects for a specific period. They may continue working in their respective parent departments/colleges/institutions and at the same time locate their research projects in the School and participate in its programmes.

4.4. Fellows on Secondment/Transfer/Deputation:

- 4.4.1 On the recommendations of the Governing Body, Fellows already in the employment of the Departments/Centres, Colleges or other institutions of the University of Delhi may be placed in the School on secondment/transfer or deputation for a specific period with full pay protection. They shall also be entitled for all allowances and benefits as applicable including continuity of service prior to their placement in the School.
- 4.4.2 In the event of a Fellow being selected from outside the University, such appointment shall be for a specific period on terms and conditions as decided by the Governing Body of the School.

4.5 Associates:

- 4.5.1 Teachers/Research Scholars working in University Departments/Colleges/Centres will be considered for affiliation as Associates of the School for a specific project for a specific period by the Governing Body.

5. Finances

- 5.1 All expenditures of the School such as on the web management and conduct of teaching/research/outreach, seminars, research projects, publications, administration and other support activities shall be made as per the budget and allocations approved by the Governing Council.
- 5.2 All financial operations shall be conducted according to the rules and regulations of the University of Delhi.

²⁶⁶**Ord. XX-X. - Institute of Nanomedical Sciences (INMS)**

1. Governing Structure

The governance of the Institute of Nano Medical Sciences shall be carried out through the following bodies under the overall control and supervision of the Executive Council of the University.

- 1.1. Governing Body
- 1.2. Advisory Council

1.1.1. Constitution of the Governing Body

Subject to the general control and supervision of the Executive Council, and in accordance with the Statutes and Ordinances of the University, the INMS shall have a Governing Body. The composition of the Governing Body shall be as follows:

- 1) Chairman (Vice-Chancellor or his nominee).
- 2) Pro-Vice-Chancellor (Ex- Officio)
- 3) Director, South Campus (Ex-Officio)
- 4) Dean of Colleges (ex-officio)
- 5) Dean, Faculty of Science (ex-officio)
- 6) Three expert members (Outside University of Delhi) to be nominated by the Vice Chancellor

²⁶⁶ Inserted vide E.C.25.03.2022

- 7) Two Heads of the Departments on rotation basis from the Department of Chemistry, Biochemistry, Microbiology, Zoology, ACBR, Physics, Botany.
- 8) Dean, Faculty of Medical Sciences (Ex Officio)
- 9) Head, Department of Medicine, University College of Medical Sciences, University of Delhi.
- 10) Director, Institute of Nano Medical Sciences, Member Secretary (Ex Officio)
- 11) Registrar (Ex Officio)
- 12) Finance Officer (Ex Officio)

1.1.2. The Term

Except for the ex-officio members, all other members of the Governing Body shall have a term of three years. The Governing Body shall meet at least twice in the academic year. The quorum in the meetings of the Governing body shall be 50% of the total membership.

1.1.3 Functions of the Governing Body

The Governing Body shall exercise the following powers and functions, subject to the general control and supervision of the Executive Council, and in accordance with the Statutes and Ordinances of the University:

- i) To Chart out the programme and activities of Institute of Nano Medical Sciences and expand and/or review activities of the Institute.
- ii) Identify and appoint faculty on deputation from various departments/colleges and research Institutions from within the University and outside the University. Appoint visiting faculty on contract basis, visiting fellow and/or guest faculty.
- iii) Prepare the Budget of financial requirements of INMS and monitor the progress made by it.
- iv) Consider and approve the Annual Accounts along with the Audit Report.
- v) Approve proposals for generation of funds for the programmes undertaken by the Institute.
- vi) Make such rules as it may consider necessary for the regulation and smooth functioning of the Institute from time to time.
- vii) Regarding appointment, suspension or termination of the services of administrative, academic and non-academic staff of the Institute and to determine the emoluments and conditions of service, University rules will be applicable.
- viii) To appoint or terminate the services of the non-academic staff on contract basis on the recommendation of the Director in order to improve the efficiency of the Institute.
- ix) To determine the infrastructure requirements, including space.
- x) To consider the recommendation of the advisory council.
- xi) To consider any matter related to the institute and to ensure its growth and development.

1.2.1. Constitution of the Advisory Council

There shall be an Advisory Council to be nominated by the Vice-Chancellor for a period of 3 years and will be composed of:

- (i) Chairperson to be appointed by the Vice-Chancellor.
- (ii) Director, Institute of Nano Medical Sciences (ex-officio)- Member Secretary
- (iii) There shall be a maximum of 8 expert members to be nominated by the Vice-Chancellor

- (iv) among the participating Departments viz. Dept. of Medicine, Chemistry, Biochemistry, Microbiology, Zoology, ACBR, Physics, Botany and such other departments as decided from time to time.
- (v) There shall be a maximum of three expert members to be nominated by the Vice Chancellor from outside the university.

1.2.2 The Term

Except for ex-officio members, all other members of the Advisory Council shall have a term of three years. The Advisory Council shall meet at least twice in one academic year. The quorum in such meetings shall be 50% of the total membership.

1.2.3. Functions of the Advisory Council

The function of the Advisory Council will be to give suggestions for meaningful accomplishment of the objectives of the INMS and to engage with the progress of the ongoing programmes from time to time.

2. Office Bearers

2.1 The Director

- (i) There shall be a Director with high academic credentials who should be a Professor. The Director should have notable contribution in the field of Nano Medical Science which can be reflected from his/her publications and outreach activities. The Director shall be appointed by the Vice Chancellor from amongst the Professors in the constituents and participating departments of the University for a period of three years or till he/she attains the age of 65 whichever is earlier.
- (ii) The Vice Chancellor will appoint the Director and report the same to the Executive Council.
- (iii) He/She shall hold the position of Director in addition to her/his regular duties at his/her parent Department/Institution. The Director may be appointed on deputation also.
- (iv) The Director shall function under the overall control of the Governing Body. He/She will be responsible for the management and administration of the Institute in accordance with the Act, the Statutes, the Ordinances, the rules and regulations of the University.
- (v) The Director shall act as:
 - Member Secretary of the Governing Body;
 - Member Secretary of the Advisory Council
- (vi) The Director shall be authorized to maintain and operate an Imprest Account for meeting day to day expenditure of the Institute.
- (vii) In the absence of the Director, the Joint Director shall perform all such functions and responsibilities which are vested with the Director under the Ordinance.

2.2 Joint Director

- (i) There shall be a Joint Director with distinguished credentials in the field of Nano Medical Science and related fields appointed by the Vice Chancellor.
- (ii) He/She shall hold the position of Joint Director in addition to her/his regular duties.

- (iii) Joint Director shall be in a rank of Professor and can serve till he/she attains the age of 65 years.
- (iv) The term of the Joint Director shall be up to three years which may be extended by the Vice Chancellor.
- (v) In the absence of the Director, the Joint Director shall perform all such functions and discharge all such responsibilities which are vested with the Director under the ordinance.

3. Faculty members: Visiting Professors /Adjunct Professors / Fellows / Distinguished Professors/Associated Faculty /Junior / Senior /Post-doctoral Fellows etc.

The INMS shall have Faculty Members appointed as per the general rules of the University. The INMS shall also have Visiting Faculty/Fellows/Post-doctoral Fellows, and Research Associates.

- (i) Core Faculty members can be appointed on direct recruitment basis whenever the regular posts are created in a manner as prescribed.

(ii) Visiting and Adjunct Professors/ Fellows/Faculty:

- a) Scholars who have made notable contributions in the field of Nano Medical Science and the allied fields or those who have the research and teaching experience in the same may be appointed as Adjunct Professors/ Visiting Fellows Visiting Faculty by the Director with the approval of the Governing Body of INMS.
- b) They may be appointed for a period of two years. In exceptional circumstances, the duration may be extended to a maximum period of five years on yearly renewal basis, based on the performance criteria as prescribed.

(iii) Distinguished Professors and Professor of Emeritus:

Eminent experts in the field of Nano Medical Sciences and allied field can be appointed as Distinguished Professors and Professor of Emeritus by the Director with the approval of the Governing Body of INMS.

(iv) Associated Faculties:

Faculty members working in University Participating Departments and constituents units can be appointed as Associate Faculty to carry out research and teaching in INMS for a specific project for a specific period by the Director with the approval of the Governing Body of INMS.

(v) Junior/ Senior/Post-doctoral Fellows etc.

Junior Research Fellows (JRF), Senior Research Fellows (SRF) Research Associates/Scientists/Fellows of UGC/ CSIRIDBT /DST/ DRDO/ ICMR and post Doctoral Fellows from any other funding agencies having their own Fellowships can join INMS till the tenure of their Fellowships.

4. Finance

- (i) The Institute has to earn its financial support from Govt. Funding Agencies and National/ international collaborators/industries, as per the requirements.
- (ii) The INMS can also raise resources through Projects/ Donations/ Philanthropy etc.

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- (iii) All expenditures of INMS such as on the conduct of research/ teaching/ outreach, seminars, research projects, publications, administration and other support activities shall be made as per the rules and regulations of the University of Delhi.
- (iv) All financial operations shall be conducted according to the GFR and the rules and regulations of the University of Delhi.

5. Space

- (i) Institute will initiate its administration and research activities from Faculty of Medical Science. The regulatory and Ethical Clearances are available with the Faculty.

6. Intellectual Property Rights;

- (i) Any patent or technology developed by INMS will be administered as per the rules of the University of Delhi.

7. Audit

- (i) The accounts of the INMS shall, once in every year, at intervals of not more than fifteen months, be audited by the University Audit Section.
- (ii) The accounts when audited, a copy of the accounts together with the audit report shall be reported by the Director to the Governing Body of the INMS.

General Conditions:

- (1) Subject to the provisions of the Act and Statutes and these Ordinances, the issues not covered in these ordinances or in the event of differences of interpretation, the Vice Chancellor may take a decision, after obtaining the opinion of a committee consisting of any or all the Deans of the University. The decision of the Vice Chancellor shall be final.
- (2) In special circumstances, the Vice Chancellor may, on behalf of the Executive Council, approve amendment, modification, insertion or deletion of any ordinance(s), which in his opinion is necessary or expedient for the smooth running of a program, provided that all such changes shall be reported to the Executive Council in its meeting for ratification.

CHAPTER VIII
OF THE INSTITUTIONS

Ord. XXI. Recognised Institutions

1. Every application by an educational institution for recognition as an institution of Graduate or Post-graduate teaching approved by the University shall be made in writing and signed by the Principal or acting Head of the Institution; and when forms are provided by the University for the purpose upon one of those forms.

2. Every application shall contain a statement of the following particulars:

- (a) that it is an institution which provides general or special education of a University standard, is not carried on for private gain or profit, and is situated within the territorial jurisdiction of the University;
- (b) the date of its foundation, how long it has carried on educational work; the constitution of its Governing Body, and the Statutes or other instrument in accordance with which it is governed; in whom its property is vested, whether it has any permanent endowment, and generally how it is supported or what are its financial resources;
- (c) whether it desires to be admitted as a whole or in respect of some branch or department, and if so, what branch or department;
- (d) whether it is applying for admission as an institution providing courses of instruction for degrees or diplomas of the University, or as providing facilities for the cultivation of any special branch of science or learning, or as an institute of research;
- (e) an account of its buildings, with particular reference to their suitability for the education of student's and for their well-being, and the provisions made for the encouragement of corporate or social life;
- (f) the number and qualifications and remuneration and conditions of service of the staff and any arrangements enabling teachers to take part in the management of the institution;
- (g) provision for equipment and laboratories or facilities for research,
- (h) the standard of instruction;
- (i) the number of students, distinguishing those receiving instruction in the day time and those attending evening classes only; the scale of fees and the amount received in fees in the past three years.

3. Every application shall be accompanied by a copy of the instrument of foundation of the institution; by a copy of annual accounts for the last three financial years by a statement on behalf of the Governing Body that they will give a written assurance to the effect that the institution will permit the University from time to time to determine in consultation with the Governing Body what posts, if any, if the institution shall be held by teachers appointed by the University, and to exercise, subject to the provisions of the Statutes and Ordinances of the University, the

power of appointment to and removal from such posts; and that no teacher in the institution shall be appointed as or use title of Professor or Reader without the consent of the University.

4. The Executive Council, after considering the above information, may recognise the institution as an institution of the University subject to the following conditions:

(a) that the Governing Body of the Institution shall be constituted in accordance with the provisions of Statute 30 of the University.

(1) The members of the Governing Body, other than Principal and teachers' representatives shall hold office for three years and shall be eligible for re-appointment or re-election.

(2) The teachers' representatives shall become members of the Governing Body by rotation according to seniority. At least one of the representatives shall be from among those with more than 10 years' service and at least one from among those with less than 10 years' service. If, however, eligible candidates are not available in one of those categories, all the representatives may be taken from the other. The term of teachers' representatives shall be one year.

Note: For the purpose of this clause 'teachers' will be understood to be those holding a permanent whole time post, with requisite service in the College in question.

(3) The Governing Body shall elect from among its own members a Chairman to hold office for three years, provided this does not exceed his current term as a member of the Governing Body and shall be eligible for re-election.

(b) that the Executive Council is satisfied that the institution has sufficient financial resources to secure its continued existence as an efficient institution, and that where an institution is recognised for a period of years only, its financial resources are such as to enable it to support itself efficiently for that period;

(c) that the Executive Council is satisfied with regard to the suitability of the buildings of the institution and with regard to the other matters set forth in (e), (f), (g) and (h) of Article 2 above.

5. An institution may be recognised as a whole or only in respect of some branch or department, and in the latter case the conditions with regard to the Governing Body or Managing Committee shall apply to the Committee or Sub-Committee controlling or managing the branch or department.

6. An institution may be recognised as institution of the University providing courses of instruction for degree or diplomas of the University, or as providing facilities for the cultivation of any special branch of science or learning, or as an institute for research.

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7. No institution shall be recognised as an institution of the University unless the Executive Council is satisfied that the teachers therein receive adequate salaries, that the conditions of service of the teachers are reasonable, and that the fees paid by students are not excessive.

8. No institution shall be recognised as an institution of the University unless the Executive Council is satisfied that it is and will continue to be, so far as is reasonably possible, autonomous, and that any administrative arrangements approved by the University as a condition of recognition shall not be altered without the consent of the University.

9. (1) The Executive Council may withdraw recognition from an institution at any time, if any of the conditions on which recognition has been given are not fulfilled or complied with, or if for any other reason the Council are of opinion that the institution ought not to continue to be recognised as an institution of the University;

(2) The Executive Council may from time to time cause an inspection to be made of any recognised institution for the purpose of satisfying themselves that the conditions of the Ordinance or any conditions on which recognition has been given are being complied with.

**CHAPTER IX
OF MISCELLANEOUS**

Ord. XXII. Emoluments, Terms and Conditions of Service of Vice-Chancellor

1. ²⁶⁷
- (a) ²⁶⁸The post of Vice-Chancellor shall carry a fixed pay of Rs.75,000/- alongwith a special **allowance**²⁶⁹ of Rs.5,000/- per month and in addition, free furnished residential accommodation.
- (b) The Vice-Chancellor shall be entitled to such terminal benefits and allowances as may be fixed by the Executive Council with the approval of the Visitor from time to time.
- (c) ²⁷⁰Where an employee of any University or College or Institution maintained by, or affiliated to that University is appointed as Vice-Chancellor, he/she shall continue to be governed by the same retirement benefits scheme (namely, General Provident Fund/Contributory Provident Fund/Pension/Gratuity) to which he/she was entitled prior to his/her appointment as Vice-Chancellor and till he/she continues to hold his/her lien on that post. But even in a case covered under this proviso, the pay for the purpose of subscription to the General Provident Fund and subscription to and contribution of the University to the Contributory Provident Fund shall be the pay which is drawn by him as Vice-Chancellor.
- Provided that the pay for the purpose of subscription to the contributory provident fund/General Provident Fund and subscription to and contribution of the University to the contributory provident fund shall be the pay drawn by him/her as Vice Chancellor.
- (d) ²⁷¹The term of office of the Vice-Chancellor shall form part of the service period of the incumbent making her/him eligible for all service related benefits.
2. The Vice-Chancellor will be entitled to receive T.A. at the rates prescribed in the T.A. rules fixed by the Executive Council.
- 3.
- (1)
- (a) The Vice-Chancellor shall be entitled to leave on full pay at the rate of 30 days in a Calendar year. The leave shall be credited to his account in advance in two half-yearly installments of 15 days each on the first January and July every year:

Provided that if the Vice-Chancellor assumes/relinquishes charge of the office of Vice-Chancellor during the currency of a half year, the leave shall be

²⁶⁷ Amended/Replaced vide E.C.17.08.2013, E.C.31.12.2016 & E.C.01-02.07.2019

²⁶⁸ Amended/Replaced vide E.C.17.08.2013 (university follows provisions prescribed by the UGC/Gol, in this matter, received from time to time and reported in EC)

²⁶⁹ Amended/Replaced vide E.C.31.12.2016

²⁷⁰ Amended/Replaced vide E.C.17.08.2013

²⁷¹ Amended/Replaced vide E.C.01-02.07.2019

credited proportionately @ 2½days for each completed month of service.

- (b) The leave at credit at the close of the previous half year shall be carried forward to the new half year subject to the leave so carried forward plus the credit for that half year not exceeding the maximum limit of 300 days.
 - (c) The entitlement of leave under Sub-Clause (a) above shall be reduced by 1/10th of the period of extra-ordinary leave availed of during the previous half year, subject to a maximum of 15 days.
- (2)
- (a) In addition to the leave noted in sub-Clause (1), the Vice- Chancellor shall be entitled to half-pay leave at the rate of 20 days for each completed year of service.
 - (b) The half pay leave may be availed of as commuted leave on full pay on medical certificate. When commuted leave is availed, twice the amount of half pay leave shall be debited against the half pay leave due.
- (3) The Vice-Chancellor may avail himself of the kinds of leave mentioned in sub-Clauses (1) and (2) above whenever he finds it necessary to do so and report the same to the Executive Council.
- (4) Where an employee of,
- (a) the Delhi University, or
 - (b) any College or Institution maintained by, or affiliated to the Delhi University is appointed as Vice-Chancellor, he shall be allowed to avail himself of any leave at his credit before his appointment as Vice- Chancellor. Similarly, on his relinquishing the post of the Vice-Chancellor and in the event of his re-joining his old post, he shall be entitled to carry back the leave at his credit to the new post.
- (5) The Vice-Chancellor may during two months of the long vacation carry on the duties from outside Delhi if he chooses to do so.

²⁷²CODE OF PROFESSIONAL ETHICS

The Vice-Chancellor

The Vice-Chancellor 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 herself/himself 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 responsibility, optimally, effectively and efficiently for providing a conducive working and learning environment;

²⁷² Amended/Replaced vide E.C.17.08.2013 and amended vide E.C.01-02.07.2019

- (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.

**Ord. XXII.A. Emoluments, Terms and Conditions of Service of
Pro-Vice-Chancellor.**

1. The Pro-Vice-Chancellor shall be appointed in the manner laid down by the Statutes.

2.

(a) ²⁷³The Pro-Vice Chancellor shall be in the Pay Band of Rs.37,400 – Rs.67,000 with AGP of Rs.10,000 along with a Special Allowance of Rs.4,000 per month, subject to the condition that the sum total of pay in the Pay Band, the Academic Grade Pay and the Special Allowance shall not exceed Rs.80,000. In case a Professor is appointed to discharge the duties of the Pro-Vice-Chancellor in addition to his own duties as a Professor, he shall draw his pay in the substantive post plus a special pay of Rs.4000/- p.m.

The University shall provide him with unfurnished residential accommodation for which he will pay rent at the usual rate. The grounds of the Pro-Vice-Chancellor's lodging will be maintained by the University.

(b) In addition to the salary prescribed in Clause (a) above, the Pro- Vice-Chancellor will also be entitled to Dearness Allowance, City Compensatory Allowance and other allowances as are admissible to University employees from time to time.

(c) The Pro-Vice-Chancellor shall be entitled to such terminal benefits as may be fixed by the Executive Council from time to time.

(d) ²⁷⁴Where an employee of any University or College or Institution maintained by, or affiliated to that University is appointed as Pro-Vice-Chancellor, he/she shall continue to be governed by the same retirement benefits scheme (namely, General Provident Fund/Contributory Provident Fund/Pension /Gratuity) to which he/she was entitled prior to his/her appointment as Pro-Vice Chancellor and till he/she continues to hold his/her lien on that post. But even in a case covered under this proviso, the pay for the purpose of subscription to the General Provident Fund and subscription to and contribution of the University to the Contributory Provident Fund shall be the pay which is drawn by him as Pro-Vice-Chancellor.

Provided that the pay for the purpose of subscription to the contributory provident fund/General Provident Fund and subscription to and contribution of the University to the contributory provident fund shall be the pay drawn by him/her as Pro-Vice-Chancellor.

²⁷³ Amended/Replaced vide E.C.17.08.2013 (university follows provisions prescribed by the UGC/Gol, in this matter, received from time to time and reported in EC)

²⁷⁴ Amended/Replaced vide E.C.17.08.2013

(e) ²⁷⁵***Omitted***

3.

(1)

(a) The Pro-Vice-Chancellor shall be entitled to leave on full pay at the rate of 30 days in a Calendar year. The leave shall be credited to his account in advance in two half-yearly instalments of 15 days each on the first January and July every year:

Provided that if the Pro- Vice-Chancellor assumes/relinquishes charge of the office of the Pro-Vice-Chancellor during the currency of a half year, the leave shall be credited proportionately @2½ days for each completed month of service.

(b) The leave at credit at the close of the previous half year shall be carried forward to the new half year subject to the leave so carried forward plus the credit for that half year not exceeding the maximum limit of 180 days.

(c) The entitlement of leave under sub-Clause (a) above shall be reduced by 1/10th of the period of extra-ordinary leave availed of during the previous half year, subject to a maximum of 15 days.

(2)

(a) In addition to the leave noted in sub-Clause (1), the Pro-Vice- Chancellor shall be entitled to half-pay leave at the rate of 20 days for each completed year of service.

(b) The half pay leave may be availed of as commuted leave on full pay on medical certificate. When commuted leave is availed, twice the amount of half pay leave shall be debited against the half pay leave due.

(3) Where an employee of,

(a) the Delhi University, or

(b) any College or Institution maintained by or affiliated to the Delhi University is appointed as Pro- Vice-Chancellor, he shall be allowed to avail himself of any leave at his credit before his appointment as Pro-Vice- Chancellor. Similarly, on his relinquishing the post of the Pro-Vice- Chancellor and in the event of his re-joining his old post, he shall be entitled to carry back the leave at his credit to the new post.

²⁷⁶CODE OF PROFESSIONAL ETHICS

The Pro-Vice-Chancellor

The Pro-Vice-Chancellor should:

²⁷⁵ Amended/Replaced vide E.C.17.08.2013

²⁷⁶ Amended/Replaced vide E.C.17.08.2013 and E.C.01-02.07.2019

- (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 herself/himself 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 responsibility, 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.

Ord. XXII-B. Emoluments, Terms and Conditions of Service of Registrar

1. ²⁷⁷The Registrar shall be appointed in the manner laid down by the Statutes and shall receive a salary in the Pay Band IV i.e. Rs. 37400-67000 + Grade Pay of Rs.10000 plus admissible allowances or as revised from time to time. The pay of the Registrar shall be fixed at a stage not below Rs.43,000/-p.m. in PB-IV.
2. The conditions of service of the Registrar shall be those embodied in the Agreement* of service prescribed by the University for officers.
3. The Registrar shall be entitled to leave, leave salary allowances, Provident Fund and other benefits, as prescribed in this behalf by the University from time to time for employees of the University.
4. Subject to the provisions of Clauses 6, 7 and 8 of the agreement of service, the Registrar shall be entitled to be in the service of the University until he is superannuated in accordance with the provisions of Ordinance XXVII.

Ord. XXII-C. Emoluments, Terms and Conditions of Service of Librarian

1. ²⁷⁸The Librarian shall be appointed in the manner laid down by the Statutes and shall receive a salary in the Pay Band IV i.e. Rs. 37,400 – Rs. 67,000 with the Academic Grade Pay of Rs.10,000 plus admissible allowances or as revised from time to time. The pay of the Librarian shall be fixed at the stage not below Rs. 43,000/-p.m. in the PB-IV.
2. The conditions of service of the Librarian shall be those embodied in the Agreement* of Service prescribed by the University for officers.
3. The Librarian shall be entitled to Leave, Leave Salary Allowances, Provident Fund, Pension-cum-Gratuity and other benefits, as prescribed in this behalf by the University from time to time for non-teaching employees of the University.

²⁷⁷ Amended/Replaced vide E.C.17.08.2013 (university follows provisions prescribed by the UGC/Gol, in this matter, received from time to time and reported in EC)

²⁷⁸ Amended/Replaced vide E.C.17.08.2013 (university follows provisions prescribed by the UGC/Gol, in this matter, received from time to time and reported in EC)

* For Agreement of Service, see Executive Council Resolution No. 106, dated 26-7-1957.

4. Subject to the provisions of Clauses 6, 7 and 8 of the Agreement of Service, the Librarian shall be entitled to be in service of the University until he is superannuated in accordance with the provisions of Ordinance XXVII.

Ord. XXII-D. Terms and Conditions of Service and Conduct Rules of Non- Academic Employees of the University.

²⁷⁹Consequent upon implementation of the revised pay structure based on the recommendations of the VI Pay Commission, the terms & conditions of service & the conduct rules of the non-academic employees of the University (other than Registrar and Librarian) shall stand amended accordingly by replacing **Appendix-VIII**²⁸⁰.

Ord. XXII-E. Emoluments, Terms and Conditions of Service of Dean of Colleges.

1. The Dean of Colleges shall be appointed in the manner laid down by the Statutes.
2.
 - (a)²⁸¹The salary of the Dean of Colleges shall fixed be in the Pay Band –IV i.e. Rs. 37,400 –Rs. 67,000 with AGP of Rs.10,000 along with a Special Allowance of Rs. 4,000 per month, subject to the condition that the sum total of pay in the Pay Band, the Academic Grade Pay and the Special Allowance shall not exceed Rs. 80,000. In case a Professor is appointed to discharge the duties of the Dean of Colleges in addition to his own duties as a Professor, he shall draw his pay in the substantive post plus a special pay of Rs. 4000/- p.m.

The University shall provide him with unfurnished residential accommodation for which he will pay rent at the usual rate. The grounds of the Dean of Colleges lodging will be maintained by the University.

- (b) In addition to the salary prescribed in Clause (a) above, the Dean of Colleges will also be entitled to Dearness Allowance, City Compensatory Allowance and other allowances as are admissible to University employees from time to time.
 - (c) The Dean of Colleges shall be entitled to such terminal benefits as may be fixed by the Executive Council from time to time.
 - (d)²⁸²Where an employee of any University or College or Institution maintained by, or affiliated to that University is appointed as Dean of Colleges, he shall continue to be governed by the same retirement benefits scheme (namely, General Provident Fund/Contributory Provident Fund/Pension/Gratuity) to which he was entitled prior to his appointment as Dean of Colleges and till he continues to hold his lien on that post. But even in a case covered under this proviso, the pay for the purpose of subscription to the New Pension Scheme and subscription to and contribution of the University to the Contributory

²⁷⁹ Amended/Replaced vide E.C.17.08.2013 and amended E.C.28.05.2015

²⁸⁰ Amended/Replaced vide E.C.28.05.2015

²⁸¹ Amended/Replaced vide E.C.17.08.2013 (university follows provisions prescribed by the UGC/Gol, in this matter, received from time to time and reported in EC)

²⁸² Amended/Replaced vide E.C.17.08.2013

Provident Fund shall be the pay which is drawn by him as Dean of Colleges.

Provided that the pay for the purpose of subscription to the contributory provident fund/General Provident Fund and subscription to and contribution of the University to the Contributory Provident Fund shall be the pay drawn by him/her as Dean of Colleges

Note : For the purpose of calculating University Contribution to Provident Fund, pay means pay including Dearness Pay as is admissible in the case of older University Employees.

(e) ^{283***}Omitted***

3.

(1)

(a) The Dean of Colleges shall be entitled to leave on full pay at the rate of 30 days in a Calendar year. The leave shall be credited to his account in advance in two half-yearly installments of 15 days each on the first January and July every year.

Provided that if the Dean of Colleges assumes/relinquishes charge of the office of Dean of Colleges during the currency of a half year, the leave shall be credited proportionately @ 2½ days for each completed month of service.

(b) The leave at credit at the close of the previous half year shall be carried forward to the new half year subject to the leave so carried forward plus the credit for that half year not exceeding the maximum limit of 300 days.

(c) The entitlement of leave noted in sub-Clause (a) above shall be reduced by 1/10th of the period of extra-ordinary leave availed of during the previous half year, subject to a maximum of 15 days.

(2)

(a) In addition to the leave noted in sub-clause (1), the Dean of Colleges shall be entitled to half-pay leave at the rate of 20 days for each completed year of service.

(b) The half pay leave may be availed of as commuted leave on full pay on medical certificate. When commuted leave is availed, twice the amount of the half pay leave shall be debited against the half pay leave due.

(3) Where an employee of;

(a) the Delhi University, or

(b) any College or Institution maintained by, or affiliated to the Delhi University is appointed as Dean of Colleges, he/she shall be allowed to avail himself/herself of any leave at his/her credit before his/her appointment as Dean of Colleges. Similarly, on his/her relinquishing the post of the Dean of Colleges and in the event of his/her re-joining his/her old post, he/she shall be

²⁸³ Omitted vide E.C.17.08.2013

entitled to carry back the leave at his/her credit to the new post.

**Ord. XXII-F. Emoluments, Terms and Conditions of Service of
Director, South Campus.**

1. In this Ordinance the Director means the Director, South Campus.

2.

(1) ²⁸⁴The Director, South Campus shall be in the Pay Band of Rs.37,400 – Rs.67,000 with AGP of Rs.10,000 along with a Special Allowance of Rs.4,000 per month, subject to the condition that the sum total of pay in the Pay Band, the Academic Grade Pay and the Special Allowance shall not exceed Rs.80,000. In case a Professor is appointed to discharge the duties of the Director, South Campus in addition to his own duties as a Professor, he shall draw his pay in the substantive post plus a special pay of Rs.4000/-p.m.

The University shall provide him with unfurnished residential accommodation for which he will pay rent at the usual rate. The grounds of the Director, South Campus lodging will be maintained by the University.

(2) In addition to the salary prescribed in Clause (a) above, the Director, South Campus will also be entitled to Dearness Allowance, City Compensatory Allowance and other allowances as are admissible to University employees from time to time.

(3) The Director, South Campus shall be entitled to such terminal benefits as may be fixed by the Executive Council from time to time.

(4) ²⁸⁵Where an employee of any University or College or Institution maintained by, or affiliated to that University is appointed as Director, South Campus, he shall continue to be governed by the same retirement benefits scheme (namely, New Pension Scheme/General Provident Fund/Contributory Provident Fund/Pension/Gratuity) to which he was entitled prior to his appointment as Director, South Campus and till he continues to hold his lien on that post. But even in a case covered under this proviso, the pay for the purpose of subscription to and contribution of the University to the Contributory Provident Fund shall be the pay which is drawn by him as Director, South Campus.

Provided that the pay for the purpose of subscription to the contributory provident fund/General Provident Fund and subscription to and contribution of the University to the contributory provident fund shall be the pay drawn by him/her as Director, South Campus.

(5) When an incumbent to the post of the Director, South Campus is not an employee of-

²⁸⁴ Amended/Replaced vide E.C.17.08.2013 (university follows provisions prescribed by the UGC/Gol, in this matter, received from time to time and reported in EC)

²⁸⁵ Amended/Replaced vide E.C.17.08.2013

- (i) the Delhi University, or
- (ii) any other University or College or Institution maintained by, or affiliated to the University, or he was re-employed with any of these organisations prior to his appointment as Director, South Campus he shall be entitled to subscribe to the Contributory Provident Fund of the University.

Provided further that in both the cases covered under sub-Clauses (d) and (e) above, the pay for the purpose of subscription to the General Provident Fund and subscription to and contribution of the University to the Contributory Provident Fund shall be the pay drawn by him as Director, South Campus.

3.

(1)

- (a)** The Director, South Campus shall be entitled to leave on full pay at the rate of 30 days in a Calendar year. The leave shall be credited to his account in advance in two half-yearly installments of 15 days each on the first January and July every year:

Provided that if the Director, South Campus assumes/relinquishes charge of the office of the Director, South Campus during the currency of a half year, the leave shall be credited proportionately @ 2½ days for, each completed month of service.

- (b)** The leave at credit at the close of the previous half year shall be carried forward to the new half year subject to the leave so carried forward plus the credit for that half year not exceeding the maximum limit of 300 days.
- (c)** The entitlement of leave under sub-Clause (a) above shall be reduced by 1/10th of the period of extra-ordinary leave availed of during the previous half year, subject to a maximum of 15 days.

(2)

- (a)** In addition to the leave noted in sub-Clause (1), the Director, South Campus shall be entitled to half-pay leave at the rate of 20 days for each completed year of service.
- (b)** The half pay leave may be availed of as commuted leave on full pay on medical certificate. When commuted leave is availed, twice the amount of half pay leave shall be debited against the half pay leave due.

(3) Where an employee of-

- (a)** the Delhi University, or
- (b)** any College or Institution maintained by, or affiliated to the Delhi University is appointed as Director, South Campus he shall be allowed to avail himself of any leave at his credit before his appointment as Director, South Campus. Similarly, on his relinquishing the post of the Director, South Campus and in the event of his re-joining his old post, he shall be entitled to carry back the leave at his credit to the new post.

**Ord. XXII-G Emoluments, Terms and Conditions of Service of
Director, Campus of Open Learning.**

1. In this Ordinance the Director means the Director, Campus of Open Learning.

2.

- (1) ²⁸⁶The Director, Campus of Open Learning shall be in the Pay Band of Rs.37,400 –Rs.67,000 with AGP of Rs.10,000. The pay of the Director, Campus of Open Learning shall be fixed at a stage not below Rs.43,000/- per month in PB-IV. In case a Professor is appointed to discharge the duties of the Director, Campus of Open Learning in addition to his own duties as a Professor, he shall draw his pay in the substantive post plus a special pay of Rs.4000/- p.m.
- (2) In addition to the salary prescribed in Clause (a) above, the Director Campus of Open Learning will also be entitled to Dearness Allowance, City Compensatory Allowance and other allowances as are admissible to University employees from time to time.
- (3) The Director, Campus of Open Learning shall be entitled to such terminal benefits as may be fixed by the Executive Council from time to time.
- (4) ²⁸⁷The Director, Campus of Open Learning shall be entitled to subscribe to the Contributory Provident Fund of the University till the end of his/her tenure:

Provided that where an employee of any University or College or Institution maintained by or affiliated to that University is appointed as the Director, Campus of Open Learning, he shall continue to be governed by the same retirement benefits scheme (namely, General Provident Fund/ Contributory Provident Fund/ Pension/ Gratuity) to which he was entitled prior to his appointment as Director, Campus of Open Learning and till continues to hold his lien on that post. But even in a case covered under this proviso, the pay for the purpose of subscription to the General Provident Fund and subscription to and contribution of the University to the Contributory Fund shall be the pay which is drawn by him as Director, Campus of Open Learning.

Provided that the pay for the purpose of subscription to the new pension scheme/contributory provident fund/General Provident Fund and subscription to and contribution of the University to the contributory provident fund shall be the pay drawn by him/her as Director, Campus of Open Learning.

- (5) When an incumbent to the post of the Director, Campus of Open Learning is not an employee of :-
- (i) the Delhi University or
 - (ii) any other University or Colleges or Institution maintained by, or affiliated to the University or he was re-employed with any of these organisations prior to

²⁸⁶ Amended/Replaced vide E.C.17.08.2013(university follows provisions prescribed by the UGC/Gol, in this matter, received from time to time and reported in EC)

²⁸⁷ Amended/Replaced vide E.C.17.08.2013

his appointment as Director, Campus of Open Learning he shall be entitled to subscribe to the Contributory Provident Fund of the University.

Provided further that in both the cases covered under the sub-Clauses (d) and (e) above, the pay for the purpose of subscription to the General Provident Fund and subscription to and contribution of the University to the contributory Provident Fund shall be pay drawn by him as Director, Campus of Open Learning.

3.

(1)

(a) The Director, Campus of Open Learning shall be entitled to leave on full pay at the rate of 30 days in a Calendar year. The leave shall be credited to his account in advance in two half-yearly installments of 15 days each on the first January and July every year:

Provided that if the Director, Campus of Open Learning assumes, relinquishes charge of the office of the Director, Campus of Open Learning during the currency of a half year, the leave shall be credited proportionately @ 2½ days for each completed month of service.

(b) The leave at credit at the close of the previous half year shall be carried forward to the new half year subject to the leave so carried forward plus, the credit for that half year not exceeding the maximum limit of 300 days.

(c) The entitlement of leave sub-Clause (a) above shall be reduced by 1/10th period of extra-ordinarily leave availed of during the previous half year, subject to a maximum of 15 days.

Ord. XXII-H. Terms and Conditions of Service of the Employees of the C.I.E. Experimental School

Notwithstanding anything contained to the contrary in any Ordinance of the University, the terms and conditions of service of the employees of the C.I.E. Experimental School shall be in accordance with and be governed by the Delhi School Education Act, 1973 and the Rules framed thereunder.

²⁸⁸Ord. XXII-I. Terms and Conditions of Service of the Proctor, University of Delhi

1. In this Ordinance the Proctor means the Proctor, University of Delhi.
2. (1) (a) The Proctor, shall be entitled to leave on full pay at the rate of 30 days in a calendar year. The leave shall be credited to his/her account in advance in two half-yearly instalments of 15 days each on the first January and July every year:

²⁸⁸ Inserted vide E.C.09.01.2015

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Provided that if the Proctor, relinquishes charge of the Office of the Proctor, during the currency of a half year, the leave shall be credited proportionately at the rate of two and a half days for each completed month of service.

- (b) The leave at the credit at the close of the previous half year shall be carried forward to the new half year subject to the leave so carried forward plus, the credit for that half year not exceeding the maximum limit of 300 days.
 - (c) The entitlement of leave sub-clause (a) above shall be reduced by 1/10th period of extra-ordinarily leave availed of during the previous half year, subject to maximum of 15 days.
- (2) (a) In addition to the leave noted in sub-clause (1) the Proctor, shall be entitled to half pay leave at the rate of 20 days for each completed year of service.
- (b) The half pay leave may be availed of as commuted leave on full pay on medical certificate. When commuted leave is availed, twice the amounts of half pay leave shall be debited against the half pay leave due.

3. Where an employee of –

(a) The University of Delhi or

(b) Any colleges or Institution maintained by or affiliated to University of Delhi is appointed as Proctor, he/she shall be allowed to avail himself/herself of any leave at his/her credit before his/her appointment as the Proctor. Similarly, on his/her relinquishing the post of the Proctor, and in the event of his/her rejoining his/her old post, he/she shall be entitled to carry back the leave at his/her credit to the new post.

Ord. XXIII. Heads of Departments

- (1) The Head of the Department shall be appointed by the Vice- Chancellor by observing, as far as possible, the principle of rotation. Such appointments shall be reported to the Executive Council.
- (2) Notwithstanding anything contained in Clause 1, if for any reason it has not been possible to appoint a person as Head of the Department who is senior to the person (persons) who has already served or is serving as Head of the Department, it shall be open to the Vice-Chancellor to appoint that person as Head of the Department whenever a vacancy next occurs if he can otherwise be so appointed.
- (3) The Head of the Department shall hold office for a period of three years. A person shall not ordinarily be appointed as Head of the Department for a second consecutive term.
- (4) ²⁸⁹Notwithstanding anything contained in Clause-2, pending the appointment of a Head of the Department or during his absence on leave, the Vice-Chancellor may ask any Professor or any Reader in the Department either to discharge the current duties of the Head of the Department or to act as Head of the Department, as the case may be, as a purely temporary measure.

Note: The Principle of rotation will apply from the person who is next in order of seniority to the person who has already served or is serving as Head of the Department.

²⁸⁹ Amended/Replaced vide E.C.17.08.2013

Ord. XXIV. Qualifications of University Teachers (Appointed and Recognized) other than those for whom special qualifications have been prescribed separately under this Ordinance

²⁹⁰GENERAL NOTE:

- (i) The direct recruitment to the posts of Assistant Professors, Associate Professors and Professors in the Universities and Colleges shall be on the basis of merit through all India advertisement and selections by the duly constituted Selection Committees.
- (ii) The National Eligibility Test (NET) shall be the minimum eligibility for appointment of Assistant Professor and equivalent positions wherever provided in this Ordinance.

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

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

²⁹⁰ Amended/Replaced vide E.C.17.08.2013, E.C.28.05.2015, E.C.31.12.2016 & E.C.01-02.07.2019

- (iii) The clearing of NET shall not be required for candidates in such disciplines for which NET has not been conducted.
- (iv) 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.

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 Muscular 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.

- (v) A relaxation of 5% may be provided, from 55% to 50% of the marks to the Ph.D. Degree holders, who have obtained their Master's Degree prior to 19 September, 1991.
- (vi) Relevant grade which is regarded as equivalent of 55% wherever the grading system is followed by a recognized university shall also be considered eligible.
- (vii) 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 up to twenty per cent of the total faculty strength (excluding faculty on medical / maternity leave) shall be allowed by their respective institutions to take study leave for pursuing Ph.D. degree.

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

- (c) The Ph.D. Degree shall be a mandatory qualification for promotion to the post of Assistant Professor (Selection Grade/ Academic Level 12) in Universities.
- (d) The Ph.D. Degree shall be a mandatory qualification for direct recruitment to the post of Assistant Professor in Universities with effect from 01.07.2023²⁹¹.
- (ix) The number of candidates to be called for interview for the teaching posts in the University and its Colleges, shall be determined after screening of applications in accordance with the guidelines laid down by the Executive Council in this behalf.
- (x)
- (a) No person shall be appointed to the post of University and College teacher, Librarian or Director of Physical Education and Sports, in the University or in any of the affiliated/constituent Colleges of the University, if such person does not fulfill the requirements as to the qualifications for the appropriate post in this Ordinance.
- (b) 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 or recruiting college/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 LLM degree. 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.
- (c) Other stipulations prescribed by the UGC/University shall be mandatory for all the posts.

²⁹¹ Amended/Replaced vide E.C. Res. No.34-3 dated 29.10.2021

I. ²⁹²**FOR THE DISCIPLINES OF ARTS, COMMERCE, HUMANITIES, LAW, SOCIAL SCIENCES, SCIENCES, LANGUAGES, LIBRARY SCIENCE, JOURNALISM & MASS COMMUNICATION AND *PHYSICAL EDUCATION.**

(a) Assistant Professor:

Eligibility (A or B):

A.

- 1) 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 /allied subject from an Indian University, or an equivalent degree from an accredited foreign University.
- 2) Besides fulfilling the above qualifications, the candidate must have cleared the national eligibility test (NET) conducted by the UGC or the CSIR. (exemption from NET shall be granted in accordance with clause (ii) & (iii) of General Note to this Ordinance.)

Provided that the Ph.D. Degree shall be a mandatory qualification for direct recruitment to the post of Assistant Professor in Universities with effect from 01.07.2023²⁹³.

Or

B.

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

Note: The academic score as specified in Annexure VI-A (Table VI-A.c) for department of University, and Annexure VI-A (Table VI-A.d) 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.

(b) Associate Professor:

Eligibility:

- (i) A good academic record, with a Ph.D. Degree in the concerned/allied/relevant disciplines.

²⁹² Amended/Replaced vide E.C.17.08.2013 & E.C.01-02.07.2019

* **Explanatory Note 1:** In pursuance of the Clause 1.1.(i) of the UGC Regulations 2018, existing qualifications for Assistant Professor, Associate Professor, Professor and Principal have been retained with respect to the departments of the University/Colleges where courses related to Teacher Education are offered, for which NCTE guidelines will apply. (E.C. Resolution No. 16 dated 28.05.2015)

Explanatory Note 2: Existing qualifications for Assistant Professor, Associate Professor and Professor have been retained for the discipline of **Management Studies** as UGC Regulations 2018 does not mention any separate qualifications for this discipline.

Explanatory Note 3: The provisions prescribed in General Note to this Ordinance shall apply to all the posts mentioned herein.

²⁹³ Amended/Replaced vide E.C. Res. No.34-3 dated 29.10.2021

- (ii) A master's degree with at least 55% marks (or an equivalent grade in a point-scale, wherever the grading system is followed).
- (iii) A minimum of eight years 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 *Annexure VI-A (Table VI-A.b)*.

(c) Professor:

Eligibility (A or B):

A.

- (i) An eminent scholar having a Ph.D. Degree in the concerned/allied/relevant discipline, and published work of high quality, actively engaged in research with evidence of published work with, a minimum of 10 research publications in the peer-reviewed or UGC-listed journals and a total research score of 120 as per the criteria given in *Annexure VI-A (Table VI-A.b)*
- (ii) A minimum of ten years of teaching experience in University/College as Assistant Professor/ Associate Professor/ Professor, and / or research experience at equivalent level at the University/National level Institutions with evidence of having successfully guided doctoral candidate.

Or

B.

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 she/he has ten years' experience.

(d) Senior Professor:

Upto 10 percent of the existing sanctioned strength of Professors in the University may be appointed as senior Professor in the University, through direct recruitment.

Eligibility:

- (i) An eminent 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 supervision.
- (ii) 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.
- (iii) 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.

- (iv) The selection shall be based on ten best publications in the peer-reviewed or UGC-listed journals and award of Ph.D. degrees to at least two candidates under the candidate's supervision during the last 10 years and interaction with the selection committee constituted as Statute 19.

II. MANAGEMENT STUDIES.²⁹⁴

A. Assistant Professor:

i) Essential:

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

OR

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

ii) Desirable:

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

B. Associate Professor – Management Studies:

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

OR

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

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

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

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

- (a) Consistently good academic record with at least 55% marks (or an equivalent grade in a point scale wherever grading system is followed) in Master's Degree in Business Management/ Administration/in a relevant management

²⁹⁴ Amended/Replaced vide E.C.17.08.2013
Note: Refer to Explanatory Note 2 above

related discipline or first class in two years full time PGDM declared equivalent by AIU/recognized by AICTE / UGC,

OR

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

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

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

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

C. Professor - Management Studies:

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

OR

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

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

3) A minimum of ten years' experience of teaching / industry / research / professional out of which five years must be at the level of Reader or equivalent excluding the period spent for obtaining the research degree.

OR

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

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

OR

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

- (c) The candidate should have professional work experience which is significant and can be recognized at national/International level as equivalent to Ph.D. and twelve years' managerial experience in industry/profession of which at least eight years should be at least at a level comparable to that of Reader/Assistant Professor.

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

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

²⁹⁵**MUSIC, PERFORMING ARTS, VISUAL ARTS AND OTHER TRADITIONAL INDIAN ART FORMS LIKE SCULPTURE, etc.:**

III. MUSIC

(a) Assistant Professor:

Eligibility (A or B):

A.

- 1) 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.

²⁹⁵ Amended/Replaced vide E.C.17.08.2013 & E.C.01-02.07.2019

- 2) Besides fulfilling the above qualifications, the candidate must have cleared the national eligibility test (NET) conducted by the UGC or the CSIR. (exemption from NET shall be granted in accordance with clause (ii) & (iii) of general note to this Ordinance.)

Provided that the Ph.D. Degree shall be a mandatory qualification for direct recruitment to the post of Assistant Professor in Universities with effect from 01.07.2023²⁹⁶.

Or

B.

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/reputed traditional master(s)/artist(s)
- ii) has been 'A' grade artist of AIR/Doordarshan;
- 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.

(b) 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/Doordarshan;
- (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.

²⁹⁶ Amended/Replaced vide E.C. Res. No.34-3 dated 29.10.2021

(c) 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 Annexure VI-A (Table VI-A.b)

Or

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

- (i) having Master's degree, in the relevant subject
- (ii) has been 'A'- grade artist of AIR/Doordarshan
- (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

IV. ²⁹⁷VISUAL (FINE) ARTS, DRAMA AND YOGA DISCIPLINE:

(i) ²⁹⁸VISUAL (FINE) ARTS

A. Assistant Professor:

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

Provided that the Ph.D. Degree shall be a mandatory qualification for direct recruitment to the post of Assistant Professor in Universities with effect from 01.07.2023²⁹⁹.

²⁹⁷ Amended/Replaced vide E.C.17.08.2013 & E.C.01-02.07.2019

²⁹⁸ Amended/Replaced vide E.C.17.08.2013 & E.C.01-02.07.2019

²⁹⁹ Amended/Replaced vide E.C. Res. No.34-3 dated 29.10.2021

OR

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

- a) First class Diploma in Visual (Fine) Arts discipline from the recognized Institution of India/Abroad;
- b) Five years of experience of holding regular regional/National exhibitions/Workshops with evidence; and
- c) Ability to explain the logical reasoning of the subject concerned and adequate knowledge to teach theory with illustrations in that discipline.

B. Associate Professor – Visual (Fine) Arts:

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

OR

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

C. Professor – Visual (Fine Arts):

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

OR

- 2) A Professional artist with highly commendable professional achievement in the concerned subject, who should have:
 - a). Twelve years of experience of holding regular regional/national exhibition/workshops with evidence;

- b). Significant contributions in the field of specialization and ability to guide research;
- c). Participation in National/International Seminars/Conferences/ Workshops and/or recipient of National/International Awards/ Fellowships; and
- d). Ability to explain the logical reasoning of the subject concerned and adequate knowledge to teach theory with illustrations in that discipline.

(ii) ³⁰⁰DRAMA DISCIPLINE:

(a) 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. (exemption from NET shall be granted in accordance with clause (ii) & (iii) of General Note to this Ordinance.)

Provided that the Ph.D. Degree shall be a mandatory qualification for direct recruitment to the post of Assistant Professor in Universities with effect from 01.07.2023³⁰¹.

OR

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

- (i) been a professional artist with three years' Bachelor degree/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.

(b) Associate Professor:

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.

³⁰⁰ Inserted vide E.C.01-02.07.2019

³⁰¹ Amended/Replaced vide E.C. Res. No.34-3 dated 29.10.2021

- (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 courses and /or curricula;
- (iv) Participated in Seminars/Conferences in reputed institutions; and
- (v) The ability to explain with logical reasoning the subject concerned and adequate knowledge to teach theory with illustrations in the said discipline.

(c) Professor

Eligibility (A or B) :

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

OR

B. A traditional and a professional artist, having highly commendable professional achievement in the subject concerned, who has:

- (i) Master's degree, in the relevant subject;:
- (ii) Ten years of outstanding performing achievements in the field of specialisation;
- (iii) Made significant contribution in the field of specialisation
- (iv) Guided research;
- (v) Participated in National/ International Seminars/ Conferences/ Workshops and/or recipient of National / International Awards/ Fellowships;
- (vi) Ability to explain with logical reasoning the subject concerned;
- (vii) Adequate knowledge to teach theory, with illustrations in the said discipline.

(iii) ³⁰²YOGA DISCIPLINE

(a) Assistant Professor

Eligibility (A or B) :

³⁰² Inserted vide E.C.01-02.07.2019

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 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.

Provided that the Ph.D. Degree shall be a mandatory qualification for direct recruitment to the post of Assistant Professor in Universities with effect from 01.07.2023³⁰³.

Or

B. A Master's degree in any discipline with at least 55% marks (or an equivalent grade in a point-scale wherever the grading system is followed) and a Ph.D. Degree in yoga* in accordance with the University Grants Commission (minimum standards and 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.

Note: considering the paucity of teachers in the newly-emerging field of yoga, this alternative has been provided and shall be valid only for five years from the date of notification of UGC regulations 2018 i.e. 18th July 2018.

(b) Associate Professor

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

(c) Professor:

Eligibility (A or B) :

A.

- (i) An eminent 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-

³⁰³ Amended/Replaced vide E.C. Res. No.34-3 dated 29.10.2021

reviewed or UGC listed journals and a total research score of at least 120 as per the criteria given in Annexure VI-A (Table VI-A.b).

- (ii) A minimum of ten years of teaching experience in a University/College and / or experience in research at the University/national level institution/industries, with evidence of having successfully guided doctoral candidate.

Or

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

V. ³⁰⁴OCCUPATIONAL THERAPY:

(a) 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.OT.) , with at least 55% marks (or an equivalent grade in a point-scale wherever the grading system is followed), from a recognised University

(b) Associate Professor:

(i) Essential :

A master's degree in Occupational Therapy (M.O.T./M.O.Th./M.Sc. O.T.), with eight years' experience as Assistant Professor.

(ii) Desirable:

Higher qualification, including a Ph. D. Degree in any discipline of Occupational Therapy recognised by the UGC, and published work of high standard in peer-reviewed or UGC- listed journals.

(c) Professor:

(i) Essential :

A Master's degree in Occupational Therapy (M.O.T./M.O.Th./M.Sc. O.T.), with ten years' experience in Occupational Therapy.

(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.

VI. ³⁰⁵PHYSIOTHERAPY:

(a) Assistant Professor:

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

³⁰⁴ Amended/Replaced vide E.C.17.08.2013 & E.C.01-02.07.2019

³⁰⁵ Amended/Replaced vide E.C.17.08.2013 & E.C.01-02.07.2019

(b) Associate Professor:

(i) Essential :

A master's degree in Physiotherapy (M.P.T./M.P.Th./M.Th.P/M.Sc.P.T.) with eight years' experience as Assistant Professor.

(ii) Desirable:

Higher qualification, including a 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.

(c) Professor:

(i) Essential :

A Master's degree in Physiotherapy (M.P.T./M.P.Th./M.Th.P/M.Sc.P.T.) with eight years' experience as Assistant Professor.

(ii) Desirable:

Higher qualification, including a 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.

VII. ³⁰⁶PHARMACY:

A. Assistant Professor- Pharmacy:

i) Essential:

1. A basic degree in pharmacy (B.Pharm.).
2. Registration as a pharmacist under the Pharmacy Act, 1948, as amended from time to time, including any succeeding enactments.
3. First Class Master's Degree in appropriate branch of specialization in Pharmacy.

ii) Desirable:

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

B. Associate Professor - Pharmacy:

i) Essential:

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

OR

³⁰⁶ Amended/Replaced vide E.C.17.08.2013

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

1. First Class Master's Degree in the appropriate branch of specialization in Pharmacy;

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

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

ii) Desirable:

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

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

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

C. Professor - Pharmacy:

i) Essential:

1. A basic degree in pharmacy (B. Pharm.).

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

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

OR

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

1. First Class Master's Degree in the appropriate branch of specialization in Pharmacy; and

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

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

ii) Desirable:

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

Note:

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

VIII. ³⁰⁷PHYSICAL EDUCATION:

A. Assistant Professor

1. In colleges where under graduate programmes i.e. B.P.Ed. is offered, guidelines given by National Council for Teacher Education (NCTE) shall apply.

M.P.Ed. degree or its equivalent with 55% marks or its equivalent grade i.e. B in the seven point scale of letter grades O, A, B, C, D, E, F as per UGC norms.

Note: Any other stipulation prescribed by UGC/University from time to time for the position of Assistant Professor shall be mandatory.

2. In the Department of Education where M.Ed. is taught the following qualifications shall apply as per NCTE norms for the post of Assistant Professor.

Postgraduate degree in relevant subject with minimum 55% marks.

Note: Any other stipulation prescribed by the UGC/University from time to time for the position of Assistant Professor shall be mandatory.

³⁰⁷ Amended/Replaced vide E.C.17.08.2013 & 28.05.2015

B. Associate Professor

1. In colleges where under graduate programmes i.e. B.P.Ed. is offered, guidelines given by National Council for Teacher Education (NCTE) shall apply.

- (i) M.P.Ed. degree or its equivalent with at least 55% marks or its equivalent grade i.e. B in the seven point scale of letter grades O, A, B, C, D, E, F as per UGC norms.
- (ii) A minimum of eight years of experience of teaching and/or research in an academic/research position equivalent to that of Assistant Professor I a University, College or Accredited Research Institution/industry excluding the period of Ph.D. research with evidence of published work and a minimum of 5 publications as books and/or research / policy papers.

Note: Any other stipulation prescribed by UGC/University from time to time for the position of Associate Professor shall be mandatory.

2. In the Department of Education where M.Ed. is taught the following qualifications shall apply as per NCTE norms for the post of Associate Professor.

- (i) Postgraduate degree in Physical education (M.P.Ed./M.P.E.) or any relevant subject with 55% marks or an equivalent grade.
- (ii) Ph.D. in the areas of Physical Education.
- (iii) At least eight years of teaching/research experience in a department/College of physical education out of which at least three years at the postgraduate level.

Note: Any other stipulation prescribed by the UGC/University from time to time.

C. Professor

- (i) Postgraduate degree in Physical education (M.P.Ed./M.P.E.) with 55% marks or its equivalent grade.
- (ii) Ph.D. in the areas of Physical Education.
- (iii) At least ten years of teaching/research experience in a department/College of physical education out of which at least five years in the postgraduate institution/University department.

Note: Any other stipulation prescribed by the UGC/University from time to time.

D. Principal in a college exclusively offering B.P.Ed. course in Physical Education

- (a) Master's degree in Physical Education (M.P.Ed./M.P.E.) with 55% marks or its equivalent grade, i.e. B in the seven point scale of letter grades O, A, B, C, D, E, F as per UGC norms.
- (b) Ph.D. in the field of Physical Education.

- (c) Eight years teaching experience out of which five years' experience in and institute / College / department of physical education.
- (d) Any other stipulation prescribed by the UGC/University from time to time for the positions of principal shall be mandatory.

Note: A minimum score as stipulated in the Academic Performance Indicator (API) based Performance Based Appraisal System (PBAS), as per the UGC guidelines. (Performa for performance based appraisal system and detailed guidelines to calculate API Score is as per Annexure).

IX. ³⁰⁸TECHNOLOGY:

A. Assistant Professor- Technology

i) Essential:

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

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

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

B. Associate Professor - Technology

i) Essential:

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

OR

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

First Class Master's Degree in the appropriate branch of Engineering & Technology; Significant professional work which can be recognized as equivalent to a Ph.D. Degree in appropriate branch of Engineering & Technology and industrial / professional experience of eight years in a position equivalent to the level of Lecturer,

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

³⁰⁸ Amended/Replaced vide E.C.17.08.2013

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

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

C. Professor: - Technology

i) Essential:

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

OR

2. In the event the candidate is from industry and the profession, the following shall constitute as essential:
3. First Class Master's Degree in the appropriate branch of Engg., & Tech.;
4. Significant professional work which can be recognized* as equivalent to a Ph.D. Degree in appropriate branch of Engg., & Tech., and industrial / professional experience of ten years, out of which at least five years at a senior level of Assistant Professor / Reader,

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

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

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

X. ³⁰⁹EDUCATION:

A. Assistant Professor in Education.

1. In colleges where under graduate programmes i.e. B.Ed. and B.El.Ed. are offered, guidelines given by National Council for Teacher Education (NCTE) shall apply.

a) Master's degree in Sciences / Humanities / Arts/ Commerce with 55% marks and M.Ed. from a recognized University with at least 55% marks.

b) Perspectives in Education or Foundation courses

- For B.Ed.

Master's degree in Social Sciences with 55% marks and M.Ed. from a recognized University with at least 55% marks.

OR

Post-graduate in Education with minimum 55% marks and B.Ed./B.El.Ed. each with 55% marks.

- For B.El.Ed.

Postgraduate degree in Social Sciences/Humanities/Sciences/Mathematics/ Languages with 55% marks and M.Ed. with 55% marks [except 3(three) positions from Philosophy, Sociology, Psychology, where the faculty qualification shall be post-graduation in any of these three disciplines with 55% marks and B.Ed./B.El.Ed. with 55% marks].

Linguistics: Masters in Linguistics with 55% marks with B.Ed./B.El.Ed.

Desirable: M.Phil./Ph.D. in Education.

c) For Curriculum and Pedagogic Courses.

- For B.Ed.

Master's degree in Science/Mathematics/Social Science/ Languages with minimum 55% marks; and M.Ed. degree with minimum 55% marks.

Desirable: Ph.D. degree in Education with subject specialisations.

[Note: In case of b and c put together, for two faculty positions, a postgraduate degree in Sociology / Psychology / Philosophy with 55% marks, and B.Ed./B.El.Ed. with 55% marks and three years of teaching experience in a secondary school shall be considered].

- For B.El.Ed.

Postgraduate degree in Social Sciences/Humanities/Sciences/Mathematics/ Languages with 55% marks and M.Ed. with 55% marks [except 3(three)

³⁰⁹ Amended/Replaced vide E.C.17.08.2013, E.C.14.08.2014 & E.C.28.05.2015

positions from Philosophy, Sociology, Psychology, where the faculty qualification shall be post-graduation in any of these three disciplines with 55% marks and B.Ed./B.El.Ed. with 55% marks].

Linguistics: Masters in Linguistics with 55% marks with B.Ed./B.El.Ed.

Desirable: M.Phil./Ph.D. in Education.

d) For Specialised Course Physical Education for B.Ed./B.P.Ed./ B.El.Ed.

Master of Physical Education (M.P.Ed.) with minimum 55% marks.
(Training/qualification in yoga education shall be desirable)

For Visual Arts for B.Ed./ B.El.Ed.

Post-graduation degree in Fine Arts (MFA) with minimum 55% marks.

For Performing Arts for B.Ed./ B.El.Ed.

Post graduate degree in Music/Dance/Theatre Arts with minimum 55% marks.

2. In the Department of Education where M.Ed. is taught the following qualifications shall apply as per NCTE norms for the post of Assistant Professor.

a) Postgraduate degree with minimum 55% marks in the discipline relevant to the area of specialization.

b) Postgraduate degree in Education (M.Ed./M.A. Education) with minimum 55% marks.

Note:

1. For those subjects where the NCTE norms for qualifications for posts relating to B.El.Ed. stipulate only M.A./ M.Sc. and PG degree or research in Education, the minimum marks in that discipline should be 55% marks.
2. The National Eligibility Test (NET) shall be in Education for those positions where M.Ed. is a requirement. For those positions which do not require M.Ed., NET shall be in the subject concerned.

B. Associate Professor in Education.

i) Master's Degree in Arts / Humanities / Sciences / Commerce with minimum 55% in the discipline relevant to the area of specialization.

ii) Master's degree in Education (M.Ed./M.A. Education) with a minimum of 55% marks.

iii) Ph.D. degree in Education or in the discipline relevant to the area of specialization.

iv) Any other qualification prescribed by UGC like NET qualification or length of professional teaching experience as per UGC/University for the positions of Associate Professor.

C. Professor in Education.

- i) Master's Degree in Arts / Humanities / Sciences / Commerce with minimum 55% in the discipline relevant to the area of specialisation.
- ii) Master's degree in Education (M.Ed./M.A. Education) with a minimum of 55% marks.
- iii) Ph.D. degree in Education or in the discipline relevant to the area of specialization.
- iv) Any other qualification prescribed by UGC like NET qualification or length of professional teaching experience as per UGC/University for the positions of Professor.

D. Principal in a college exclusively offering M.Ed/B.Ed./B.El.Ed. Courses:

- **For M.Ed. courses**
 - a. Post graduate degree in a related discipline.
 - b. M.Ed. with minimum 55% marks.
 - c. Ph.D. in Education.
 - d. Ten years of Professional experience in Teacher Education.
- **For B.Ed. courses**
 - a. Postgraduate degree in Arts / Science /Social Science / Humanities / Commerce with 55% marks; and
 - b. M.Ed. with minimum 55% marks; and
 - c. Ph.D. in Education or in any pedagogic subject offered in the institution; and
 - d. Eight years of teaching experience in a Secondary Teacher Education Institution.

Desirable: Diploma/Degree in Educational Administration or Educational Leadership.

- **For B.El. Ed.**
 - a. Post graduate degree in Science/ Social Science/Arts/ Humanities with 55% marks and M.Ed./MA (Education) with 55% marks.
 - b. Five years of teaching experience in a Teacher Education Institution.

Desirable:

Degree/Diploma in Educational Administration/Leadership

Note: The qualification for the Principal in Colleges offering other Under Graduate courses and B.Ed./B.El.Ed. will be governed by Provisions relating to the qualification laid down for the post of Principal (other than the Colleges of Education, Physical Education and Medical Colleges.

XI. ³¹⁰ MINIMUM QUALIFICATIONS FOR DIRECT RECRUITMENT TO THE POSTS OF UNIVERSITY ASSISTANT LIBRARIAN / COLLEGE LIBRARIAN, UNIVERSITY DEPUTY LIBRARIAN AND UNIVERSITY LIBRARIAN

(a) University Assistant Librarian/ College Librarian

1. A Master's degree in Library Science, Information Science or Documentation Science or an equivalent professional degree, with at

³¹⁰ Amended/Replaced vide E.C. 28.05.2015, E.C.31.12.2016 & E.C.01-02.07.2019

least 55% marks (or an equivalent grade in a point –scale, wherever the grading system is followed)

2. A consistently good academic record, with knowledge of computerization of a Library.
3. Besides fulfilling the above qualifications, the candidate must have cleared the National Eligibility Test (NET) conducted by the UGC or the CSIR. (exemption from NET shall be granted in accordance with clause (ii) & (iii) of General Note to this Ordinance.)

Provided that the Ph.D. Degree shall be a mandatory qualification for direct recruitment to the post of Assistant Professor in Universities with effect from 01.07.2023³¹¹.

(b) University Deputy Librarian

1. 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.
2. Eight years' experience as an Assistant University Librarian /College Librarian.
3. Evidence of Innovative Library Services including integration of ICT in Library.
4. A Ph.D. Degree in Library Science/ Information Science / Documentation Science/ Archives and manuscript keeping/ computerization of Library.

(c) University Librarian

1. 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.
2. 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.
3. Evidence of Innovative Library Services, including the integration of ICT in a Library.
4. A Ph.D. Degree in Library Science/Information Science/ Documentation /Archives and manuscript-keeping.

XII. ³¹²MINIMUM QUALIFICATIONS FOR THE POSTS OF DIRECTOR OF PHYSICAL EDUCATION AND SPORTS, DEPUTY DIRECTOR OF PHYSICAL EDUCATION AND SPORTS AND ASSISTANT DIRECTORS OF PHYSICAL EDUCATION AND SPORTS/ COLLEGE DIRECTOR OF PHYSICAL EDUCATION & SPORTS SCIENCES

(i) University Assistant Director of Physical Education and Sports / College Director of Physical Education and Sports

Eligibility (A or B):

³¹¹ Amended/Replaced vide E.C. Res. No.34-3 dated 29.10.2021

³¹² Amended/Replaced vide E.C. 17.08.2013, E.C.31.12.2016 & E.C.01-02.07.2019

A.

- (ii) 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)
- (iii) Record of having represented the University / College at the Inter-University /Inter-Collegiate competitions or the State and/ or National Championships.
- (iv) Besides fulfilling the above qualifications, the candidate must have cleared the National Eligibility Test (NET) conducted by the UGC or the CSIR. (exemption from NET shall be granted in accordance with clause (ii) & (iii) of General Note to this Ordinance.)

Provided that the Ph.D. Degree shall be a mandatory qualification for direct recruitment to the post of Assistant Professor in Universities with effect from 01.07.2023³¹³.

- (v) Passed the physical fitness test conducted in accordance with the provisions laid down hereunder at sub clause iv.

Or

B. An Asian Game or Commonwealth Games medal winner who has a degree at least at Post-graduation level.

(i) University Deputy Director of Physical Education and Sports

Eligibility (A or B) :

A.

- (i) A Ph.D. in Physical Education or Physical Education and Sports or Sports Science. Candidates from outside the University system, in addition, shall also possess at least 55% marks (or an equivalent grade in a point scale wherever grading system is followed) at the master's degree level by the University concerned.
- (ii) Eight years' experience as University Assistant DPEs/College DPEs.
- (iii) Evidence of organizing competitions and conducting coaching camps of at least two weeks duration.
- (iv) Evidence of having produced good performance of teams/athletes for competitions like State/National/Inter-University/Combined University, etc.
- (v) Passed the physical fitness test conducted in accordance with the provisions laid down hereunder at sub clause iv.

Or

B. An Olympic Games/ World Cup/ World Championship medal winner who has a degree at least at the Post-graduation level.

(i) University Director of Physical Education and Sports

- (a) A Ph.D. in Physical Education or Physical Education and Sports or Sports Science.

³¹³ Amended/Replaced vide E.C. Res. No.34-3 dated 29.10.2021

- (b) 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/Deputy DPEs or Assistant/ Associate Professor.
- (c) Evidence of organising competitions and coaching camps of at least two weeks' duration.
- (d) Evidence of having produced good performance of teams/athletes for competitions like state/national/ inter-University/ combined University, etc.

(ii) 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 she/he 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			
Up to 30 years	Up to 40 years	Upto 45 years	Up to 50 years
1800 metres	1500 metres	1200 metres	800 metres

Norms for Women			
08 minutes run/walk test			
Upto 30 years	Upto 40 years	Upto 45 years	Upto 50 years
1000 metres	800 metres	600 metres	400 metres

XIII. ³¹⁴COLLEGE PRINCIPAL & PROFESSOR (PROFESSOR'S GRADE) (THIS IS NOT APPLICABLE FOR THE COLLEGES OF EDUCATION, PHYSICAL EDUCATION & MEDICAL COLLEGES).

A. Eligibility:

- (i) Ph.D. Degree.
- (ii) 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.
- (iii) A minimum of 10 research publications in peer-reviewed or UGC -listed journals.
- (iv) A minimum of 110 Research Score as per Annexure VI-A, Table VI-A.b.

Note: The Clauses pertaining to tenure and extension has been given at Ordinance XVIII Clause 7 (2) (d) and (e).

³¹⁴ Amended/Replaced vide E.C. 06.03.2014, E.C.31.12.2016, E.C.01-02.07.2019 & E.C. 25.03.2022

XIV. DIRECTOR, DR. B.R. AMBEDKAR CENTER FOR BIOMEDICAL RESEARCH (ACBR)³¹⁵

Essential Qualification:

A.

- (i) An eminent scholar having a Ph.D. Degree in the concerned/allied/relevant discipline, and published work of high quality, actively engaged in research in Biomedical Science 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.
- (ii) A minimum of ten years of teaching experience in University/College as Assistant Professor/ Associate Professor/ Professor, and / or research experience at equivalent level at the University/National level Institutions with evidence of having successfully guided doctoral candidate.

Or

B.

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 Biomedical Science and concerned/allied/relevant discipline, supported by documentary evidence provided she/he has ten years' experience.

Desirable Qualifications:

- (i) Minimum five years as a Professor in a University, Scientist in Professor's scale with administrative experience and leadership quality.
- (ii) Recognition at National/International level with experience of heading a Department/Institution.
- (iii) Independent research evident from publications in the field of Bio-medical Sciences.

Tenure: 5 years which can be extended by the Executive Council for a period of another two years.

³¹⁶Principal/Dean/Director of Medical College/ Institution

³¹⁷*Essential Qualification*

Should possess the recognized postgraduate medical qualifications and other academic qualifications from a recognized institution.

³¹⁵ Inserted vide E.C. 25.03.2022

³¹⁶ Amended/Replaced vide E.C.17.08.2013 and E.C.28.05.2015

³¹⁷ Amended/Replaced vide E.C. 25.03.2022

Teaching/Research Experience

A minimum of ten years' teaching experience as Professor/Associate Professor/Reader in a Medical College/Institute, out of which at least five years should be as Professor in a department.

Preference for these appointments may be given to the Heads of the Departments.

Tenure: 5 year term. The term could be extended for not more than another term as per UGC Guidelines.

Director/Medical Superintendent of the affiliated teaching hospital

Should possess a recognized post graduate medical qualification from a recognized Institution with 10 years administrative experience.

Qualifications/Teaching Experience required for recruitment/direct appointment of Principal/Dean/Director and medical teachers in various disciplines³¹⁸

ANATOMY

(A) Director Professor in Anatomy

Qualification:

MS (Anatomy); or MD (Anatomy); or DNB (Anatomy); or MBBS with M.Sc. (Anatomy); or M.Sc. (Med. Anatomy) with Ph.D. (Med. Anatomy); or M.Sc. (Med. Anatomy) with D.Sc. (Med. Anatomy).

Teaching/Research Experience:

- (i) Sixteen years' standing in the profession with extensive practical and administrative experience out of which at least seven years' experience should be as a Professor in the concerned Department in a Medical College or recognized Teaching Institution of medical education.
- (ii) Six research papers accepted/ published in Indexed/National Journals as 1st/2nd author on cumulative basis and one Research paper published as 1st/2nd author in International Journal during the tenure as Professor.

(B) Professor in Anatomy

Qualification:

MS (Anatomy); or MD (Anatomy); or DNB (Anatomy); or MBBS with M.Sc. (Anatomy); or M.Sc. (Med. Anatomy) with Ph.D. (Med. Anatomy); or M.Sc. (Med. Anatomy) with D.Sc. (Med. Anatomy).

³¹⁸ Amended/Replaced vide E.C.28.05.2015

Teaching/Research Experience:

- (i) Twelve years' standing in the Profession with extensive practical and administrative experience, out of which at least four years' experience should be in the concerned speciality as Associate Professor in a Medical College or in a recognized Teaching Institution of medical education after the requisite Post graduate degree qualification.
- (ii) Four research papers accepted/ published in Indexed/National Journals as 1st/2nd author on cumulative basis.

(C) Associate Professor in Anatomy

Qualification:

MS (Anatomy); or MD (Anatomy); or DNB (Anatomy); or MBBS with M.Sc. (Anatomy); or M.Sc. (Med. Anatomy) with Ph.D. (Med. Anatomy); or M.Sc. (Med. Anatomy) with D.Sc. (Med. Anatomy).

Teaching/Research Experience:

- (i) At least five years' teaching experience in the concerned speciality as Tutor or Demonstrator or Senior Resident or Registrar or Lecturer in a recognized teaching institution after the requisite Post-graduate degree qualification, out of which at least two years' should be as Assistant Professor.
- (ii) Two research papers accepted/ published in Indexed/National Journals as 1st/2nd author.

(D) Assistant Professor in Anatomy

Qualification:

MS (Anatomy); or MD (Anatomy); or DNB (Anatomy); or MBBS with M.Sc. (Anatomy); or M.Sc. (Med. Anatomy) with Ph.D. (Med. Anatomy); or M.Sc. (Med. Anatomy) with D.Sc. (Med. Anatomy).

Teaching/Research Experience:

03 years' teaching experience as Senior Resident or Tutor or Demonstrator or Registrar in the concerned Speciality in a recognized teaching institution after obtaining the Post-graduate degree.

PHYSIOLOGY

(A) Director Professor in Physiology

Qualification:

MD (Physiology); or DNB (Physiology); or MBBS with M.Sc. (Physiology); or M.Sc. (Med. Physiology) with Ph.D. (Med. Physiology); or M.Sc. (Med. Physiology) with D.Sc. (Med. Physiology).

Teaching/Research Experience:

- (i) Sixteen years' standing in the profession with extensive practical and administrative experience out of which at least seven years' experience should be as a Professor in the concerned Department in a Medical College or recognized Teaching Institution of medical education.
- (ii) Six research papers accepted/ published in Indexed/National Journals as 1st/2nd author on cumulative basis and one Research paper published as 1st/2nd author in International Journal during the tenure as Professor.

(B) Professor in Physiology

Qualification:

MD (Physiology); or DNB (Physiology); or MBBS with M.Sc. (Physiology); or M.Sc. (Med. Physiology) with Ph.D. (Med. Physiology); or M.Sc. (Med. Physiology) with D.Sc. (Med. Physiology).

Teaching/Research Experience:

- (i) Twelve years standing in the Profession with extensive practical and administrative experience, out of which at least four years' experience should be in the concerned speciality as Associate Professor in a Medical College or in a recognized Teaching Institution of medical education after the requisite Post-graduate degree qualification.
- (ii) Four research papers accepted/ published in Indexed/National Journals as 1st/2nd author on cumulative basis.

(C) Associate Professor in Physiology

Qualification:

MD (Physiology); or DNB (Physiology); or MBBS with M.Sc. (Physiology); or M.Sc. (Med. Physiology) with Ph.D. (Med. Physiology); or M.Sc. (Med. Physiology) with D.Sc. (Med. Physiology).

Teaching/Research Experience:

- (i) At least five years' teaching experience in the concerned speciality as Tutor or Demonstrator or Senior Resident or Registrar or Lecturer in a recognized teaching institution after the requisite Post-graduate degree qualification, out of which at least two years' should be as Assistant Professor.
- (ii) Two research papers accepted/ published in Indexed/National Journals as 1st/2nd author.

(D) Assistant Professor in Physiology

Qualification:

MD (Physiology); or DNB (Physiology); or MBBS with M.Sc. (Physiology); or M.Sc. (Med. Physiology) with Ph.D. (Med. Physiology); or M.Sc. (Med. Physiology) with D.Sc. (Med. Physiology).

Teaching/Research Experience:

03 years' teaching experience as Senior Resident or Tutor or Demonstrator or Registrar in the concerned Speciality in a recognized teaching institution after obtaining the Post-graduate degree.

BIOCHEMISTRY

(A) Director Professor in Biochemistry

Qualification:

MD (Bio-Chemistry); or DNB (Biochemistry); or MBBS with M.Sc. (Med. Biochemistry); or M.Sc. (Med. Biochemistry) with Ph.D. (Med. Biochemistry); or M.Sc. (Med. Biochemistry) with D.Sc. (Med. Biochemistry).

Teaching/Research Experience:

- (i) Sixteen years' standing in the profession with extensive practical and administrative experience out of which at least seven years' experience should be as a Professor in the concerned Department in a Medical College or recognized Teaching Institution of medical education.
- (ii) Six research papers accepted/ published in Indexed/ National Journals as 1st/2nd author on cumulative basis and one Research paper published as 1st/2nd author in International Journal during the tenure as Professor.

(B) Professor in Biochemistry

Qualification:

MD (Bio-Chemistry); or DNB (Biochemistry); or MBBS with M.Sc. (Med. Biochemistry); or M.Sc. (Med. Biochemistry) with Ph.D. (Med. Biochemistry); or M.Sc. (Med. Biochemistry) with D.Sc. (Med. Biochemistry).

Teaching/Research Experience:

- (i) Twelve years standing in the Profession with extensive practical and administrative experience, out of which at least four years' experience should be in the concerned speciality as Associate Professor in a Medical College or in a recognized Teaching Institution of medical education after the requisite Post-graduate degree qualification.
- (ii) Four research papers accepted/ published in Indexed/National Journals as 1st/2nd author on cumulative basis.

(C) Associate Professor in Biochemistry

Qualification:

MD (Bio-Chemistry); or DNB (Biochemistry); or MBBS with M.Sc. (Med. Biochemistry); or M.Sc. (Med. Biochemistry) with Ph.D. (Med. Biochemistry); or M.Sc. (Med. Biochemistry) with D.Sc. (Med. Biochemistry).

Teaching/Research Experience:

- (i) At least five years' teaching experience in the concerned speciality as Tutor or Demonstrator or Senior Resident or Registrar or Lecturer in a recognized teaching institution after the requisite Post-graduate degree qualification, out of which at least two years' should be as Assistant Professor.
- (ii) Two research papers accepted/ published in Indexed/National Journals as 1st/2nd author.

(D) Assistant Professor in Biochemistry

Qualification:

MD (Bio-Chemistry); or DNB (Biochemistry); or MBBS with M.Sc. (Med. Biochemistry); or M.Sc. (Med. Biochemistry) with Ph.D. (Med. Biochemistry); or M.Sc. (Med. Biochemistry) with D.Sc. (Med. Biochemistry).

Teaching/Research Experience:

03 years' teaching experience as Senior Resident or Tutor or Demonstrator or Registrar in the concerned Speciality in a recognized teaching institution after obtaining the Post-graduate degree.

PHARMACOLOGY

(A) Director Professor in Pharmacology

Qualification:

MD (Pharmacology); or DNB (Pharma-cology); or MBBS with Ph.D. (Med. Pharma-cology); or M.Sc. (Med. Pharmacology) with Ph.D. (Med. Pharmacology); or M.Sc. (Med. Pharmacology) with D.Sc. (Med. Pharma-cology).

Teaching/Research Experience:

- (i) Sixteen years' standing in the profession with extensive practical and administrative experience out of which at least seven years' experience should be as a Professor in the concerned Department in a Medical College or recognized Teaching Institution of medical education.
- (ii) Six research papers accepted/ published in Indexed/National Journals as 1st/2nd author on cumulative basis and one Research paper published as 1st/2nd author in International Journal during the tenure as Professor.

(B) Professor in Pharmacology

Qualification:

MD (Pharmacology); or DNB (Pharmacology); or MBBS with Ph.D. (Med. Pharmacology); or M.Sc. (Med. Pharmacology) with Ph.D. (Med. Pharmacology); or M.Sc. (Med. Pharmacology) with D.Sc. (Med. Pharmacology).

Teaching/Research Experience:

- (i) Twelve years standing in the Profession with extensive practical and administrative experience, out of which at least four years' experience should be in the concerned speciality as Associate Professor in a Medical College or in a recognized Teaching Institution of medical education after the requisite Post-graduate degree qualification.
- (ii) Four research papers accepted/ published in Indexed/National Journals as 1st/2nd author on cumulative basis.

(C) Associate Professor in Pharmacology

Qualification:

MD (Pharmacology); or DNB (Pharmacology); or MBBS with Ph.D. (Med. Pharmacology); or M.Sc. (Med. Pharmacology) with Ph.D. (Med. Pharmacology); or M.Sc. (Med. Pharmacology) with D.Sc. (Med. Pharmacology).

Teaching/Research Experience:

- (i) At least five years' teaching experience in the concerned speciality as Tutor or Demonstrator or Senior Resident or Registrar or Lecturer in a recognized teaching institution after the requisite Post-graduate degree qualification, out of which at least two years' should be as Assistant Professor.
- (ii) Two research papers accepted/ published in Indexed/National Journals as 1st/2nd author.

(D) Assistant Professor in Pharmacology

Qualification:

MD (Pharmacology); or DNB (Pharmacology); or MBBS with Ph.D. (Med. Pharmacology); or M.Sc. (Med. Pharmacology) with Ph.D. (Med. Pharmacology); or M.Sc. (Med. Pharmacology) with D.Sc. (Med. Pharmacology).

Teaching/Research Experience:

03 years' teaching experience as Senior Resident or Tutor or Demonstrator or Registrar in the concerned Speciality in a recognized teaching institution after obtaining the Post-graduate degree.

PATHOLOGY

(A) Director Professor in Pathology

Qualification:

MD (Pathology); or DNB (Pathology); or Ph.D. (Pathology); or D.Sc. (Pathology).

Teaching/Research Experience:

- (i) Sixteen years' standing in the profession with extensive practical and administrative experience out of which at least seven years' experience should be as a Professor in the concerned Department in a Medical College or recognized Teaching Institution of medical education.
- (ii) Six research papers accepted/ published in Indexed/National Journals as 1st/2nd author on cumulative basis and one Research paper published as 1st/2nd author in International Journal during the tenure as Professor.

(B) Professor in Pathology

Qualification:

MD (Pathology); or DNB (Pathology); or Ph.D. (Pathology); or D.Sc. (Pathology).

Teaching/Research Experience:

- (i) Twelve years standing in the Profession with extensive practical and administrative experience, out of which at least four years' experience should be in the concerned speciality as Associate Professor in a Medical College or in a recognized Teaching Institution of medical education after the requisite Post-graduate degree qualification.
- (ii) Four research papers accepted/ published in Indexed/National Journals as 1st/2nd author on cumulative basis.

(C) Associate Professor in Pathology

Qualification:

MD (Pathology); or DNB (Pathology); or Ph.D. (Pathology); or D.Sc. (Pathology).

Teaching/Research Experience:

- (i) At least five years' teaching experience in the concerned speciality as Tutor or Demonstrator or Senior Resident or Registrar or Lecturer in a recognized teaching institution after the requisite Post-graduate degree qualification, out of which at least two years' should be as Assistant Professor.

- (ii) Two research papers accepted/ published in Indexed/National Journals as 1st/2nd author.

(D) Assistant Professor in Pathology

Qualification:

MD (Pathology); or DNB (Pathology); or Ph.D. (Pathology); or D.Sc. (Pathology).

Teaching/Research Experience:

03 years' teaching experience as Senior Resident or Tutor or Demonstrator or Registrar in the concerned Speciality in a recognized teaching institution after obtaining the Post-graduate degree.

MICROBIOLOGY

(A) Director Professor in Microbiology

Qualification:

MD (Bacteriology); or MD (Microbiology); or DNB (Microbiology); DNB (Bacteriology); or MBBS with M.Sc. (Med. Bacteriology); or M.Sc. (Med. Microbiology); or Ph.D. (Med. Bacteriology); or M.Sc. (Med. Bacteriology) with D.Sc. (Med. Bacteriology); or M.Sc. (Med. Micro-biology) with Ph.D. (Med. Microbiology); or M.Sc. (Med. Microbiology) with D.Sc. (Med. Microbiology).

Teaching/Research Experience:

- (i) Sixteen years' standing in the profession with extensive practical and administrative experience out of which at least seven years' experience should be as a Professor in the concerned Department in a Medical College or recognized Teaching Institution of medical education.
- (ii) Six research papers accepted/ published in Indexed/National Journals as 1st/2nd author on cumulative basis and one Research paper published as 1st/2nd author in International Journal during the tenure as Professor.

(B) Professor in Microbiology

Qualification:

MD (Bacteriology); or MD (Microbiology); or DNB (Microbiology); DNB (Bacteriology); or MBBS with M.Sc. (Med. Bacteriology); or M.Sc. (Med. Microbiology); or Ph.D. (Med. Bacteriology); or M.Sc. (Med. Bacteriology) with D.Sc. (Med. Bacteriology); or M.Sc. (Med. Micro-biology) with Ph.D. (Med. Microbiology); or M.Sc. (Med. Microbiology) with D.Sc. (Med. Microbiology).

Teaching/Research Experience:

- (i) Twelve years standing in the Profession with extensive practical and administrative experience, out of which at least four years' experience should be in the concerned speciality as Associate Professor in a Medical College or in a recognized Teaching Institution of medical education after the requisite Post-graduate degree qualification.
- (ii) Four research papers accepted/ published in Indexed/National Journals as 1st/2nd author on cumulative basis.

(C) Associate Professor in Microbiology

Qualification:

MD(Bacteriology); or MD (Microbiology); or DNB (Microbiology); DNB (Bacteriology); or MBBS with M.Sc. (Med. Bacteriology); or M.Sc. (Med. Microbiology); or Ph.D. (Med. Bacteriology); or M.Sc. (Med. Bacteriology) with D.Sc. (Med. Bacteriology); or M.Sc. (Med. Microbiology) with Ph.D. (Med. Microbiology); or M.Sc. (Med. Microbiology) with D.Sc. (Med. Microbiology).

Teaching/Research Experience:

- (i) At least five years' teaching experience in the concerned speciality as Tutor or Demonstrator or Senior Resident or Registrar or Lecturer in a recognized teaching institution after the requisite Post-graduate degree qualification, out of which at least two years' should be as Assistant Professor.
- (ii) Two research papers accepted/ published in Indexed/National Journals as 1st/2nd author.

(D) Assistant Professor in Microbiology

Qualification:

MD (Bacteriology); or MD (Microbiology); or DNB (Microbiology); DNB (Bacteriology); or MBBS with M.Sc. (Med. Bacteriology); or M.Sc. (Med. Microbiology); or Ph.D. (Med. Bacteriology); or M.Sc. (Med. Bacteriology) with D.Sc. (Med. Bacteriology); or M.Sc. (Med. Microbiology) with Ph.D. (Med. Microbiology); or M.Sc. (Med. Microbiology) with D.Sc. (Med. Microbiology).

Teaching/Research Experience:

03 years' teaching experience as Senior Resident or Tutor or Demonstrator or Registrar in the concerned Speciality in a recognized teaching institution after obtaining the Post-graduate degree.

COMMUNITY MEDICINE

(A) Director Professor in Community Medicine

Qualification:

MD/DNB (Social & Preventive Medicine); or MD/DNB (Community Medicine).

Teaching/Research Experience:

- (i) Sixteen years' standing in the profession with extensive practical and administrative experience out of which at least seven years' experience should be as a Professor in the concerned Department in a Medical College or recognized Teaching Institution of medical education.
- (ii) Six research papers accepted/ published in Indexed/National Journals as 1st/2nd author on cumulative basis and one Research paper published as 1st/2nd author in International Journal during the tenure as Professor.

(B) Professor in Community Medicine

Qualification:

MD/DNB (Social & Preventive Medicine); or MD/DNB (Community Medicine).

Teaching/Research Experience:

- (i) Twelve years standing in the Profession with extensive practical and administrative experience, out of which at least four years' experience should be in the concerned speciality as Associate Professor in a Medical College or in a recognized Teaching Institution of medical education after the requisite Post-graduate degree qualification.
- (ii) Four research papers accepted/ published in Indexed/National Journals as 1st/2nd author on cumulative basis.

(C) Associate Professor in Community Medicine

Qualification:

MD/DNB (Social & Preventive Medicine); or MD/DNB (Community Medicine).

Teaching/Research Experience:

- (i) At least five years' teaching experience in the concerned speciality as Tutor or Demonstrator or Senior Resident or Registrar or Lecturer in a recognized teaching institution after the requisite Post-graduate degree qualification, out of which at least two years' should be as Assistant Professor.
- (ii) Two research papers accepted/ published in Indexed/National Journals as 1st/2nd author.

(D) Assistant Professor in Community Medicine

Qualification:

MD/DNB (Social & Preventive Medicine); or MD/DNB (Community Medicine).

Teaching/Research Experience:

03 years' teaching experience as Senior Resident or Tutor or Demonstrator or Registrar in the concerned Speciality in a recognized teaching institution after obtaining the Post-graduate degree.

BIO-STATISTICS

(A) Assistant Professor in Bio-Statistics

Qualification:

M.Sc. (Bio-statistics/Statistics) with Ph.D. (Bio-statistics/Statistics).

FORENSIC MEDICINE

(A) Director Professor in Forensic Medicine

Qualification:

MD/DNB (Forensic Medicine).

Teaching/Research Experience:

- (i) Sixteen years' standing in the profession with extensive practical and administrative experience out of which at least seven years' experience should be as a Professor in the concerned Department in a Medical College or recognized Teaching Institution of medical education.
- (ii) Six research papers accepted/ published in Indexed/National Journals as 1st/2nd author on cumulative basis and one Research paper published as 1st/2nd author in International Journal during the tenure as Professor.

(B) Professor in Forensic Medicine

Qualification:

MD/DNB (Forensic Medicine).

Teaching/Research Experience:

- (i) Twelve years standing in the Profession with extensive practical and administrative experience, out of which at least four years' experience should be in the concerned speciality as Associate Professor in a Medical

College or in a recognized Teaching Institution of medical education after the requisite Post-graduate degree qualification.

- (ii) Four research papers accepted/ published in Indexed/National Journals as 1st/2nd author on cumulative basis.

(C) Associate Professor in Forensic Medicine

Qualification:

MD/DNB (Forensic Medicine).

Teaching/Research Experience:

- (i) At least five years' teaching experience in the concerned speciality as Tutor or Demonstrator or Senior Resident or Registrar or Lecturer in a recognized teaching institution after the requisite Post-graduate degree qualification, out of which at least two years' should be as Assistant Professor.
- (ii) Two research papers accepted/ published in Indexed/National Journals as 1st/2nd author.

(D) Assistant Professor in Forensic Medicine

Qualification:

MD/DNB (Forensic Medicine).

Teaching/Research Experience:

03 years' teaching experience as Senior Resident or Tutor or Demonstrator or Registrar in the concerned Speciality in a recognized teaching institution after obtaining the Post-graduate degree.

GENERAL MEDICINE

(A) Director Professor in General Medicine

Qualification:

MD/DNB (Medicine); or MD/DNB (General Medicine); or MD/DNB (Internal Medicine).

Teaching/Research Experience:

- (i) Sixteen years' standing in the profession with extensive practical and administrative experience out of which at least seven years' experience should be as a Professor in the concerned Department in a Medical College or recognized Teaching Institution of medical education.

- (ii) Six research papers accepted/ published in Indexed/National Journals as 1st/2nd author on cumulative basis and one Research paper published as 1st/2nd author in International Journal during the tenure as Professor.

(B) Professor in General Medicine

Qualification:

MD/DNB (Medicine); or MD/DNB (General Medicine); or MD/DNB (Internal Medicine).

Teaching/Research Experience:

- (i) Twelve years standing in the Profession with extensive practical and administrative experience, out of which at least four years' experience should be in the concerned specialty as Associate Professor in a Medical College or in a recognized Teaching Institution of medical education after the requisite Post-graduate degree qualification.
- (ii) Four research papers accepted/ published in Indexed/National Journals as 1st/2nd author on cumulative basis.

(C) Associate Professor in General Medicine

Qualification:

MD/DNB (Medicine); or MD/DNB (General Medicine); or MD/DNB (Internal Medicine).

Teaching/Research Experience:

- (i) At least five years' teaching experience in the concerned speciality as Tutor or Demonstrator or Senior Resident or Registrar or Lecturer in a recognized teaching institution after the requisite Post-graduate degree qualification, out of which at least two years' should be as Assistant Professor.
- (ii) Two research papers accepted/ published in Indexed/National Journals as 1st/2nd author.

(D) Assistant Professor in General Medicine

Qualification:

MD/DNB (Medicine); or MD/DNB (General Medicine); or MD/DNB (Internal Medicine).

Teaching/Research Experience:

03 years' teaching experience as Senior Resident or Tutor or Demonstrator or Registrar in the concerned Speciality in a recognized teaching institution after obtaining the Post-graduate degree.

GENERAL SURGERY

(A) Director Professor in General Surgery

Qualification:

MS/DNB (Surgery); or MS/DNB (General Surgery).

Teaching/Research Experience:

- (i) Sixteen years' standing in the profession with extensive practical and administrative experience out of which at least seven years' experience should be as a Professor in the concerned Department in a Medical College or recognized Teaching Institution of medical education.
- (ii) Six research papers accepted/ published in Indexed/National Journals as 1st/2nd author on cumulative basis and one Research paper published as 1st/2nd author in International Journal during the tenure as Professor.

(B) Professor in General Surgery

Qualification:

MS/DNB (Surgery); or MS/DNB (General Surgery).

Teaching/Research Experience:

- (i) Twelve years standing in the Profession with extensive practical and administrative experience, out of which at least four years' experience should be in the concerned speciality as Associate Professor in a Medical College or in a recognized Teaching Institution of medical education after the requisite Post-graduate degree qualification.
- (ii) Four research papers accepted/ published in Indexed/National Journals as 1st/2nd author on cumulative basis.

(C) Associate Professor in General Surgery

Qualification:

MS/DNB (Surgery); or MS/DNB (General Surgery).

Teaching/Research Experience:

- (i) At least five years' teaching experience in the concerned speciality as Tutor or Demonstrator or Senior Resident or Registrar or Lecturer in a recognized teaching institution after the requisite Post-graduate degree qualification, out of which at least two years' should be as Assistant Professor.
- (ii) Two research papers accepted/ published in Indexed/National Journals as 1st/2nd author.

(D) Assistant Professor in General Surgery

Qualification:

MS/DNB (Surgery); or MS/DNB (General Surgery).

Teaching/Research Experience:

03 years' teaching experience as Senior Resident or Tutor or Demonstrator or Registrar in the concerned Speciality in a recognized teaching institution after obtaining the Post-graduate degree.

OBSTETRICS AND GYNECOLOGY

(A) Director Professor in Obstetrics and Gynecology

Qualification:

MD/MS/DNB (Obstetrics and Gynaecology).

Teaching/Research Experience:

- (i) Sixteen years' standing in the profession with extensive practical and administrative experience out of which at least seven years' experience should be as a Professor in the concerned Department in a Medical College or recognized Teaching Institution of medical education.
- (ii) Six research papers accepted/ published in Indexed/National Journals as 1st/2nd author on cumulative basis and one Research paper published as 1st/2nd author in International Journal during the tenure as Professor.

(B) Professor in Obstetrics and Gynecology

Qualification:

MD/MS/DNB (Obstetrics and Gynaecology).

Teaching/Research Experience:

- (i) Twelve years standing in the Profession with extensive practical and administrative experience, out of which at least four years' experience should be in the concerned speciality as Associate Professor in a Medical College or in a recognized Teaching Institution of medical education after the requisite Post-graduate degree qualification.
- (ii) Four research papers accepted/ published in Indexed/National Journals as 1st/2nd author on cumulative basis.

(C) Associate Professor in Obstetrics and Gynecology

Qualification:

MD/MS/DNB (Obstetrics and Gynaecology).

Teaching/Research Experience:

- (i) At least five years' teaching experience in the concerned speciality as Tutor or Demonstrator or Senior Resident or Registrar or Lecturer in a recognized teaching institution after the requisite Post-graduate degree qualification, out of which at least two years' should be as Assistant Professor.

- (ii) Two research papers accepted/ published in Indexed/National Journals as 1st/2nd author.

(D) Assistant Professor in Obstetrics and Gynecology

Qualification:

MD/MS/DNB (Obstetrics and Gynaecology).

Teaching/Research Experience:

03 years' teaching experience as Senior Resident or Tutor or Demonstrator or Registrar in the concerned Speciality in a recognized teaching institution after obtaining the Post-graduate degree.

PAEDIATRICS

(A) Director Professor in Paediatrics

Qualification:

MD/DNB (Paediatrics).

Teaching/Research Experience:

- (i) Sixteen years' standing in the profession with extensive practical and administrative experience out of which at least seven years' experience should be as a Professor in the concerned Department in a Medical College or recognized Teaching Institution of medical education.

- (ii) Six research papers accepted/ published in Indexed/National Journals as 1st/2nd author on cumulative basis and one Research paper published as 1st/2nd author in International Journal during the tenure as Professor.

(B) Professor in Paediatrics

Qualification:

MD/DNB (Paediatrics).

Teaching/Research Experience:

- (i) Twelve years standing in the Profession with extensive practical and administrative experience, out of which at least four years' experience should be in the concerned speciality as Associate Professor in a Medical College or in a recognized Teaching Institution of medical education after the requisite Post-graduate degree qualification.
- (ii) Four research papers accepted/ published in Indexed/National Journals as 1st/2nd author on cumulative basis.

(C) Associate Professor in Paediatrics

Qualification:

MD/DNB (Paediatrics).

Teaching/Research Experience:

- (i) At least five years' teaching experience in the concerned speciality as Tutor or Demonstrator or Senior Resident or Registrar or Lecturer in a recognized teaching institution after the requisite Post-graduate degree qualification, out of which at least two years' should be as Assistant Professor.
- (ii) Two research papers accepted/ published in Indexed/National Journals as 1st/2nd author.

(D) Assistant Professor in Paediatrics

Qualification:

MD/DNB (Paediatrics).

Teaching/Research Experience:

03 years' teaching experience as Senior Resident or Tutor or Demonstrator or Registrar in the concerned Speciality in a recognized teaching institution after obtaining the Post-graduate degree.

TUBERCULOSIS AND RESPIRATORY MEDICINE / PULMONARY MEDICINE

(A) Director Professor in Tuberculosis and Respiratory Medicine/Pulmonary Medicine

Qualification:

MD/DNB (Tuberculosis); or MD/DNB (Tuberculosis & Respiratory Diseases); or MD/DNB (Medicine) with TDD/DTD/DTCD; or MD/DNB (Tuberculosis & Chest Diseases).

Teaching/Research Experience:

- (i) Sixteen years' standing in the profession with extensive practical and administrative experience out of which at least seven years' experience should be as a Professor in the concerned Department in a Medical College or recognized Teaching Institution of medical education.
- (ii) Six research papers accepted/ published in Indexed/National Journals as 1st/2nd author on cumulative basis and one Research paper published as 1st/2nd author in International Journal during the tenure as Professor.

(B) Professor in Tuberculosis and Respiratory Medicine/ Pulmonary Medicine

Qualification:

MD/DNB (Tuberculosis); or MD/DNB (Tuberculosis & Respiratory Diseases); or MD/DNB (Medicine) with TDD/DTD/DTCD; or MD/DNB (Tuberculosis & Chest Diseases).

Teaching/Research Experience:

- (i) Twelve years standing in the Profession with extensive practical and administrative experience, out of which at least four years' experience should be in the concerned speciality as Associate Professor in a Medical College or in a recognized Teaching Institution of medical education after the requisite Post-graduate degree qualification.
- (ii) Four research papers accepted/ published in Indexed/National Journals as 1st/2nd author on cumulative basis.

(C) Associate Professor in Tuberculosis and Respiratory Medicine/ Pulmonary Medicine

Qualification:

MD/DNB (Tuberculosis); or MD/DNB (Tuberculosis & Respiratory Diseases); or MD/DNB (Medicine) with TDD/DTD/DTCD; or MD/DNB (Tuberculosis & Chest Diseases).

Teaching/Research Experience:

- (i) At least five years' teaching experience in the concerned speciality as Tutor or Demonstrator or Senior Resident or Registrar or Lecturer in a recognized

teaching institution after the requisite Post-graduate degree qualification, out of which at least two years' should be as Assistant Professor.

- (ii) Two research papers accepted/ published in Indexed/National Journals as 1st/2nd author.

(D) Assistant Professor in Tuberculosis and Respiratory Medicine/ Pulmonary Medicine

Qualification:

MD/DNB (Tuberculosis); or MD/DNB (Tuberculosis& Respiratory Diseases); or MD/DNB (Medicine) with TDD/DTD/DTCD; or MD/DNB (Tuberculosis&Chest Diseases).

Teaching/Research Experience:

03 years' teaching experience as Senior Resident or Tutor or Demonstrator or Registrar in the concerned Speciality in a recognized teaching institution after obtaining the Post-graduate degree.

PSYCHIATRY

(A) Director Professor in Psychiatry

Qualification:

MD/DNB (Psychiatry); or MD/DNB (Psychological Med.); or MD/DNB (Medicine) with Diploma (Psychological Med.); or Diploma in Psychiatry (Edin) of two years' course; Diploma in Psychiatry (Mc.Gill University, Montreal, Canada) of two years' course.

Teaching/Research Experience:

- (i) Sixteen years' standing in the profession with extensive practical and administrative experience out of which at least seven years' experience should be as a Professor in the concerned Department in a Medical College or recognized Teaching Institution of medical education.
- (ii) Six research papers accepted/ published in Indexed/National Journals as 1st/2nd author on cumulative basis and one Research paper published as 1st/2nd author in International Journal during the tenure as Professor.

(B) Professor in Psychiatry

Qualification:

MD/DNB (Psychiatry); or MD/DNB (Psychological Med.); or MD/DNB (Medicine) with Diploma (Psychological Med.); or Diploma in Psychiatry (Edin) of two years' course; Diploma in Psychiatry (Mc.Gill University, Montreal, Canada) of two years' course.

Teaching/Research Experience:

- (i) Twelve years standing in the Profession with extensive practical and administrative experience, out of which at least four years' experience should be in the concerned speciality as Associate Professor in a Medical College or in a recognized Teaching Institution of medical education after the requisite Post-graduate degree qualification.
- (ii) Four research papers accepted/ published in Indexed/National Journals as 1st/2nd author on cumulative basis.

(C) Associate Professor in Psychiatry

Qualification:

MD/DNB (Psychiatry); or MD/DNB (Psychological Med.); or MD/DNB (Medicine) with Diploma (Psychological Med.); or Diploma in Psychiatry (Edin) of two years' course; Diploma in Psychiatry (Mc.Gill University, Montreal, Canada) of two years' course.

Teaching/Research Experience:

- (i) At least five years' teaching experience in the concerned speciality as Tutor or Demonstrator or Senior Resident or Registrar or Lecturer in a recognized teaching institution after the requisite Post-graduate degree qualification, out of which at least two years' should be as Assistant Professor.
- (ii) Two research papers accepted/ published in Indexed/National Journals as 1st/2nd author.

(D) Assistant Professor in Psychiatry

Qualification:

MD/DNB (Psychiatry); or MD/DNB (Psychological Med.); or MD/DNB (Medicine) with Diploma (Psychological Medicine); or Diploma in Psychiatry (Edin) of two years' course; Diploma in Psychiatry (Mc.Gill University, Montreal, Canada) of two years' course.

Teaching/Research Experience:

03 years' teaching experience as Senior Resident or Tutor or Demonstrator or Registrar in the concerned Speciality in a recognized teaching institution after obtaining the Post-graduate degree.

DERMATOLOGY VENEREOLOGY AND LEPROSY

(A) Director Professor in Dermatology Venereology and Leprosy

Qualification:

MD/DNB (Dermatology & Venereology); or MD/DNB (Dermatology, Venereology & Leprosy); or MD/DNB (Dermatology incl. Venereology); or MD/DNB (Dermatology incl. Venereology or Leprosy); or MD/DNB (Medicine) with Diploma (Venereal and Dermatology) or Diploma in Dermatology.

Teaching/Research Experience:

- (i) Sixteen years' standing in the profession with extensive practical and administrative experience out of which at least seven years' experience should be as a Professor in the concerned Department in a Medical College or recognized Teaching Institution of medical education.
- (ii) Six research papers accepted/ published in Indexed/National Journals as 1st/2nd author on cumulative basis and one Research paper published as 1st/2nd author in International Journal during the tenure as Professor.

(B) Professor in Dermatology Venereology and Leprosy

Qualification:

MD/DNB (Dermatology & Venereology); or MD/DNB (Dermatology, Venereology & Leprosy); or MD/DNB (Dermatology incl. Venereology); or MD/DNB (Dermatology incl. Venereology or Leprosy); or MD/DNB (Medicine) with Diploma (Venereal and Dermatology) or Diploma in Dermatology.

Teaching/Research Experience:

- (i) Twelve years standing in the Profession with extensive practical and administrative experience, out of which at least four years' experience should be in the concerned speciality as Associate Professor in a Medical College or in a recognized Teaching Institution of medical education after the requisite Post-graduate degree qualification.
- (ii) Four research papers accepted/ published in Indexed/National Journals as 1st/2nd author on cumulative basis.

(C) Associate Professor in Dermatology Venereology and Leprosy

Qualification:

MD/DNB (Dermatology & Venereology); or MD/DNB (Dermatology, Venereology & Leprosy); or MD/DNB (Dermatology incl. Venereology); or MD/DNB

(Dermatology incl. Venereology or Leprosy); or MD/DNB (Medicine) with Diploma (Venereal and Dermatology) or Diploma in Dermatology.

Teaching/Research Experience:

- (i) At least five years' teaching experience in the concerned speciality as Tutor or Demonstrator or Senior Resident or Registrar or Lecturer in a recognized teaching institution after the requisite Post-graduate degree qualification, out of which at least two years' should be as Assistant Professor.
- (ii) Two research papers accepted/ published in Indexed/National Journals as 1st/2nd author.

(D) Assistant Professor in Dermatology Venereology and Leprosy

Qualification:

MD/DNB (Dermatology& Venereology); or MD/DNB (Dermatology, Venereology & Leprosy); or MD/DNB (Dermatology incl. Venereology); or MD/DNB (Dermatology incl. Venereology or Leprosy); or MD/DNB (Medicine) with Diploma (Venereal and Dermatology) or Diploma in Dermatology.

Teaching/Research Experience:

03 years' teaching experience as Senior Resident or Tutor or Demonstrator or Registrar in the concerned Speciality in a recognized teaching institution after obtaining the Post-graduate degree.

ORTHOPAEDICS

(A) Director Professor in Orthopaedics

Qualification:

MS/DNB (Orthopaedics).

Teaching/Research Experience:

- (i) Sixteen years' standing in the profession with extensive practical and administrative experience out of which at least seven years' experience should be as a Professor in the concerned Department in a Medical College or recognized Teaching Institution of medical education.
- (ii) Six research papers accepted/ published in Indexed/National Journals as 1st/2nd author on cumulative basis and one Research paper published as 1st/2nd author in International Journal during the tenure as Professor.

(B) Professor in Orthopaedics

Qualification:

MS/DNB (Orthopaedics).

Teaching/Research Experience:

- (i) Twelve years standing in the Profession with extensive practical and administrative experience, out of which at least four years' experience should be in the concerned speciality as Associate Professor in a Medical College or in a recognized Teaching Institution of medical education after the requisite Post-graduate degree qualification.
- (ii) Four research papers accepted/ published in Indexed/National Journals as 1st/2nd author on cumulative basis.

(C) Associate Professor in Orthopaedics

Qualification:

MS/DNB (Orthopaedics).

Teaching/Research Experience:

- (i) At least five years' teaching experience in the concerned speciality as Tutor or Demonstrator or Senior Resident or Registrar or Lecturer in a recognized teaching institution after the requisite Post-graduate degree qualification, out of which at least two years' should be as Assistant Professor.
- (ii) Two research papers accepted/ published in Indexed/National Journals as 1st/2nd author.

(D) Assistant Professor in Orthopaedics

Qualification:

MS/DNB (Orthopaedics).

Teaching/Research Experience:

03 years' teaching experience as Senior Resident or Tutor or Demonstrator or Registrar in the concerned Speciality in a recognized teaching institution after obtaining the Post-graduate degree.

ANAESTHESIOLOGY

(A) Director Professor in Anaesthesiology

Qualification:

MD/MS/DNB (Anaesthesiology).

Teaching/Research Experience:

- (i) Sixteen years' standing in the profession with extensive practical and administrative experience out of which at least seven years' experience

should be as a Professor in the concerned Department in a Medical College or recognized Teaching Institution of medical education.

- (ii) Six research papers accepted/ published in Indexed/National Journals as 1st/2nd author on cumulative basis and one Research paper published as 1st/2nd author in International Journal during the tenure as Professor.

(B) Professor in Anaesthesiology

Qualification:

MD/MS/DNB (Anaesthesiology).

Teaching/Research Experience:

- (i) Twelve years standing in the Profession with extensive practical and administrative experience, out of which at least four years' experience should be in the concerned speciality as Associate Professor in a Medical College or in a recognized Teaching Institution of medical education after the requisite Post-graduate degree qualification.
- (ii) Four research papers accepted/ published in Indexed/National Journals as 1st/2nd author on cumulative basis.

(C) Associate Professor in Anaesthesiology

Qualification:

MD/MS/DNB (Anaesthesiology).

Teaching/Research Experience:

- (i) At least five years' teaching experience in the concerned speciality as Tutor or Demonstrator or Senior Resident or Registrar or Lecturer in a recognized teaching institution after the requisite Post-graduate degree qualification, out of which at least two years' should be as Assistant Professor.
- (ii) Two research papers accepted/ published in Indexed/National Journals as 1st/2nd author.

(D) Assistant Professor in Anaesthesiology

Qualification:

MD/MS/DNB (Anaesthesiology).

Teaching/Research Experience:

03 years' teaching experience as Senior Resident or Tutor or Demonstrator or Registrar in the concerned Speciality in a recognized teaching institution after obtaining the Post-graduate degree.

RADIO - DIAGNOSIS

(B) Director Professor in Radio-Diagnosis

Qualification:

MD/DNB (Radio-Diagnosis); or MD/MS/DNB (Radiology).

Teaching/Research Experience:

- (i) Sixteen years' standing in the profession with extensive practical and administrative experience out of which at least seven years' experience should be as a Professor in the concerned Department in a Medical College or recognized Teaching Institution of medical education.
- (ii) Six research papers accepted/ published in Indexed/National Journals as 1st/2nd author on cumulative basis and one Research paper published as 1st/2nd author in International Journal during the tenure as Professor.

(C) Professor in Radio-Diagnosis

Qualification:

MD/DNB (Radio-Diagnosis); or MD/MS/DNB (Radiology).

Teaching/Research Experience:

- (i) Twelve years standing in the Profession with extensive practical and administrative experience, out of which at least four years' experience should be in the concerned speciality as Associate Professor in a Medical College or in a recognized Teaching Institution of medical education after the requisite Post-graduate degree qualification.
- (ii) Four research papers accepted/ published in Indexed/National Journals as 1st/2nd author on cumulative basis.

(D) Associate Professor in Radio-Diagnosis

Qualification:

MD/DNB (Radio-Diagnosis); or MD/MS/DNB (Radiology).

Teaching/Research Experience:

- (i) At least five years' teaching experience in the concerned speciality as Tutor or Demonstrator or Senior Resident or Registrar or Lecturer in a recognized teaching institution after the requisite Post-graduate degree qualification, out of which at least two years' should be as Assistant Professor.
- (ii) Two research papers accepted/ published in Indexed/National Journals as 1st/2nd author.

(E) Assistant Professor in Radio-Diagnosis

Qualification:

MD/DNB (Radio-Diagnosis); or MD/MS/DNB (Radiology).

Teaching/Research Experience:

03 years' teaching experience as Senior Resident or Tutor or Demonstrator or Registrar in the concerned Speciality in a recognized teaching institution after obtaining the Post-graduate degree.

RADIO - THERAPY

(A) Director Professor in Radio-Therapy

Qualification:

MD/DNB (Radio-Therapy); or MD/MS/DNB (Radiology).

Teaching/Research Experience:

- (i) Sixteen years' standing in the profession with extensive practical and administrative experience out of which at least seven years' experience should be as a Professor in the concerned Department in a Medical College or recognized Teaching Institution of medical education.
- (ii) Six research papers accepted/ published in Indexed/National Journals as 1st/2nd author on cumulative basis and one Research paper published as 1st/2nd author in International Journal during the tenure as Professor.

(B) Professor in Radio-Therapy

Qualification:

MD/DNB (Radio-Therapy); or MD/MS/DNB (Radiology).

Teaching/Research Experience:

- (i) Twelve years standing in the Profession with extensive practical and administrative experience, out of which at least four years' experience should be in the concerned speciality as Associate Professor in a Medical College or in a recognized Teaching Institution of medical education after the requisite Post-graduate degree qualification.
- (ii) Four research papers accepted/ published in Indexed/National Journals as 1st/2nd author on cumulative basis.

(C) Associate Professor in Radio-Therapy

Qualification:

MD/DNB (Radio-Therapy); or MD/MS/DNB (Radiology).

Teaching/Research Experience:

- (i) At least five years' teaching experience in the concerned speciality as Tutor or Demonstrator or Senior Resident or Registrar or Lecturer in a recognized teaching institution after the requisite Post-graduate degree qualification, out of which at least two years' should be as Assistant Professor.
- (ii) Two research papers accepted/ published in Indexed/National Journals as 1st/2nd author.

(D) Assistant Professor in Radio-Therapy

Qualification:

MD/DNB (Radio-Therapy); or MD/MS/DNB (Radiology).

Teaching/Research Experience:

03 years' teaching experience as Senior Resident or Tutor or Demonstrator or Registrar in the concerned Specialty in a recognized teaching institution after obtaining the Post-graduate degree.

OTO – RHINO - LARYNGOLOGY

(A) Director Professor in Oto-Rhino-Laryngology

Qualification:

MS/DNB (Oto-Rhino-Laryngology).

Teaching/Research Experience:

- (i) Sixteen years' standing in the profession with extensive practical and administrative experience out of which at least seven years' experience should be as a Professor in the concerned Department in a Medical College or recognized Teaching Institution of medical education.
- (ii) Six research papers accepted/ published in Indexed/National Journals as 1st/2nd author on cumulative basis and one Research paper published as 1st/2nd author in International Journal during the tenure as Professor.

(B) Professor in Oto-Rhino-Laryngology

Qualification:

MS/DNB (Oto-Rhino-Laryngology).

Teaching/Research Experience:

- (i) Twelve years standing in the Profession with extensive practical and administrative experience, out of which at least four years' experience should be in the concerned speciality as Associate Professor in a Medical

College or in a recognized Teaching Institution of medical education after the requisite Post-graduate degree qualification.

- (ii) Four research papers accepted/ published in Indexed/National Journals as 1st/2nd author on cumulative basis.

(C) Associate Professor in Oto-Rhino-Laryngology

Qualification:

MS/DNB (Oto-Rhino-Laryngology).

Teaching/Research Experience:

- (i) At least five years' teaching experience in the concerned speciality as Tutor or Demonstrator or Senior Resident or Registrar or Lecturer in a recognized teaching institution after the requisite Post-graduate degree qualification, out of which at least two years' should be as Assistant Professor.
- (ii) Two research papers accepted/ published in Indexed/National Journals as 1st/2nd author.

(D) Assistant Professor in Oto-Rhino-Laryngology

Qualification:

MS/DNB (Oto-Rhino-Laryngology).

Teaching/Research Experience:

03 years' teaching experience as Senior Resident or Tutor or Demonstrator or Registrar in the concerned Speciality in a recognized teaching institution after obtaining the Post-graduate degree.

OPHTHALMOLOGY

(A) Director Professor in Ophthalmology

Qualification:

MS/MD/DNB (Ophthalmology).

Teaching/Research Experience:

- (i) Sixteen years' standing in the profession with extensive practical and administrative experience out of which at least seven years' experience should be as a Professor in the concerned Department in a Medical College or recognized Teaching Institution of medical education.
- (ii) Six research papers accepted/ published in Indexed/National Journals as 1st/2nd author on cumulative basis and one Research paper published as 1st/2nd author in International Journal during the tenure as Professor.

(B) Professor in Ophthalmology

Qualification:

MS/MD/DNB (Ophthalmology).

Teaching/Research Experience:

- (i) Twelve years standing in the Profession with extensive practical and administrative experience, out of which at least four years' experience should be in the concerned speciality as Associate Professor in a Medical College or in a recognized Teaching Institution of medical education after the requisite Post-graduate degree qualification.
- (ii) Four research papers accepted/ published in Indexed/National Journals as 1st/2nd author on cumulative basis.

(C) Associate Professor in Ophthalmology

Qualification:

MS/MD/DNB (Ophthalmology).

Teaching/Research Experience:

- (i) At least five years' teaching experience in the concerned speciality as Tutor or Demonstrator or Senior Resident or Registrar or Lecturer in a recognized teaching institution after the requisite Post-graduate degree qualification, out of which at least two years' should be as Assistant Professor.
- (ii) Two research papers accepted/ published in Indexed/National Journals as 1st/2nd author.

(D) Assistant Professor in Ophthalmology

Qualification:

MS/MD/DNB (Ophthalmology).

Teaching/Research Experience:

03 years' teaching experience as Senior Resident or Tutor or Demonstrator or Registrar in the concerned Speciality in a recognized teaching institution after obtaining the Post-graduate degree.

BIO - PHYSICS

(A) Director Professor in Bio-Physics

Qualification:

MD/DNB (Bio-Physics); or M.Sc. (Bio-Physics or Med. Biochemistry) with Ph.D. (Bio-Physics); or MD/DNB (Physiology); or MD/DNB (Biochemistry).

Teaching/Research Experience:

- (i) Sixteen years' standing in the profession with extensive practical and administrative experience out of which at least seven years' experience should be as a Professor in the concerned Department in a Medical College or recognized Teaching Institution of medical education.
- (ii) Six research papers accepted/ published in Indexed/National Journals as 1st/2nd author on cumulative basis and one Research paper published as 1st/2nd author in International Journal during the tenure as Professor.

(B) Professor in Bio-Physics

Qualification:

MD/DNB (Bio-Physics); or M.Sc. (Bio-Physics or Med. Biochemistry) with Ph.D. (Bio-Physics); or MD/DNB (Physiology); or MD/DNB (Biochemistry).

Teaching/Research Experience:

- (i) Twelve years standing in the Profession with extensive practical and administrative experience, out of which at least four years' experience should be in the concerned speciality as Associate Professor in a Medical College or in a recognized Teaching Institution of medical education after the requisite Post-graduate degree qualification.
- (ii) Four research papers accepted/ published in Indexed/National Journals as 1st/2nd author on cumulative basis.

(C) Associate Professor in Bio-Physics

Qualification:

MD/DNB (Bio-Physics); or M.Sc. (Bio-Physics or Med. Biochemistry) with Ph.D. (Bio-Physics); or MD/DNB (Physiology); or MD/DNB (Biochemistry).

Teaching/Research Experience:

- (i) At least five years' teaching experience in the concerned speciality as Tutor or Demonstrator or Senior Resident or Registrar or Lecturer in a recognized teaching institution after the requisite Post-graduate degree qualification, out of which at least two years' should be as Assistant Professor.
- (ii) Two research papers accepted/ published in Indexed/National Journals as 1st/2nd author.

(D) Assistant Professor in Bio-Physics

Qualification:

MD/DNB (Bio-Physics); or M.Sc. (Bio-Physics or Med. Biochemistry) with Ph.D. (Bio-Physics); or MD/DNB (Physiology); or MD/DNB (Biochemistry).

Teaching/Research Experience:

03 years' teaching experience as Senior Resident or Tutor or Demonstrator or Registrar in the concerned Speciality in a recognized teaching institution after obtaining the Post-graduate degree, out of which one year should be in Bio-Physics.

NUCLEAR MEDICINE

(A) Director Professor in Nuclear Medicine

Qualification:

MD (Nuclear Medicine); or MD/DNB (Radio-Therapy); or MD/DNB (Medicine) with DRM or DNM; or MD/DNB (Radio-Diagnosis); or MD (Bio-Physics) or its equivalent qualification in Bio-Physics with DRM or DNM; or DNB (Nuclear Medicine).

Teaching/Research Experience:

- (i) Sixteen years' standing in the profession with extensive practical and administrative experience out of which at least seven years' experience should be as a Professor in the concerned Department in a Medical College or recognized Teaching Institution of medical education.
- (ii) Six research papers accepted/ published in Indexed/National Journals as 1st/2nd author on cumulative basis and one Research paper published as 1st/2nd author in International Journal during the tenure as Professor.

(B) Professor in Nuclear Medicine

Qualification:

MD (Nuclear Medicine); or MD/DNB (Radio-Therapy); or MD/DNB (Medicine) with DRM or DNM; or MD/DNB (Radio-Diagnosis); or MD (Bio-Physics) or its equivalent qualification in Bio-Physics with DRM or DNM; or DNB (Nuclear Medicine).

Teaching/Research Experience:

- (i) Twelve years standing in the Profession with extensive practical and administrative experience, out of which at least four years' experience should be in the concerned speciality as Associate Professor in a Medical College or in a recognized Teaching Institution of medical education after the requisite Post-graduate degree qualification.
- (ii) Four research papers accepted/ published in Indexed/National Journals as 1st/2nd author on cumulative basis.

(C) Associate Professor in Nuclear Medicine

Qualification:

MD (Nuclear Medicine); or MD/DNB (Radio-Therapy); or MD/DNB (Medicine) with DRM or DNM; or MD/DNB (Radio-Diagnosis); or MD (Bio-Physics) or its equivalent qualification in Bio-Physics with DRM or DNM; or DNB (Nuclear Medicine).

Teaching/Research Experience:

- (i) At least five years' teaching experience in the concerned speciality as Tutor or Demonstrator or Senior Resident or Registrar or Lecturer in a recognized teaching institution after the requisite Post-graduate degree qualification, out of which at least two years' should be as Assistant Professor.
- (ii) Two research papers accepted/ published in Indexed/National Journals as 1st/2nd author.

(D) Assistant Professor in Nuclear Medicine

Qualification:

MD (Nuclear Medicine); or MD/DNB (Radio-Therapy); or MD/DNB (Medicine) with DRM or DNM; or MD/DNB (Radio-Diagnosis); or MD (Bio-Physics) or its equivalent qualification in Bio-Physics with DRM or DNM; or DNB (Nuclear Medicine).

Teaching/Research Experience:

03 years' teaching experience as Senior Resident or Tutor or Demonstrator or Registrar in the concerned Speciality in a recognized teaching institution after obtaining the Post-graduate degree, out of which two years' experience should be in Nuclear Medicine in a recognized centre.

VIROLOGY

(A) Director Professor in Virology

Qualification:

MD/DNB (Microbiology); or MD/DNB (Pathology); or MD/DNB (Medicine) with two years special training in Virology; or M.Sc. (Medical Virology) with Ph.D. (Virology).

Teaching/Research Experience:

- (i) Sixteen years' standing in the profession with extensive practical and administrative experience out of which at least seven years' experience should be as a Professor in the concerned Department in a Medical College or recognized Teaching Institution of medical education.

- (ii) Six research papers accepted/ published in Indexed/National Journals as 1st/2nd author on cumulative basis and one Research paper published as 1st/2nd author in International Journal during the tenure as Professor.

(B) Professor in Virology

Qualification:

MD/DNB (Microbiology); or MD/DNB (Pathology); or MD/DNB (Medicine) with two years special training in Virology; or M.Sc. (Medical Virology) with Ph.D. (Virology).

Teaching/Research Experience:

- (i) Twelve years standing in the Profession with extensive practical and administrative experience, out of which at least four years' experience should be in the concerned speciality as Associate Professor in a Medical College or in a recognized Teaching Institution of medical education after the requisite Post-graduate degree qualification.
- (ii) Four research papers accepted/ published in Indexed/National Journals as 1st/2nd author on cumulative basis.

(C) Associate Professor in Virology

Qualification:

MD/DNB (Microbiology); or MD/DNB (Pathology); or MD/DNB (Medicine) with two years special training in Virology; or M.Sc. (Medical Virology) with Ph.D. (Virology).

Teaching/Research Experience:

- (i) At least five years' teaching experience in the concerned speciality as Tutor or Demonstrator or Senior Resident or Registrar or Lecturer in a recognized teaching institution after the requisite Post-graduate degree qualification, out of which at least two years' should be as Assistant Professor.
- (ii) Two research papers accepted/ published in Indexed/National Journals as 1st/2nd author.

(D) Assistant Professor in Virology

Qualification:

MD/DNB (Microbiology); or MD/DNB (Pathology); or MD/DNB (Medicine) with two years special training in Virology; or M.Sc. (Medical Virology) with Ph.D. (Virology).

Teaching/Research Experience:

03 years' teaching experience as Senior Resident or Tutor or Demonstrator or Registrar in the concerned Speciality in a recognized teaching institution after obtaining the Post-graduate degree.

RADIOLOGICAL PHYSICS

(A) Director Professor in Radiological Physics

Qualification:

M.Sc. (Physics); or M.Sc. (Chemistry); or M.Sc. (Bio-Physics) with Ph.D. (Physics/ Chemistry/Bio-Physics).

Teaching/Research Experience:

- (i) Sixteen years' standing in the profession with extensive practical and administrative experience out of which at least seven years' experience should be as a Professor in the concerned Department in a Medical College or recognized Teaching Institution of medical education.
- (ii) Six research papers accepted/ published in Indexed/National Journals as 1st/2nd author on cumulative basis and one Research paper published as 1st/2nd author in International Journal during the tenure as Professor.

(B) Professor in Radiological Physics

Qualification:

M.Sc. (Physics); or M.Sc. (Chemistry); or M.Sc. (Bio-Physics) with Ph.D. (Physics/ Chemistry/Bio-Physics).

Teaching/Research Experience:

- (i) Twelve years standing in the Profession with extensive practical and administrative experience, out of which at least four years' experience should be in the concerned speciality as Associate Professor in a Medical College or in a recognized Teaching Institution of medical education after the requisite Post-graduate degree qualification.
- (ii) Four research papers accepted/ published in Indexed/National Journals as 1st/2nd author on cumulative basis.

(C) Associate Professor in Radiological Physics

Qualification:

M.Sc. (Physics); or M.Sc. (Chemistry); or M.Sc. (Bio-Physics) with Ph.D. (Physics/ Chemistry/Bio-Physics).

Teaching/Research Experience:

- (i) At least five years' teaching experience in the concerned speciality as Tutor or Demonstrator or Senior Resident or Registrar or Lecturer in a recognized teaching institution after the requisite Post-graduate degree qualification, out of which at least two years' should be as Assistant Professor.

- (ii) Two research papers accepted/ published in Indexed/National Journals as 1st/2nd author.

(D) Assistant Professor/ Lecturer in Radiological Physics

Qualification:

M.Sc. (Physics); or M.Sc. (Chemistry); or M.Sc.(Bio-Physics) with Ph.D. (Physics/Chemistry/Bio-Physics).

Teaching/Research Experience:

03 years' teaching experience as Senior Resident or Tutor or Demonstrator or Registrar in the concerned Speciality in a recognized teaching institution after obtaining the Post-graduate degree.

EMERGENCY MEDICINE

(A) Director Professor in Emergency Medicine

Qualification:

MD/DNB (Emergency Medicine); or MD/DNB (Medicine/General Medicine/Internal Medicine); or MS/DNB (General Surgery); or MD/DNB (Resp. Medicine); or MD/DNB (Anaesthesiology); or MS/DNB (Orthopaedics)

Teaching/Research Experience:

- (i) Sixteen years' standing in the profession with extensive practical and administrative experience out of which at least seven years' experience should be as a Professor in Emergency Medicine in a Medical College or recognized Teaching Institution of medical education.
- (ii) Six research papers accepted/ published in Indexed/National Journals as 1st/2nd author on cumulative basis and one Research paper published as 1st/2nd author in International Journal during the tenure as Professor.

(B) Professor in Emergency Medicine

Qualification:

MD/DNB (Emergency Medicine); or MD/DNB (Medicine/General Medicine/Internal Medicine); or MS/DNB (General Surgery); or MD/DNB (Resp. Medicine); or MD/DNB (Anaesthesiology); or MS/DNB (Orthopaedics)

Teaching/Research Experience:

- (i) Twelve years standing in the Profession with extensive practical and administrative experience, out of which at least four years' experience should be in Emergency Medicine as Associate Professor in a Medical

College or in a recognized Teaching Institution of medical education after the requisite Post-graduate degree qualification.

- (ii) Four research papers accepted/ published in Indexed/National Journals as 1st/2nd author on cumulative basis.

(C) Associate Professor in Emergency Medicine

Qualification:

MD/DNB (Emergency Medicine); or MD/DNB (Medicine/General Medicine/Internal Medicine); or MS/DNB (General Surgery); or MD/DNB (Resp. Medicine); or MD/DNB (Anaesthesiology); or MS/DNB (Orthopaedics)

Teaching/Research Experience:

- (i) At least five years' teaching experience in the concerned speciality as Tutor or Demonstrator or Senior Resident or Registrar or Lecturer in a recognized teaching institution after the requisite Post-graduate degree qualification, out of which at least two years' should be as Assistant Professor in Emergency Medicine.
- (ii) Two research papers accepted/ published in Indexed/National Journals as 1st/2nd author.

(D) Assistant Professor in Emergency Medicine

Qualification:

MD/DNB (Emergency Medicine); or MD/DNB (Medicine/General Medicine/Internal Medicine); or MS/DNB (General Surgery); or MD/DNB (Resp. Medicine); or MD/DNB (Anaesthesiology); or MS/DNB (Orthopaedics).

Teaching/Research Experience:

03 years' teaching experience as Senior Resident or Tutor or Demonstrator or Registrar in the concerned Speciality, out of which at least 2 years in Emergency Medicine in a recognized teaching institution after obtaining the Post-graduate degree.

IMMUNO HAEMATOLOGY & BLOOD TRANSFUSION

(A) Director Professor in Immuno Haematology & Blood Transfusion

Qualification:

DM/DNB (Immunology); or MD/DNB (Immuno-Haematology and Blood Transfusion); or MD/DNB (Pathology/ Microbiology/Bacteriology/Haematology).

Teaching/Research Experience:

- (i) Sixteen years' standing in the profession with extensive practical and administrative experience out of which at least seven years' experience should be as a Professor in the concerned Department in a Medical College or recognized Teaching Institution of medical education.

- (ii) Six research papers accepted/ published in Indexed/National Journals as 1st/2nd author on cumulative basis and one Research paper published as 1st/2nd author in International Journal during the tenure as Professor.

(B) Professor in Immuno Haematology & Blood Transfusion

Qualification:

DM/DNB (Immunology); or MD/DNB (Immuno-Haematology and Blood Transfusion); or MD/DNB (Pathology/ Microbiology/Bacteriology/Haematology).

Teaching/Research Experience:

- (i) Twelve years standing in the Profession with extensive practical and administrative experience, out of which at least four years' experience should be in the concerned speciality as Associate Professor in a Medical College or in a recognized Teaching Institution of medical education after the requisite Post-graduate degree qualification.
- (ii) Four research papers accepted/ published in Indexed/National Journals as 1st/2nd author on cumulative basis.

(C) Associate Professor in Immuno Haematology & Blood Transfusion

Qualification:

DM/DNB (Immunology); or MD/DNB (Immuno-Haematology and Blood Transfusion); or MD/DNB (Pathology/ Microbiology/Bacteriology/Haematology).

Teaching/Research Experience:

- (i) At least five years' teaching experience in the concerned speciality as Tutor or Demonstrator or Senior Resident or Registrar or Lecturer in a recognized teaching institution after the requisite Post-graduate degree qualification, out of which at least two years' should be as Assistant Professor.
- (ii) Two research papers accepted/ published in Indexed/National Journals as 1st/2nd author.

(D) Assistant Professor in Immuno Haematology & Blood Transfusion

Qualification:

DM/DNB (Immunology); or MD/DNB (Immuno-Haematology and Blood Transfusion); or MD/DNB (Pathology/ Microbiology/Bacteriology/Haematology)

Teaching/Research Experience:

03 years' teaching experience as Senior Resident or Tutor or Demonstrator or Registrar in the concerned Speciality in a recognized teaching institution after obtaining the Post-graduate degree, out of which two years teaching experience or special training in Immuno-Haematology & Blood Transfusion.

PHYSICAL MEDICINE AND REHABILITATION

(A) Director Professor in Physical Medicine and Rehabilitation

Qualification:

MD/DNB (Physical Medicine and Rehabilitation); or MD/DNB (Medicine/ General Medicine/Internal Medicine) with Diploma in PMR; or MS/DNB (General Surgery) or MS/DNB (Orthopaedics).

Teaching/Research Experience:

- (i) Sixteen years' standing in the profession with extensive practical and administrative experience out of which at least seven years' experience should be as a Professor in the concerned Department in a Medical College or recognized Teaching Institution of medical education.
- (ii) Six research papers accepted/ published in Indexed/National Journals as 1st/2nd author on cumulative basis and one Research paper published as 1st/2nd author in International Journal during the tenure as Professor.

(B) Professor in Physical Medicine and Rehabilitation

Qualification:

MD/DNB (Physical Medicine and Rehabilitation); or MD/DNB (Medicine/ General Medicine/Internal Medicine) with Diploma in PMR; or MS/DNB (General Surgery) or MS/DNB (Orthopaedics).

Teaching/Research Experience:

- (i) Twelve years standing in the Profession with extensive practical and administrative experience, out of which at least four years' experience should be in the concerned speciality as Associate Professor in a Medical College or in a recognized Teaching Institution of medical education after the requisite Post-graduate degree qualification.
- (ii) Four research papers accepted/ published in Indexed/National Journals as 1st/2nd author on cumulative basis.

(C) Associate Professor in Physical Medicine and Rehabilitation

Qualification:

MD/DNB (Physical Medicine and Rehabilitation); or MD/DNB (Medicine/ General Medicine/Internal Medicine) with Diploma in PMR; or MS/DNB (General Surgery) or MS/DNB (Orthopaedics).

Teaching/Research Experience:

- (i) At least five years' teaching experience in the concerned speciality as Tutor or Demonstrator or Senior Resident or Registrar or Lecturer in a recognized teaching institution after the requisite Post-graduate degree qualification, out of which at least two years' should be as Assistant Professor.
- (ii) Two research papers accepted/ published in Indexed/National Journals as 1st/2nd author.

(D) Assistant Professor in Physical Medicine and Rehabilitation

Qualification:

MD/DNB (Physical Medicine and Rehabilitation); or MD/DNB (Medicine/ General Medicine/Internal Medicine) with Diploma in PMR; or MS/DNB (General Surgery) or MS/DNB (Orthopaedics).

Teaching/Research Experience:

03 years' teaching experience as Senior Resident or Tutor or Demonstrator or Registrar in the concerned Speciality in a recognized teaching institution after obtaining the Post-graduate degree, out of which 2 years' should be in the speciality of Physical Medicine and Rehabilitation (Rehabilitation Medicine).

MEDICAL GENETICS

(A) Director Professor in Medical Genetics

Qualification:

DM/DNB (Medical Genetics); or MD/DNB (Paediatrics) or MD/DNB (Medicine) or MS/DNB (Anatomy) with 2 years special training in Medical Genetics.

Teaching/Research Experience:

- (i) Sixteen years' standing in the profession with extensive practical and administrative experience out of which at least seven years' experience should be as a Professor in the concerned Department in a Medical College or recognized Teaching Institution of medical education.
- (ii) Six research papers accepted/ published in Indexed/National Journals as 1st/2nd author on cumulative basis and one Research paper published as 1st/2nd author in International Journal during the tenure as Professor.

(B) Professor in Medical Genetics

Qualification:

DM/DNB (Medical Genetics); or MD/DNB (Paediatrics) or MD/DNB (Medicine) or MS/DNB (Anatomy) with 2 years special training in Medical Genetics.

Teaching/Research Experience:

- (i) Twelve years standing in the Profession with extensive practical and administrative experience, out of which at least four years' experience should be in the concerned speciality as Associate Professor in a Medical College or in a recognized Teaching Institution of medical education after the requisite Post-graduate degree qualification.
- (ii) Four research papers accepted/ published in Indexed/National Journals as 1st/2nd author on cumulative basis.

(C) Associate Professor in Medical Genetics

Qualification:

DM/DNB (Medical Genetics); or MD/DNB (Paediatrics) or MD/DNB (Medicine) or MS/DNB (Anatomy) with 2 years special training in Medical Genetics.

Teaching/Research Experience:

- (i) At least five years' teaching experience in the concerned speciality as Tutor or Demonstrator or Senior Resident or Registrar or Lecturer in a recognized teaching institution after the requisite Post-graduate degree qualification, out of which at least two years' should be as Assistant Professor.
- (ii) Two research papers accepted/ published in Indexed/National Journals as 1st/2nd author.

(D) Assistant Professor in Medical Genetics

Qualification:

DM/DNB (Medical Genetics); or MD/DNB (Paediatrics) or MD/DNB (Medicine) or MS/DNB (Anatomy) with 2 years special training in Medical Genetics.

Teaching/Research Experience:

At least three years' teaching experience as Senior Resident or Tutor or Demonstrator or Registrar in the concerned Super-speciality in a recognized teaching institution after obtaining the first Post-graduate degree.

AVIATION MEDICINE/ AEROSPACE MEDICINE

(i) Director Professor in Aviation Medicine/ Aerospace Medicine

Qualification:

MD/DNB (Aviation Medicine); or MD/DNB (Aerospace Medicine).

Teaching/Research Experience:

- (i) Sixteen years' standing in the profession with extensive practical and administrative experience out of which at least seven years' experience

should be as a Professor in the concerned Department in a Medical College or recognized Teaching Institution of medical education.

- (ii) Six research papers accepted/ published in Indexed/National Journals as 1st/2nd author on cumulative basis and one Research paper published as 1st/2nd author in International Journal during the tenure as Professor.

(ii) Professor in Aviation Medicine/ Aerospace Medicine

Qualification:

MD/DNB (Aviation Medicine); or MD/DNB (Aerospace Medicine).

Teaching/Research Experience:

- (i) Twelve years standing in the Profession with extensive practical and administrative experience, out of which at least four years' experience should be in the concerned speciality as Associate Professor in a Medical College or in a recognized Teaching Institution of medical education after the requisite Post-graduate degree qualification.
- (ii) Four research papers accepted/ published in Indexed/National Journals as 1st/2nd author on cumulative basis.

(iii) Associate Professor in Aviation Medicine/ Aerospace Medicine

Qualification:

MD/DNB (Aviation Medicine); or MD/DNB (Aerospace Medicine).

Teaching Experience:

- (i) At least five years' teaching experience in the concerned speciality as Tutor or Demonstrator or Senior Resident or Registrar or Lecturer in a recognized teaching institution after the requisite Post-graduate degree qualification, out of which at least two years' should be as Assistant Professor.
- (ii) Two research papers accepted/ published in Indexed/National Journals as 1st/2nd author.

(iv) Assistant Professor in Aviation Medicine/ Aerospace Medicine

Qualification:

MD/DNB (Aviation Medicine); or MD/DNB (Aerospace Medicine).

Teaching/Research Experience:

03 years' teaching experience as Senior Resident or Tutor or Demonstrator or Registrar in the concerned Speciality in a recognized teaching institution after obtaining the Post-graduate degree.

FAMILY MEDICINE

(A) Director Professor in Family Medicine

Qualification:

MD/DNB (Family Medicine); or MD/DNB (General Medicine).

Teaching/Research Experience:

- (i) Sixteen years' standing in the profession with extensive practical and administrative experience out of which at least seven years' experience should be as a Professor in the concerned Department in a Medical College or recognized Teaching Institution of medical education.
- (ii) Six research papers accepted/ published in Indexed/National Journals as 1st/2nd author on cumulative basis and one Research paper published as 1st/2nd author in International Journal during the tenure as Professor.

(B) Professor in Family Medicine

Qualification:

MD/DNB (Family Medicine); or MD/DNB (General Medicine).

Teaching/Research Experience:

- (1) Twelve years standing in the Profession with extensive practical and administrative experience, out of which at least four years' experience should be in the concerned speciality as Associate Professor in a Medical College or in a recognized Teaching Institution of medical education after the requisite Post-graduate degree qualification.
- (2) Four research papers accepted/ published in Indexed/National Journals as 1st/2nd author on cumulative basis.

(C) Associate Professor in Family Medicine

Qualification:

MD/DNB (Family Medicine); or MD/DNB (General Medicine).

Teaching/Research Experience:

- (i) At least five years' teaching experience in the concerned speciality as Tutor or Demonstrator or Senior Resident or Registrar or Lecturer in a recognized teaching institution after the requisite Post-graduate degree qualification, out of which at least two years' should be as Assistant Professor.
- (ii) Two research papers accepted/ published in Indexed/National Journals as 1st/2nd author.

(D) Assistant Professor in Family Medicine

Qualification:

MD/DNB (Family Medicine); or MD/DNB (General Medicine).

Teaching/Research Experience:

03 years' teaching experience as Senior Resident or Tutor or Demonstrator or Registrar in the concerned Speciality in a recognized teaching institution after obtaining the Post-graduate degree.

GERIATRICS

(A) Director Professor in Geriatrics

Qualification:

MD/DNB (Family Medicine); or MD/DNB (General Medicine); or MD/DNB (Geriatrics).

Teaching/Research Experience:

- (i) Sixteen years' standing in the profession with extensive practical and administrative experience out of which at least seven years' experience should be as a Professor in the concerned Department in a Medical College or recognized Teaching Institution of medical education.
- (ii) Six research papers accepted/ published in Indexed/National Journals as 1st/2nd author on cumulative basis and one Research paper published as 1st/2nd author in International Journal during the tenure as Professor.

(B) Professor in Geriatrics

Qualification:

MD/DNB (Family Medicine); or MD/DNB (General Medicine); or MD/DNB (Geriatrics).

Teaching/Research Experience:

- (i) Twelve years standing in the Profession with extensive practical and administrative experience, out of which at least four years' experience should be in the concerned speciality as Associate Professor in a Medical College or in a recognized Teaching Institution of medical education after the requisite Post-graduate degree qualification.
- (ii) Four research papers accepted/ published in Indexed/National Journals as 1st/2nd author on cumulative basis.

(C) Associate Professor in Geriatrics

Qualification:

MD/DNB (Family Medicine); or MD/DNB (General Medicine); or MD/DNB (Geriatrics).

Teaching/Research Experience:

- (i) At least five years' teaching experience in the concerned speciality as Tutor or Demonstrator or Senior Resident or Registrar or Lecturer in a recognized teaching institution after the requisite Post-graduate degree qualification, out of which at least two years' should be as Assistant Professor.
- (ii) Two research papers accepted/ published in Indexed/National Journals as 1st/2nd author.

(D) Assistant Professor in Geriatrics

Qualification:

MD/DNB (Family Medicine); or MD/DNB (General Medicine); or MD/DNB(Geriatrics).

Teaching/Research Experience:

03 years' teaching experience as Senior Resident or Tutor or Demonstrator or Registrar in the concerned Speciality in a recognized teaching institution after obtaining the Post-graduate degree.

HEALTH ADMINISTRATION

(A) Director Professor in Health Administration

Qualification:

MD/DNB (Health Administration); or MD/DNB (Hospital Administration); or MD/DNB (Community Health Administration).

Teaching/Research Experience:

- (i) Sixteen years' standing in the profession with extensive practical and administrative experience out of which at least seven years' experience should be as a Professor in the concerned Department in a Medical College or recognized Teaching Institution of medical education.
- (ii) Six research papers accepted/ published in Indexed/National Journals as 1st/2nd author on cumulative basis and one Research paper published as 1st/2nd author in International Journal during the tenure as Professor.

(B) Professor in Health Administration

Qualification:

MD/DNB (Health Administration); or MD/DNB (Hospital Administration); or MD/DNB (Community Health Administration).

Teaching/Research Experience:

- (i) Twelve years standing in the Profession with extensive practical and administrative experience, out of which at least four years' experience should be in the concerned speciality as Associate Professor in a Medical College or in a recognized Teaching Institution of medical education after the requisite Post-graduate degree qualification.
- (ii) Four research papers accepted/ published in Indexed/National Journals as 1st/2nd author on cumulative basis.

(C) Associate Professor in Health Administration

Qualification:

MD/DNB (Health Administration); or MD/DNB (Hospital Administration); or MD/DNB (Community Health Administration).

Teaching/Research Experience:

- (i) At least five years' teaching experience in the concerned speciality as Tutor or Demonstrator or Senior Resident or Registrar or Lecturer in a recognized teaching institution after the requisite Post-graduate degree qualification, out of which at least two years' should be as Assistant Professor.
- (ii) Two research papers accepted/ published in Indexed/National Journals as 1st/2nd author.

(D) Assistant Professor in Health Administration

Qualification:

MD/DNB (Health Administration); or MD/DNB (Hospital Administration); or MD/DNB (Community Health Administration).

Teaching/Research Experience:

03 years' teaching experience as Senior Resident or Tutor or Demonstrator or Registrar in the concerned Speciality in a recognized teaching institution after obtaining the Post-graduate degree.

HOSPITAL ADMINISTRATION

(A) Director Professor in Hospital Administration

Qualification:

MD/DNB (Hospital Administration); or MD/DNB (Community Health Administration); or MD/DNB (Health Administration).

Teaching/Research Experience:

- (i) Sixteen years' standing in the profession with extensive practical and administrative experience out of which at least seven years' experience should be as a Professor in the concerned Department in a Medical College or recognized Teaching Institution of medical education.
- (ii) Six research papers accepted/ published in Indexed/National Journals as 1st/2nd author on cumulative basis and one Research paper published as 1st/2nd author in International Journal during the tenure as Professor.

(B) Professor in Hospital Administration

Qualification:

MD/DNB (Hospital Administration); or MD/DNB (Community Health Administration); or MD/DNB (Health Administration).

Teaching/Research Experience:

- (i) Twelve years standing in the Profession with extensive practical and administrative experience, out of which at least four years' experience should be in the concerned speciality as Associate Professor in a Medical College or in a recognized Teaching Institution of medical education after the requisite Post-graduate degree qualification.
- (ii) Four research papers accepted/ published in Indexed/National Journals as 1st/2nd author on cumulative basis.

(C) Associate Professor/Reader in Hospital Administration

Qualification:

MD/DNB (Hospital Administration); or MD/DNB (Community Health Administration); or MD/DNB (Health Administration) .

Teaching/Research Experience:

- (i) At least five years' teaching experience in the concerned speciality as Tutor or Demonstrator or Senior Resident or Registrar or Lecturer in a recognized teaching institution after the requisite Post-graduate degree qualification, out of which at least two years' should be as Assistant Professor.
- (ii) Two research papers accepted/ published in Indexed/National Journals as 1st/2nd author.

(D) Assistant Professor in Hospital Administration

Qualification:

MD/DNB (Hospital Administration); or MD/DNB (Community Health Administration); or MD/DNB (Health Administration).

Teaching/Research Experience:

03 years' teaching experience as Senior Resident or Tutor or Demonstrator or Registrar in the concerned Speciality in a recognized teaching institution after obtaining the Post-graduate degree.

SPORTS MEDICINE

(A) Director Professor in Sports Medicine

Qualification:

MD/DNB (Sports Medicine); or MS/DNB (Orthopaedics); or MD/DNB (PMR); or MD/DNB (Physiology).

Teaching/Research Experience:

- (i) Sixteen years' standing in the profession with extensive practical and administrative experience out of which at least seven years' experience should be as a Professor in the concerned Department in a Medical College or recognized Teaching Institution of medical education.
- (ii) Six research papers accepted/ published in Indexed/National Journals as 1st/2nd author on cumulative basis and one Research paper published as 1st/2nd author in International Journal during the tenure as Professor.

(B) Professor in Sports Medicine

Qualification:

MD/DNB (Sports Medicine); or MS/DNB (Orthopaedics); or MD/DNB (PMR); or MD/DNB (Physiology).

Teaching/Research Experience:

- (i) Twelve years standing in the Profession with extensive practical and administrative experience, out of which at least four years' experience should be in the concerned speciality as Associate Professor in a Medical College or in a recognized Teaching Institution of medical education after the requisite Post-graduate degree qualification.
- (ii) Four research papers accepted/ published in Indexed/National Journals as 1st/2nd author on cumulative basis.

(C) Associate Professor in Sports Medicine

Qualification:

MD/DNB (Sports Medicine); or MS/DNB (Orthopaedics); or MD/DNB (PMR); or MD/DNB (Physiology).

Teaching/Research Experience:

- (i) At least five years' teaching experience in the concerned speciality as Tutor or Demonstrator or Senior Resident or Registrar or Lecturer in a recognized teaching institution after the requisite Post-graduate degree qualification, out of which at least two years' should be as Assistant Professor.
- (ii) Two research papers accepted/ published in Indexed/National Journals as 1st/2nd author.

(D) Assistant Professor in Sports Medicine

Qualification:

MD/DNB (Sports Medicine); or MS/DNB (Orthopaedics); or MD/DNB (PMR); or MD/DNB (Physiology).

Teaching/Research Experience:

03 years' teaching experience as Senior Resident or Tutor or Demonstrator or Registrar in the concerned Speciality in a recognized teaching institution after obtaining the Post-graduate degree, out of which two years' experience should be in Sports Medicine.

RHEUMATOLOGY

(A) Director Professor in Rheumatology

Qualification:

DM/DNB (Rheumatology); or MD/DNB (Medicine) with two years' experience in Rheumatology/Immunology.

Teaching/Research Experience:

- (i) Sixteen years' standing in the profession with extensive practical and administrative experience out of which at least seven years' experience should be as a Professor in the concerned Department in a Medical College or recognized Teaching Institution of medical education.
- (ii) Six research papers accepted/ published in Indexed/National Journals as 1st/2nd author on cumulative basis and one Research paper published as 1st/2nd author in International Journal during the tenure as Professor.

(B) Professor in Rheumatology

Qualification:

DM/DNB (Rheumatology); or MD/DNB (Medicine) with two years' experience in Rheumatology/Immunology.

Teaching/Research Experience:

- (i) Twelve years standing in the Profession with extensive practical and administrative experience, out of which at least four years' experience should be in the concerned speciality as Associate Professor in a Medical College or in a recognized Teaching Institution of medical education after the requisite Post-graduate degree qualification.
- (ii) Four research papers accepted/ published in Indexed/National Journals as 1st/2nd author on cumulative basis.

(C) Associate Professor in Rheumatology

Qualification:

DM/DNB (Rheumatology); or MD/DNB (Medicine) with two years' experience in Rheumatology/Immunology.

Teaching/Research Experience:

- (i) At least five years' teaching experience in the concerned speciality as Tutor or Demonstrator or Senior Resident or Registrar or Lecturer in a recognized teaching institution after the requisite Post-graduate degree qualification, out of which at least two years' should be as Assistant Professor.
- (ii) Two research papers accepted/ published in Indexed/National Journals as 1st/2nd author.

(D) Assistant Professor in Rheumatology

Qualification:

DM/DNB (Rheumatology); or MD/DNB (Medicine) with two years' experience in Rheumatology/Immunology.

Teaching/Research Experience:

At least three years' teaching experience as Senior Resident or Tutor or Demonstrator or Registrar in the concerned Super-speciality in a recognized teaching institution after obtaining the first Post-graduate degree.

PULMONARY MEDICINE

(A) Director Professor in Pulmonary Medicine

Qualification:

DM/DNB (Pulmonary Medicine); or MD/DNB (Tuberculosis) / MD/DNB (Tuberculosis & Respiratory Diseases) / MD/DNB (Tuberculosis & Chest Diseases) / MD/DNB (Respiratory Medicine) / MD/DNB (General Medicine) or MD/DNB (Paediatrics) with 2 years special training in Pulmonary Medicine.

Teaching/Research Experience:

- (i) Sixteen years' standing in the profession with extensive practical and administrative experience out of which at least seven years' experience should be as a Professor in the concerned Department in a Medical College or recognized Teaching Institution of medical education.
- (ii) Six research papers accepted/ published in Indexed/National Journals as 1st/2nd author on cumulative basis and one Research paper published as 1st/2nd author in International Journal during the tenure as Professor.

(B) Professor in Pulmonary Medicine

Qualification:

DM/DNB (Pulmonary Medicine); or MD/DNB (Tuberculosis) / MD/DNB (Tuberculosis & Respiratory Diseases) / MD/DNB (Tuberculosis & Chest Diseases) / MD/DNB (Respiratory Medicine) / MD/DNB (General Medicine) or MD/DNB (Paediatrics) with 2 years special training in Pulmonary Medicine.

Teaching/Research Experience:

- (i) Twelve years standing in the Profession with extensive practical and administrative experience, out of which at least four years' experience should be in the concerned speciality as Associate Professor in a Medical College or in a recognized Teaching Institution of medical education after the requisite Post-graduate degree qualification.
- (ii) Four research papers accepted/ published in Indexed/National Journals as 1st/2nd author on cumulative basis.

(C) Associate Professor in Pulmonary Medicine

Qualification:

DM/DNB (Pulmonary Medicine); or MD/DNB (Tuberculosis) / MD/DNB (Tuberculosis & Respiratory Diseases) / MD/DNB (Tuberculosis & Chest Diseases) / MD/DNB (Respiratory Medicine) / MD/DNB (General Medicine) or MD/DNB (Paediatrics) with 2 years special training in Pulmonary Medicine.

Teaching/Research Experience:

- (i) At least five years' teaching experience in the concerned speciality as Tutor or Demonstrator or Senior Resident or Registrar or Lecturer in a recognized teaching institution after the requisite Post-graduate degree qualification, out of which at least two years' should be as Assistant Professor.
- (ii) Two research papers accepted/ published in Indexed/National Journals as 1st/2nd author.

(D) Assistant Professor in Pulmonary Medicine

Qualification:

DM/DNB (Pulmonary Medicine); or MD/DNB (Tuberculosis) / MD/DNB (Tuberculosis & Respiratory Diseases) / MD/DNB (Tuberculosis & Chest Diseases) / MD/DNB (Respiratory Medicine) / MD/DNB (General Medicine) or MD/DNB (Paediatrics) with 2 years special training in Pulmonary Medicine.

Teaching/Research Experience:

At least three years' teaching experience as Senior Resident or Tutor or Demonstrator or Registrar in the concerned Super-speciality in a recognized teaching institution after obtaining the first Post-graduate degree.

ORAL MEDICINE AND RADIOLOGY

(A) Professor (SAG) grade, Grade Pay Rs. 10000 in PB-4 in Oral Medicine And Radiology

Qualification:

MDS/DNB in the subject.

Teaching/Research Experience:

- (i) Sixteen years' standing in the profession with extensive practical and administrative experience out of which at least seven years' experience should be as a Professor in the concerned Department in a recognized Teaching Institution of medical education.
- (ii) Minimum of three years' BDS/MDS teaching experience in a Dental College/Institution recognized by DCI for PG teaching program.
- (iii) Six research papers accepted/ published in Indexed/National Journals as 1st/2nd author on cumulative basis and one Research paper published as 1st/2nd author in International Journal during the tenure as Professor.

(B) Professor in Oral Medicine And Radiology

Qualification:

MDS/DNB in the subject.

Teaching/Research Experience:

- (i) Twelve years standing in the Profession with extensive practical and administrative experience, out of which at least four years' experience should be in the concerned speciality as Associate Professor in a recognized Teaching Institution of medical education after the requisite Post-graduate degree qualification.
- (ii) Minimum of three years' BDS/MDS teaching experience in a Dental College/Institution recognized by DCI for PG teaching program.
- (iii) Four research papers accepted/ published in Indexed/National Journals as 1st/2nd author on cumulative basis.

(C) Associate Professor in Oral Medicine And Radiology

Qualification:

MDS/DNB in the subject.

Teaching/Research Experience:

- (i) At least five years' teaching experience in the concerned speciality as Tutor or Demonstrator or Senior Resident or Registrar or Lecturer in a recognized teaching institution after the requisite Post-graduate degree qualification, out of which at least two years' should be as Assistant Professor.
- (ii) Minimum of three years' BDS/MDS teaching experience in a Dental College/Institution recognized by DCI for PG teaching program.
- (iii) Two research papers accepted/ published in Indexed/National Journals as 1st/2nd author.

(D) Assistant Professor in Oral Medicine And Radiology

Qualification:

MDS/DNB in the subject.

Teaching/Research Experience:

03 years' teaching experience as Senior Resident or Tutor or Demonstrator or Registrar in the concerned Speciality in a recognized teaching institution after obtaining the Post-graduate degree.

ORTHODONTICS AND DENTOFACIAL ORTHOPEDICS

(A) Professor (SAG) grade, Grade Pay Rs. 10000 in PB-4 in Orthodontics and Dentofacial Orthopedics

Qualification:

MDS/DNB in the subject.

Teaching/Research Experience:

- (i) Sixteen years' standing in the profession with extensive practical and administrative experience out of which at least seven years' experience should be as a Professor in the concerned Department in a recognized Teaching Institution of medical education.
- (ii) Minimum of three years' BDS/MDS teaching experience in a Dental College/Institution recognized by DCI for PG teaching program.
- (iii) Six research papers accepted/ published in Indexed/National Journals as 1st/2nd author on cumulative basis and one Research paper published as 1st/2nd author in International Journal during the tenure as Professor.

(B) Professor in Orthodontics and Dentofacial Orthopedics

Qualification:

MDS/DNB in the subject.

Teaching/Research Experience:

- (i) Twelve years standing in the Profession with extensive practical and administrative experience, out of which at least four years' experience should be in the concerned speciality as Associate Professor in a recognized Teaching Institution of medical education after the requisite Post-graduate degree qualification.
- (ii) Minimum of three years' BDS/MDS teaching experience in a Dental College/Institution recognized by DCI for PG teaching program.
- (iii) Four research papers accepted/ published in Indexed/National Journals as 1st/2nd author on cumulative basis.

(C) Associate Professor in Orthodontics and Dentofacial Orthopedics

Qualification:

MDS/DNB in the subject.

Teaching/Research Experience:

- (i) At least five years' teaching experience in the concerned speciality as Tutor or Demonstrator or Senior Resident or Registrar or Lecturer in a recognized teaching institution after the requisite Post-graduate degree

qualification, out of which at least two years' should be as Assistant Professor.

- (ii) Minimum of three years' BDS/MDS teaching experience in a Dental College/Institution recognized by DCI for PG teaching program.
- (iii) Two research papers accepted/ published in Indexed/National Journals as 1st/2nd author.

(D) Assistant Professor in Orthodontics and Dentofacial Orthopedics

Qualification:

MDS/DNB in the subject.

Teaching/Research Experience:

03 years' teaching experience as Senior Resident or Tutor or Demonstrator or Registrar in the concerned Speciality in a recognized teaching institution after obtaining the Post-graduate degree.

PAEDODONTICS AND PREVENTIVE DENTISTRY

(A) Professor (SAG) grade, Grade Pay Rs. 10000 in PB-4 in Paedodontics and Preventive Dentistry

Qualification:

MDS/DNB in the subject.

Teaching/Research Experience:

- (i) Sixteen years' standing in the profession with extensive practical and administrative experience out of which at least seven years' experience should be as a Professor in the concerned Department in a recognized Teaching Institution of medical education.
- (ii) Minimum of three years' BDS/MDS teaching experience in a Dental College/Institution recognized by DCI for PG teaching program.
- (iii) Six research papers accepted/ published in Indexed/National Journals as 1st/2nd author on cumulative basis and one Research paper published as 1st/2nd author in International Journal during the tenure as Professor.

(B) Professor in Paedodontics and Preventive Dentistry

Qualification:

MDS/DNB in the subject.

Teaching/Research Experience:

- (i) Twelve years standing in the Profession with extensive practical and administrative experience, out of which at least four years' experience should be in the concerned speciality as Associate Professor in a

recognized Teaching Institution of medical education after the requisite Post-graduate degree qualification.

- (ii) Minimum of three years' BDS/MDS teaching experience in a Dental College/Institution recognized by DCI for PG teaching program.
- (iii) Four research papers accepted/ published in Indexed/National Journals as 1st/2nd author on cumulative basis.

(C) Associate Professor in Paedodontics and Preventive Dentistry

Qualification:

MDS/DNB in the subject.

Teaching/Research Experience:

- (i) At least five years' teaching experience in the concerned speciality as Tutor or Demonstrator or Senior Resident or Registrar or Lecturer in a recognized teaching institution after the requisite Post-graduate degree qualification, out of which at least two years' should be as Assistant Professor.
- (ii) Minimum of three years' BDS/MDS teaching experience in a Dental College/Institution recognized by DCI for PG teaching program.
- (iii) Two research papers accepted/ published in Indexed/National Journals as 1st/2nd author.

(D) Assistant Professor in Paedodontics and Preventive Dentistry

Qualification:

MDS/DNB in the subject.

Teaching/Research Experience:

03 years' teaching experience as Senior Resident or Tutor or Demonstrator or Registrar in the concerned Speciality in a recognized teaching institution after obtaining the Post-graduate degree.

PROSTHODONTICS & CROWN AND BRIDGE

(A) Professor (SAG) grade, Grade Pay Rs. 10000 in PB-4 in Prosthodontics & Crown And Bridge

Qualification:

MDS/DNB in the subject.

Teaching/Research Experience:

- (i) Sixteen years' standing in the profession with extensive practical and administrative experience out of which at least seven years' experience

should be as a Professor in the concerned Department in a recognized Teaching Institution of medical education.

- (ii) Minimum of three years' BDS/MDS teaching experience in a Dental College/Institution recognized by DCI for PG teaching program.
- (iii) Six research papers accepted/ published in Indexed/National Journals as 1st/2nd author on cumulative basis and one Research paper published as 1st/2nd author in International Journal during the tenure as Professor.

(B) Professor in Prosthodontics & Crown And Bridge

Qualification:

MDS/DNB in the subject.

Teaching/Research Experience:

- (i) Twelve years standing in the Profession with extensive practical and administrative experience, out of which at least four years' experience should be in the concerned speciality as Associate Professor in a recognized Teaching Institution of medical education after the requisite Post-graduate degree qualification.
- (ii) Minimum of three years' BDS/MDS teaching experience in a Dental College/Institution recognized by DCI for PG teaching program.
- (iii) Four research papers accepted/ published in Indexed/National Journals as 1st/2nd author on cumulative basis.

(C) Associate Professor in Prosthodontics & Crown And Bridge

Qualification:

MDS/DNB in the subject.

Teaching Experience:

- (i) At least five years' teaching experience in the concerned speciality as Tutor or Demonstrator or Senior Resident or Registrar or Lecturer in a recognized teaching institution after the requisite Post-graduate degree qualification, out of which at least two years' should be as Assistant Professor.
- (ii) Minimum of three years' BDS/MDS teaching experience in a Dental College/Institution recognized by DCI for PG teaching program.
- (iii) Two research papers accepted/ published in Indexed/National Journals as 1st/2nd author.

(D) Assistant Professor in Prosthodontics & Crown And Bridge

Qualification:

MDS/DNB in the subject.

Teaching/Research Experience:

03 years' teaching experience as Senior Resident or Tutor or Demonstrator or Registrar in the concerned Speciality in a recognized teaching institution after obtaining the Post-graduate degree.

PERIODONTOLOGY

(A) Professor (SAG) grade, Grade Pay Rs. 10000 PB-4 in Periodontology

Qualification:

MDS/DNB in the subject.

Teaching/Research Experience:

- (i) Sixteen years' standing in the profession with extensive practical and administrative experience out of which at least seven years' experience should be as a Professor in the concerned Department in a recognized Teaching Institution of medical education.
- (ii) Minimum of three years' BDS/MDS teaching experience in a Dental College/Institution recognized by DCI for PG teaching program.
- (iii) Six research papers accepted/ published in Indexed/National Journals as 1st/2nd author on cumulative basis and one Research paper published as 1st/2nd author in International Journal during the tenure as Professor.

(B) Professor in Periodontology

Qualification:

MDS/DNB in the subject.

Teaching/Research Experience:

- (i) Twelve years standing in the Profession with extensive practical and administrative experience, out of which at least four years' experience should be in the concerned speciality as Associate Professor in a recognized Teaching Institution of medical education after the requisite Post-graduate degree qualification.
- (ii) Minimum of three years' BDS/MDS teaching experience in a Dental College/Institution recognized by DCI for PG teaching program.
- (iii) Four research papers accepted/ published in Indexed/National Journals as 1st/2nd author on cumulative basis.

(C) Associate Professor in Periodontology

Qualification:

MDS/DNB in the subject.

Teaching/Research Experience:

- (i) At least five years' teaching experience in the concerned speciality as Tutor or Demonstrator or Senior Resident or Registrar or Lecturer in a recognized teaching institution after the requisite Post-graduate degree qualification, out of which at least two years' should be as Assistant Professor.
- (ii) Minimum of three years' BDS/MDS teaching experience in a Dental College/Institution recognized by DCI for PG teaching program.
- (iii) Two research papers accepted/ published in Indexed/National Journals as 1st/2nd author.

(D) Assistant Professor in Periodontology

Qualification:

MDS/DNB in the subject.

Teaching/Research Experience:

03 years' teaching experience as Senior Resident or Tutor or Demonstrator or Registrar in the concerned Speciality in a recognized teaching institution after obtaining the Post-graduate degree.

CONSERVATIVE DENTISTRY AND ENDODONTICS

(A) Professor (SAG) Grade, Grade Pay Rs. 10000 PB-4 in Conservative Dentistry and Endodontics

Qualification:

MDS/DNB in the subject.

Teaching/Research Experience:

- (i) Sixteen years' standing in the profession with extensive practical and administrative experience out of which at least seven years' experience should be as a Professor in the concerned Department in a recognized Teaching Institution of medical education.
- (ii) Minimum of three years' BDS/MDS teaching experience in a Dental College/Institution recognized by DCI for PG teaching program.
- (iii) Six research papers accepted/ published in Indexed/National Journals as 1st/2nd author on cumulative basis and one Research paper published as 1st/2nd author in International Journal during the tenure as Professor.

(B) Professor in Conservative Dentistry and Endodontics

Qualification:

MDS/DNB in the subject.

Teaching/Research Experience:

- (i) Twelve years standing in the Profession with extensive practical and administrative experience, out of which at least four years' experience should be in the concerned speciality as Associate Professor in a recognized Teaching Institution of medical education after the requisite Post-graduate degree qualification.
- (ii) Minimum of three years' BDS/MDS teaching experience in a Dental College/Institution recognized by DCI for PG teaching program.
- (iii) Four research papers accepted/ published in Indexed/National Journals as 1st/2nd author on cumulative basis.

(C) Associate Professor in Conservative Dentistry and Endodontics

Qualification:

MDS/DNB in the subject.

Teaching/Research Experience:

- (i) At least five years' teaching experience in the concerned speciality as Tutor or Demonstrator or Senior Resident or Registrar or Lecturer in a recognized teaching institution after the requisite Post-graduate degree qualification, out of which at least two years' should be as Assistant Professor.
- (ii) Minimum of three years' BDS/MDS teaching experience in a Dental College/Institution recognized by DCI for PG teaching program.
- (iii) Two research papers accepted/ published in Indexed/National Journals as 1st/2nd author.

(D) Assistant Professor in Conservative Dentistry and Endodontics

Qualification:

MDS/DNB in the subject.

Teaching/Research Experience:

03 years' teaching experience as Senior Resident or Tutor or Demonstrator or Registrar in the concerned Speciality in a recognized teaching institution after obtaining the Post-graduate degree.

ORAL AND MAXILLOFACIAL SURGERY

(A) Professor (SAG) grade, Grade Pay Rs. 10000 in PB-4 in Oral and Maxillofacial Surgery

Qualification:

MDS/DNB in the subject.

Teaching/Research Experience:

- (i) Sixteen years' standing in the profession with extensive practical and administrative experience out of which at least seven years' experience should be as a Professor in the concerned Department in a recognized Teaching Institution of medical education.
- (ii) Minimum of three years' BDS/MDS teaching experience in a Dental College/Institution recognized by DCI for PG teaching program.
- (iii) Six research papers accepted/ published in Indexed/National Journals as 1st/2nd author on cumulative basis and one Research paper published as 1st/2nd author in International Journal during the tenure as Professor.

(B) Professor in Oral and Maxillofacial Surgery

Qualification:

MDS/DNB in the subject.

Teaching/Research Experience:

- (i) Twelve years standing in the Profession with extensive practical and administrative experience, out of which at least four years' experience should be in the concerned speciality as Associate Professor in a recognized Teaching Institution of medical education after the requisite Post-graduate degree qualification.
- (ii) Minimum of three years' BDS/MDS teaching experience in a Dental College/Institution recognized by DCI for PG teaching program.
- (iii) Four research papers accepted/ published in Indexed/National Journals as 1st/2nd author on cumulative basis.

(C) Associate Professor in Oral and Maxillofacial Surgery

Qualification:

MDS/DNB in the subject.

Teaching/Research Experience:

- (i) At least five years' teaching experience in the concerned speciality as Tutor or Demonstrator or Senior Resident or Registrar or Lecturer in a recognized teaching institution after the requisite Post-graduate degree qualification, out of which at least two years' should be as Assistant Professor.
- (ii) Minimum of three years' BDS/MDS teaching experience in a Dental College/Institution recognized by DCI for PG teaching program.
- (iii) Two research papers accepted/ published in Indexed/National Journals as 1st/2nd author.

(D) Assistant Professor in Oral and Maxillofacial Surgery

Qualification:

MDS/DNB in the subject.

Teaching Experience:

03 years' teaching experience as Senior Resident or Tutor or Demonstrator or Registrar in the concerned Speciality in a recognized teaching institution after obtaining the Post-graduate degree.

ORAL PATHOLOGY & MICROBIOLOGY

(A) Professor (SAG) grade, Grade Pay Rs. 10000 in PB-4 in Oral Pathology & Microbiology

Qualification:

MDS/DNB in the subject.

Teaching/Research Experience:

- (i) Sixteen years' standing in the profession with extensive practical and administrative experience out of which at least seven years' experience should be as a Professor in the concerned Department in a recognized Teaching Institution of medical education.
- (ii) Minimum of three years' BDS/MDS teaching experience in a Dental College/Institution recognized by DCI for PG teaching program.
- (iii) Six research papers accepted/ published in Indexed/National Journals as 1st/2nd author on cumulative basis and one Research paper published as 1st/2nd author in International Journal during the tenure as Professor.

(B) Professor in Oral Pathology & Microbiology

Qualification:

MDS/DNB in the subject.

Teaching/Research Experience:

- (i) Twelve years standing in the Profession with extensive practical and administrative experience, out of which at least four years' experience should be in the concerned speciality as Associate Professor in a recognized Teaching Institution of medical education after the requisite Post-graduate degree qualification.
- (ii) Minimum of three years' BDS/MDS teaching experience in a Dental College/Institution recognized by DCI for PG teaching program.
- (iii) Four research papers accepted/ published in Indexed/National Journals as 1st/2nd author on cumulative basis.

(C) Associate Professor in Oral Pathology & Microbiology

Qualification:

MDS/DNB in the subject.

Teaching/Research Experience:

- (i) At least five years' teaching experience in the concerned speciality as Tutor or Demonstrator or Senior Resident or Registrar or Lecturer in a recognized teaching institution after the requisite Post-graduate degree qualification, out of which at least two years' should be as Assistant Professor.
- (ii) Minimum of three years' BDS/MDS teaching experience in a Dental College/Institution recognized by DCI for PG teaching program.
- (iii) Two research papers accepted/ published in Indexed/National Journals as 1st/2nd author.

(D) Assistant Professor in Oral Pathology & Microbiology

Qualification:

MDS/DNB in the subject.

Teaching Experience:

03 years' teaching experience as Senior Resident or Tutor or Demonstrator or Registrar in the concerned Speciality in a recognized teaching institution after obtaining the Post-graduate degree.

PUBLIC HEALTH DENTISTRY

(A) Professor (SAG) grade, Grade Pay Rs. 10000 in PB-4 in Public Health Dentistry

Qualification:

MDS/DNB in the subject.

Teaching/Research Experience:

- (i) Sixteen years' standing in the profession with extensive practical and administrative experience out of which at least seven years' experience should be as a Professor in the concerned Department in a recognized Teaching Institution of medical education.
- (ii) Minimum of three years' BDS/MDS teaching experience in a Dental College/Institution recognized by DCI for PG teaching program.
- (iii) Six research papers accepted/ published in Indexed/National Journals as 1st/2nd author on cumulative basis and one Research paper published as 1st/2nd author in International Journal during the tenure as Professor.

(B) Professor in Public Health Dentistry

Qualification:

MDS/DNB in the subject.

Teaching/Research Experience:

- (i) Twelve years standing in the Profession with extensive practical and administrative experience, out of which at least four years' experience should be in the concerned speciality as Associate Professor in a recognized Teaching Institution of medical education after the requisite Post-graduate degree qualification.
- (ii) Minimum of three years' BDS/MDS teaching experience in a Dental College/Institution recognized by DCI for PG teaching program.
- (iii) Four research papers accepted/ published in Indexed/National Journals as 1st/2nd author on cumulative basis.

(C) Associate Professor in Public Health Dentistry

Qualification:

MDS/DNB in the subject.

Teaching/Research Experience:

- (i) At least five years' teaching experience in the concerned speciality as Tutor or Demonstrator or Senior Resident or Registrar or Lecturer in a recognized teaching institution after the requisite Post-graduate degree qualification, out of which at least two years' should be as Assistant Professor.
- (ii) Minimum of three years' BDS/MDS teaching experience in a Dental College/Institution recognized by DCI for PG teaching program.
- (iii) Two research papers accepted/ published in Indexed/National Journals as 1st/2nd author.

(D) Assistant Professor in Public Health Dentistry

Qualification:

MDS/DNB in the subject.

Teaching/Research Experience:

03 years' teaching experience as Senior Resident or Tutor or Demonstrator or Registrar in the concerned Speciality in a recognized teaching institution after obtaining the Post-graduate degree.

CARDIOLOGY

(A) Director Professor in Cardiology

Qualification:

DM/DNB (Cardiology)

Teaching/Research Experience:

- (i) Sixteen years' standing in the profession with extensive practical and administrative experience out of which at least seven years' experience should be as a Professor in the concerned Department in a Medical College or recognized Teaching Institution of medical education.
- (ii) Six research papers accepted/ published in Indexed/National Journals as 1st/2nd author on cumulative basis and one Research paper published as 1st/2nd author in International Journal during the tenure as Professor.

(B) Professor in Cardiology

Qualification:

DM/DNB (Cardiology)

Teaching/Research Experience:

- (i) Twelve years standing in the Profession with extensive practical and administrative experience, out of which at least four years' experience should be in the concerned speciality as Associate Professor in a Medical College or in a recognized Teaching Institution of medical education after the requisite Post-graduate degree qualification.
- (ii) Four research papers accepted/ published in Indexed/National Journals as 1st/2nd author on cumulative basis.

(C) Associate Professor in Cardiology

Qualification:

DM/DNB (Cardiology)

Teaching/Research Experience:

- (i) At least five years' teaching experience in the concerned speciality as Tutor or Demonstrator or Senior Resident or Registrar or Lecturer in a recognized teaching institution after the requisite Post-graduate degree qualification, out of which at least two years' should be as Assistant Professor.
- (ii) Two research papers accepted/ published in Indexed/National Journals as 1st/2nd author.

(D) Assistant Professor in Cardiology

Qualification:

DM/DNB (Cardiology)

Teaching/Research Experience:

At least three years' teaching experience as Senior Resident or Tutor or Demonstrator or Registrar in the concerned Super-speciality in a recognized teaching institution after obtaining the first Post-graduate degree.

NEUROLOGY

(A) Director Professor in Neurology

Qualification:

DM/DNB (Neurology)

Teaching/Research Experience:

- (i) Sixteen years' standing in the profession with extensive practical and administrative experience out of which at least seven years' experience should be as a Professor in the concerned Department in a Medical College or recognized Teaching Institution of medical education.
- (ii) Six research papers accepted/ published in Indexed/National Journals as 1st/2nd author on cumulative basis and one Research paper published as 1st/2nd author in International Journal during the tenure as Professor.

(B) Professor in Neurology

Qualification:

DM/DNB (Neurology)

Teaching/Research Experience:

- (i) Twelve years standing in the Profession with extensive practical and administrative experience, out of which at least four years' experience should be in the concerned speciality as Associate Professor in a Medical College or in a recognized Teaching Institution of medical education after the requisite Post-graduate degree qualification.
- (ii) Four research papers accepted/ published in Indexed/National Journals as 1st/2nd author on cumulative basis.

(C) Associate Professor in Neurology

Qualification:

DM/DNB (Neurology)

Teaching/Research Experience:

- (i) At least five years' teaching experience in the concerned speciality as Tutor or Demonstrator or Senior Resident or Registrar or Lecturer in a recognized teaching institution after the requisite Post-graduate degree qualification, out of which at least two years' should be as Assistant Professor.
- (ii) Two research papers accepted/ published in Indexed/National Journals as 1st/2nd author.

(D) Assistant Professor in Neurology

Qualification:

DM/DNB (Neurology)

Teaching/Research Experience:

At least three years' teaching experience as Senior Resident or Tutor or Demonstrator or Registrar in the concerned Super-speciality in a recognized teaching institution after obtaining the first Post-graduate degree.

MEDICAL GASTROENTEROLOGY

(A) Director Professor in Medical Gastroenterology

Qualification:

DM/DNB (Medical Gastroenterology); or DM/DNB (Gastroenterology); or MD/DNB (Medicine) or MD/DNB (Paediatrics) with 2 years special training in Gastroenterology.

Teaching/Research Experience:

- (i) Sixteen years' standing in the profession with extensive practical and administrative experience out of which at least seven years' experience should be as a Professor in the concerned Department in a Medical College or recognized Teaching Institution of medical education.
- (ii) Six research papers accepted/ published in Indexed/National Journals as 1st/2nd author on cumulative basis and one Research paper published as 1st/2nd author in International Journal during the tenure as Professor.

(B) Professor in Medical Gastroenterology

Qualification:

DM/DNB (Medical Gastroenterology); or DM/DNB (Gastroenterology); or MD/DNB (Medicine) or MD/DNB (Paediatrics) with 2 years special training in Gastroenterology.

Teaching/Research Experience:

- (i) Twelve years standing in the Profession with extensive practical and administrative experience, out of which at least four years' experience should be in the concerned speciality as Associate Professor in a Medical College or in a recognized Teaching Institution of medical education after the requisite Post-graduate degree qualification.
- (ii) Four research papers accepted/ published in Indexed/National Journals as 1st/2nd author on cumulative basis.

(C) Associate Professor in Medical Gastroenterology

Qualification:

DM/DNB (Medical Gastroenterology); or DM/DNB (Gastroenterology); or MD/DNB (Medicine) or MD/DNB (Paediatrics) with 2 years special training in Gastroenterology.

Teaching/Research Experience:

- (i) At least five years' teaching experience in the concerned speciality as Tutor or Demonstrator or Senior Resident or Registrar or Lecturer in a recognized teaching institution after the requisite Post-graduate degree qualification, out of which at least two years' should be as Assistant Professor.
- (ii) Two research papers accepted/ published in Indexed/National Journals as 1st/2nd author.

(D) Assistant Professor in Medical Gastroenterology

Qualification:

DM/DNB (Medical Gastroenterology); or DM/DNB (Gastroenterology); or MD/DNB(Medicine) or MD/DNB(Paediatrics) with 2 years special training in Gastroenterology.

Teaching/Research Experience:

At least three years' teaching experience as Senior Resident or Tutor or Demonstrator or Registrar in the concerned Super-speciality in a recognized teaching institution after obtaining the first Post-graduate degree.

CARDIO VASCULAR & THORACIC SURGERY

(A) Director Professor in Cardio Vascular & Thoracic Surgery

Qualification:

M.Ch./DNB (Cardio Vascular & Thoracic Surgery); or M.Ch./DNB (Cardiac Surgery); or M.Ch./DNB (Vascular Surgery); or M.Ch./DNB (Thoracic Surgery).

Teaching/Research Experience:

- (i) Sixteen years' standing in the profession with extensive practical and administrative experience out of which at least seven years' experience should be as a Professor in the concerned Department in a Medical College or recognized Teaching Institution of medical education.
- (ii) Six research papers accepted/ published in Indexed/National Journals as 1st/2nd author on cumulative basis and one Research paper published as 1st/2nd author in International Journal during the tenure as Professor.

(B) Professor in Cardio Vascular & Thoracic Surgery

Qualification:

M.Ch./DNB (Cardio Vascular & Thoracic Surgery); or M.Ch./DNB (Cardiac Surgery); or M.Ch./DNB (Vascular Surgery); or M.Ch./DNB (Thoracic Surgery).

Teaching/Research Experience:

- (i) Twelve years standing in the Profession with extensive practical and administrative experience, out of which at least four years' experience should be in the concerned speciality as Associate Professor in a Medical College or in a recognized Teaching Institution of medical education after the requisite Post-graduate degree qualification.
- (ii) Four research papers accepted/ published in Indexed/National Journals as 1st/2nd author on cumulative basis.

(C) Associate Professor in Cardio Vascular & Thoracic Surgery

Qualification:

M.Ch./DNB (Cardio Vascular & Thoracic Surgery); or M.Ch./DNB (Cardiac Surgery); or M.Ch./DNB (Vascular Surgery); or M.Ch./DNB (Thoracic Surgery).

Teaching/Research Experience:

- (i) At least five years' teaching experience in the concerned speciality as Tutor or Demonstrator or Senior Resident or Registrar or Lecturer in a recognized teaching institution after the requisite Post-graduate degree qualification, out of which at least two years' should be as Assistant Professor.
- (ii) Two research papers accepted/ published in Indexed/National Journals as 1st/2nd author.

(D) Assistant Professor in Cardio Vascular & Thoracic Surgery

Qualification:

M.Ch./DNB (Cardio Vascular & Thoracic Surgery); or M.Ch./DNB (Cardiac Surgery); or M.Ch./DNB (Vascular Surgery); or M.Ch./DNB (Thoracic Surgery).

Teaching Experience:

At least three years' teaching experience as Senior Resident or Tutor or Demonstrator or Registrar in the concerned Super-speciality in a recognized teaching institution after obtaining the first Post-graduate degree.

NEURO-SURGERY

(A) Director Professor in Neuro-Surgery

Qualification:

M.Ch./DNB (Neuro-Surgery).

Teaching/Research Experience:

- (i) Sixteen years' standing in the profession with extensive practical and administrative experience out of which at least seven years' experience should be as a Professor in the concerned Department in a Medical College or recognized Teaching Institution of medical education.
- (ii) Six research papers accepted/ published in Indexed/National Journals as 1st/2nd author on cumulative basis and one Research paper published as 1st/2nd author in International Journal during the tenure as Professor.

(B) Professor in Neuro-Surgery

Qualification:

M.Ch./DNB (Neuro-Surgery).

Teaching/Research Experience:

- (i) Twelve years standing in the Profession with extensive practical and administrative experience, out of which at least four years' experience should be in the concerned speciality as Associate Professor in a Medical College or in a recognized Teaching Institution of medical education after the requisite Post-graduate degree qualification.
- (ii) Four research papers accepted/ published in Indexed/National Journals as 1st/2nd author on cumulative basis.

(C) Associate Professor in Neuro-Surgery

Qualification:

M.Ch./DNB (Neuro-Surgery).

Teaching/Research Experience:

- (i) At least five years' teaching experience in the concerned speciality as Tutor or Demonstrator or Senior Resident or Registrar or Lecturer in a recognized teaching institution after the requisite Post-graduate degree qualification, out of which at least two years' should be as Assistant Professor.
- (ii) Two research papers accepted/ published in Indexed/National Journals as 1st/2nd author.

(D) Assistant Professor in Neuro-Surgery

Qualification:

M.Ch./DNB (Neuro-Surgery).

Teaching/Research Experience:

At least three years' teaching experience as Senior Resident or Tutor or Demonstrator or Registrar in the concerned Super-speciality in a recognized teaching institution after obtaining the first Post-graduate degree.

PLASTIC & RECONSTRUCTIVE SURGERY

(A) Director Professor in Plastic & Reconstructive Surgery

Qualification:

M.Ch./DNB (Plastic & Reconstructive Surgery); or M.Ch./DNB (Plastic Surgery).

Teaching/Research Experience:

- (i) Sixteen years' standing in the profession with extensive practical and administrative experience out of which at least seven years' experience should be as a Professor in the concerned Department in a Medical College or recognized Teaching Institution of medical education.
- (ii) Six research papers accepted/ published in Indexed/National Journals as 1st/2nd author on cumulative basis and one Research paper published as 1st/2nd author in International Journal during the tenure as Professor.

(B) Professor in Plastic & Reconstructive Surgery

Qualification:

M.Ch./DNB (Plastic & Reconstructive Surgery); or M.Ch./DNB (Plastic Surgery).

Teaching/Research Experience:

- (i) Twelve years standing in the Profession with extensive practical and administrative experience, out of which at least four years' experience

should be in the concerned speciality as Associate Professor in a Medical College or in a recognized Teaching Institution of medical education after the requisite Post-graduate degree qualification.

- (ii) Four research papers accepted/ published in Indexed/National Journals as 1st/2nd author on cumulative basis.

(C) Associate Professor in Plastic & Reconstructive Surgery

Qualification:

M.Ch./DNB (Plastic & Reconstructive Surgery); or M.Ch./DNB (Plastic Surgery).

Teaching/Research Experience:

- (i) At least five years' teaching experience in the concerned speciality as Tutor or Demonstrator or Senior Resident or Registrar or Lecturer in a recognized teaching institution after the requisite Post-graduate degree qualification, out of which at least two years' should be as Assistant Professor.
- (ii) Two research papers accepted/ published in Indexed/National Journals as 1st/2nd author.

(D) Assistant Professor in Plastic & Reconstructive Surgery

Qualification:

M.Ch./DNB (Plastic & Reconstructive Surgery); or M.Ch./DNB (Plastic Surgery).

Teaching/Research Experience:

At least three years' teaching experience as Senior Resident or Tutor or Demonstrator or Registrar in the concerned Super-speciality in a recognized teaching institution after obtaining the first Post-graduate degree.

PAEDIATRIC SURGERY

(A) Director Professor in Paediatric Surgery

Qualification:

M.Ch./DNB (Paediatric Surgery).

Teaching/Research Experience:

- (i) Sixteen years' standing in the profession with extensive practical and administrative experience out of which at least seven years' experience should be as a Professor in the concerned Department in a Medical College or recognized Teaching Institution of medical education.

- (ii) Six research papers accepted/ published in Indexed/National Journals as 1st/2nd author on cumulative basis and one Research paper published as 1st/2nd author in International Journal during the tenure as Professor.

(B) Professor in Paediatric Surgery

Qualification:

M.Ch./DNB (Paediatric Surgery).

Teaching/Research Experience:

- (i) Twelve years standing in the Profession with extensive practical and administrative experience, out of which at least four years' experience should be in the concerned speciality as Associate Professor in a Medical College or in a recognized Teaching Institution of medical education after the requisite Post-graduate degree qualification.
- (ii) Four research papers accepted/ published in Indexed/National Journals as 1st/2nd author on cumulative basis.

(C) Associate Professor in Paediatric Surgery

Qualification:

M.Ch./DNB (Paediatric Surgery).

Teaching/Research Experience:

- (i) At least five years' teaching experience in the concerned speciality as Tutor or Demonstrator or Senior Resident or Registrar or Lecturer in a recognized teaching institution after the requisite Post-graduate degree qualification, out of which at least two years' should be as Assistant Professor.
- (ii) Two research papers accepted/ published in Indexed/National Journals as 1st/2nd author.

(D) Assistant Professor in Paediatric Surgery

Qualification:

M.Ch./DNB (Paediatric Surgery).

Teaching/Research Experience:

At least three years' teaching experience as Senior Resident or Tutor or Demonstrator or Registrar in the concerned Super-speciality in a recognized teaching institution after obtaining the first Post-graduate degree.

UROLOGY

(A) Director Professor in Urology

Qualification:

M.Ch./DNB (Urology).

Teaching/Research Experience:

- (i) Sixteen years' standing in the profession with extensive practical and administrative experience out of which at least seven years' experience should be as a Professor in the concerned Department in a Medical College or recognized Teaching Institution of medical education.
- (ii) Six research papers accepted/ published in Indexed/National Journals as 1st/2nd author on cumulative basis and one Research paper published as 1st/2nd author in International Journal during the tenure as Professor.

(B) Professor in Urology

Qualification:

M.Ch./DNB (Urology).

Teaching/Research Experience:

- (i) Twelve years standing in the Profession with extensive practical and administrative experience, out of which at least four years' experience should be in the concerned speciality as Associate Professor in a Medical College or in a recognized Teaching Institution of medical education after the requisite Post-graduate degree qualification.
- (ii) Four research papers accepted/ published in Indexed/National Journals as 1st/2nd author on cumulative basis.

(C) Associate Professor in Urology

Qualification:

M.Ch./DNB (Urology).

Teaching/Research Experience:

- (i) At least five years' teaching experience in the concerned speciality as Tutor or Demonstrator or Senior Resident or Registrar or Lecturer in a recognized teaching institution after the requisite Post-graduate degree qualification, out of which at least two years' should be as Assistant Professor.
- (ii) Two research papers accepted/ published in Indexed/National Journals as 1st/2nd author.

(D) Assistant Professor in Urology

Qualification:

M.Ch./DNB (Urology).

Teaching/Research Experience:

At least three years' teaching experience as Senior Resident or Tutor or Demonstrator or Registrar in the concerned Super-speciality in a recognized teaching institution after obtaining the first Post-graduate degree.

ENDOCRINOLOGY

(A) Director Professor in Endocrinology

Qualification:

DM/DNB (Endocrinology); or MD/DNB (Medicine) or MD/DNB (Paediatrics) with 2 years special training in Endocrinology.

Teaching/Research Experience:

- (i) Sixteen years' standing in the profession with extensive practical and administrative experience out of which at least seven years' experience should be as a Professor in the concerned Department in a Medical College or recognized Teaching Institution of medical education.
- (ii) Six research papers accepted/ published in Indexed/National Journals as 1st/2nd author on cumulative basis and one Research paper published as 1st/2nd author in International Journal during the tenure as Professor.

(B) Professor in Endocrinology

Qualification:

DM/DNB (Endocrinology); or MD/DNB (Medicine) or MD/DNB (Paediatrics) with 2 years special training in Endocrinology.

Teaching/Research Experience:

- (i) Twelve years standing in the Profession with extensive practical and administrative experience, out of which at least four years' experience should be in the concerned speciality as Associate Professor in a Medical College or in a recognized Teaching Institution of medical education after the requisite Post-graduate degree qualification.
- (ii) Four research papers accepted/ published in Indexed/National Journals as 1st/2nd author on cumulative basis.

(C) Associate Professor in Endocrinology

Qualification:

DM/DNB (Endocrinology); or MD/DNB (Medicine) or MD/DNB (Paediatrics) with 2 years special training in Endocrinology.

Teaching/Research Experience:

- (i) At least five years' teaching experience in the concerned speciality as Tutor or Demonstrator or Senior Resident or Registrar or Lecturer in a recognized teaching institution after the requisite Post-graduate degree qualification, out of which at least two years' should be as Assistant Professor.
- (ii) Two research papers accepted/ published in Indexed/National Journals as 1st/2nd author.

(D) Assistant Professor in Endocrinology

Qualification:

DM/DNB (Endocrinology); or MD/DNB (Medicine) or MD/DNB(Paediatrics) with 2 years special training in Endocrinology.

Teaching/Research Experience:

At least three years' teaching experience as Senior Resident or Tutor or Demonstrator or Registrar in the concerned Super-speciality in a recognized teaching institution after obtaining the first Post-graduate degree.

NEPHROLOGY

(A) Director Professor in Nephrology

Qualification:

DM/DNB (Nephrology).

Teaching/Research Experience:

- (i) Sixteen years' standing in the profession with extensive practical and administrative experience out of which at least seven years' experience should be as a Professor in the concerned Department in a Medical College or recognized Teaching Institution of medical education.
- (ii) Six research papers accepted/ published in Indexed/National Journals as 1st/2nd author on cumulative basis and one Research paper published as 1st/2nd author in International Journal during the tenure as Professor.

(B) Professor in Nephrology

Qualification:

DM/DNB (Nephrology).

Teaching/Research Experience:

- (i) Twelve years standing in the Profession with extensive practical and administrative experience, out of which at least four years' experience should be in the concerned speciality as Associate Professor in a Medical College or in a recognized Teaching Institution of medical education after the requisite Post-graduate degree qualification.
- (ii) Four research papers accepted/ published in Indexed/National Journals as 1st/2nd author on cumulative basis.

(C) Associate Professor in Nephrology

Qualification:

DM/DNB (Nephrology).

Teaching/Research Experience:

- (i) At least five years' teaching experience in the concerned speciality as Tutor or Demonstrator or Senior Resident or Registrar or Lecturer in a recognized teaching institution after the requisite Post-graduate degree qualification, out of which at least two years' should be as Assistant Professor.
- (ii) Two research papers accepted/ published in Indexed/National Journals as 1st/2nd author.

(D) Assistant Professor in Nephrology

Qualification:

DM/DNB (Nephrology).

Teaching/Research Experience:

At least three years' teaching experience as Senior Resident or Tutor or Demonstrator or Registrar in the concerned Super-speciality in a recognized teaching institution after obtaining the first Post-graduate degree.

CLINICAL HAEMATOLOGY

(A) Director Professor in Clinical Haematology

Qualification:

DM/DNB (Clinical Haematology); or MD/DNB (Medicine) or MD/DNB (Paediatrics) or MD/DNB (Pathology) with 2 years special training in Clinical Haematology.

Teaching/Research Experience:

- (i) Sixteen years' standing in the profession with extensive practical and administrative experience out of which at least seven years' experience should be as a Professor in the concerned Department in a Medical College or recognized Teaching Institution of medical education.
- (ii) Six research papers accepted/ published in Indexed/National Journals as 1st/2nd author on cumulative basis and one Research paper published as 1st/2nd author in International Journal during the tenure as Professor.

(B) Professor in Clinical Haematology

Qualification:

DM/DNB (Clinical Haematology); or MD/DNB (Medicine) or MD/DNB (Paediatrics) or MD/DNB (Pathology) with 2 years special training in Clinical Haematology.

Teaching/Research Experience:

- (i) Twelve years standing in the Profession with extensive practical and administrative experience, out of which at least four years' experience should be in the concerned speciality as Associate Professor in a Medical College or in a recognized Teaching Institution of medical education after the requisite Post-graduate degree qualification.
- (ii) Four research papers accepted/ published in Indexed/National Journals as 1st/2nd author on cumulative basis.

(C) Associate Professor in Clinical Haematology

Qualification:

DM/DNB (Clinical Haematology); or MD/DNB (Medicine) or MD/DNB (Paediatrics) or MD/DNB (Pathology) with 2 years special training in Clinical Haematology.

Teaching/Research Experience:

- (i) At least five years' teaching experience in the concerned speciality as Tutor or Demonstrator or Senior Resident or Registrar or Lecturer in a recognized teaching institution after the requisite Post-graduate degree

qualification, out of which at least two years' should be as Assistant Professor.

- (ii) Two research papers accepted/ published in Indexed/National Journals as 1st/2nd author.

(D) Assistant Professor in Clinical Haematology

Qualification:

DM/DNB (Clinical Haematology); or MD/DNB (Medicine) or MD/DNB (Paediatrics) or MD/DNB (Pathology) with 2 years special training in Clinical Haematology.

Teaching/Research Experience:

At least three years' teaching experience as Senior Resident or Tutor or Demonstrator or Registrar in the concerned Super-speciality in a recognized teaching institution after obtaining the first Post-graduate degree.

CLINICAL PHARMACOLOGY

(A) Director Professor in Clinical Pharmacology

Qualification:

DM/DNB (Clinical Pharmacology); or MD/DNB (Pharmacology) with 2 years special training in Clinical Pharmacology.

Teaching/Research Experience:

- (i) Sixteen years' standing in the profession with extensive practical and administrative experience out of which at least seven years' experience should be as a Professor in the concerned Department in a Medical College or recognized Teaching Institution of medical education.
- (ii) Six research papers accepted/ published in Indexed/National Journals as 1st/2nd author on cumulative basis and one Research paper published as 1st/2nd author in International Journal during the tenure as Professor.

(B) Professor in Clinical Pharmacology

Qualification:

DM/DNB (Clinical Pharmacology); or MD/DNB (Pharmacology) with 2 years special training in Clinical Pharmacology.

Teaching/Research Experience:

- (i) Twelve years standing in the Profession with extensive practical and administrative experience, out of which at least four years' experience should be in the concerned speciality as Associate Professor in a Medical

College or in a recognized Teaching Institution of medical education after the requisite Post-graduate degree qualification.

- (ii) Four research papers accepted/ published in Indexed/National Journals as 1st/2nd author on cumulative basis.

(C) Associate Professor in Clinical Pharmacology

Qualification:

DM/DNB (Clinical Pharmacology); or MD/DNB (Pharmacology) with 2 years special training in Clinical Pharmacology.

Teaching/Research Experience:

- (i) At least five years' teaching experience in the concerned speciality as Tutor or Demonstrator or Senior Resident or Registrar or Lecturer in a recognized teaching institution after the requisite Post-graduate degree qualification, out of which at least two years' should be as Assistant Professor.
- (ii) Two research papers accepted/ published in Indexed/National Journals as 1st/2nd author.

(D) Assistant Professor in Clinical Pharmacology

Qualification:

DM/DNB (Clinical Pharmacology); or MD/DNB (Pharmacology) with 2 years special training in Clinical Pharmacology.

Teaching/Research Experience:

At least three years' teaching experience as Senior Resident or Tutor or Demonstrator or Registrar in the concerned Super-speciality in a recognized teaching institution after obtaining the first Post-graduate degree.

IMMUNOLOGY

(A) Director Professor in Immunology

Qualification:

DM/DNB (Immunology); or MD/DNB (Medicine) or MD/DNB (Pathology) or MD/DNB (Microbiology) or MD/DNB (Paediatrics) with 2 years special training in Immunology.

Teaching/Research Experience:

- (i) Sixteen years' standing in the profession with extensive practical and administrative experience out of which at least seven years' experience should be as a Professor in the concerned Department in a Medical College or recognized Teaching Institution of medical education.

- (ii) Six research papers accepted/ published in Indexed/National Journals as 1st/2nd author on cumulative basis and one Research paper published as 1st/2nd author in International Journal during the tenure as Professor.

(B) Professor in Immunology

Qualification:

DM/DNB (Immunology); or MD/DNB (Medicine) or MD/DNB (Pathology) or MD/DNB (Microbiology) or MD/DNB (Paediatrics) with 2 years special training in Immunology.

Teaching/Research Experience:

- (i) Twelve years standing in the Profession with extensive practical and administrative experience, out of which at least four years' experience should be in the concerned speciality as Associate Professor in a Medical College or in a recognized Teaching Institution of medical education after the requisite Post-graduate degree qualification.
- (ii) Four research papers accepted/ published in Indexed/National Journals as 1st/2nd author on cumulative basis.

(C) Associate Professor in Immunology

Qualification:

DM/DNB (Immunology); or MD/DNB (Medicine) or MD/DNB (Pathology) or MD/DNB (Microbiology) or MD/DNB (Paediatrics) with 2 years special training in Immunology.

Teaching/Research Experience:

- (i) At least five years' teaching experience in the concerned speciality as Tutor or Demonstrator or Senior Resident or Registrar or Lecturer in a recognized teaching institution after the requisite Post-graduate degree qualification, out of which at least two years' should be as Assistant Professor.
- (ii) Two research papers accepted/ published in Indexed/National Journals as 1st/2nd author.

(D) Assistant Professor in Immunology

Qualification:

DM/DNB (Immunology); or MD/DNB (Medicine) or MD/DNB (Pathology) or MD/DNB (Microbiology) or MD/DNB (Paediatrics) with 2 years special training in Immunology.

Teaching/Research Experience:

At least three years' teaching experience as Senior Resident or Tutor or Demonstrator or Registrar in the concerned Super-speciality in a recognized teaching institution after obtaining the first Post-graduate degree.

MEDICAL ONCOLOGY

(A) Director Professor in Medical Oncology

Qualification:

DM/DNB (Medical Oncology); or MD/DNB (Medicine) or MD/DNB (Radio-therapy) or MD/DNB (Paediatrics) with 2 years special training in Medical Oncology.

Teaching/Research Experience:

- (i) Sixteen years' standing in the profession with extensive practical and administrative experience out of which at least seven years' experience should be as a Professor in the concerned Department in a Medical College or recognized Teaching Institution of medical education.
- (ii) Six research papers accepted/ published in Indexed/National Journals as 1st/2nd author on cumulative basis and one Research paper published as 1st/2nd author in International Journal during the tenure as Professor.

(B) Professor in Medical Oncology

Qualification:

DM/DNB (Medical Oncology); or MD/DNB (Medicine) or MD/DNB (Radio-therapy) or MD/DNB (Paediatrics) with 2 years special training in Medical Oncology.

Teaching/Research Experience:

- (i) Twelve years standing in the Profession with extensive practical and administrative experience, out of which at least four years' experience should be in the concerned speciality as Associate Professor in a Medical College or in a recognized Teaching Institution of medical education after the requisite Post-graduate degree qualification.
- (ii) Four research papers accepted/ published in Indexed/National Journals as 1st/2nd author on cumulative basis.

(C) Associate Professor in Medical Oncology

Qualification:

DM/DNB (Medical Oncology); or MD/DNB (Medicine) or MD/DNB (Radio-therapy) or MD/DNB (Paediatrics) with 2 years special training in Medical Oncology.

Teaching/Research Experience:

- (i) At least five years' teaching experience in the concerned speciality as Tutor or Demonstrator or Senior Resident or Registrar or Lecturer in a recognized teaching institution after the requisite Post-graduate degree qualification, out of which at least two years' should be as Assistant Professor.
- (ii) Two research papers accepted/ published in Indexed/National Journals as 1st/2nd author.

(D) Assistant Professor in Medical Oncology

Qualification:

DM/DNB (Medical Oncology); or MD/DNB (Medicine) or MD/DNB(Radio-therapy) or MD/DNB (Paediatrics) with 2 years special training in Medical Oncology.

Teaching/Research Experience:

At least three years' teaching experience as Senior Resident or Tutor or Demonstrator or Registrar in the concerned Super-speciality in a recognized teaching institution after obtaining the first Post-graduate degree.

NEONATOLOGY

(A) Director Professor in Neonatology

Qualification:

DM/DNB (Neonatology); or MD/DNB (Paediatrics) with 2 years special training in Neonatology.

Teaching/Research Experience:

- (i) Sixteen years' standing in the profession with extensive practical and administrative experience out of which at least seven years' experience should be as a Professor in the concerned Department in a Medical College or recognized Teaching Institution of medical education.
- (ii) Six research papers accepted/ published in Indexed/National Journals as 1st/2nd author on cumulative basis and one Research paper published as 1st/2nd author in International Journal during the tenure as Professor.

(B) Professor in Neonatology

Qualification:

DM/DNB (Neonatology); or MD/DNB (Paediatrics) with 2 years special training in Neonatology.

Teaching/Research Experience:

- (i) Twelve years standing in the Profession with extensive practical and administrative experience, out of which at least four years' experience should be in the concerned speciality as Associate Professor in a Medical College or in a recognized Teaching Institution of medical education after the requisite Post-graduate degree qualification.
- (ii) Four research papers accepted/ published in Indexed/National Journals as 1st/2nd author on cumulative basis.

(C) Associate Professor in Neonatology

Qualification:

DM/DNB (Neonatology); or MD/DNB (Paediatrics) with 2 years special training in Neonatology.

Teaching/Research Experience:

- (i) At least five years' teaching experience in the concerned speciality as Tutor or Demonstrator or Senior Resident or Registrar or Lecturer in a recognized teaching institution after the requisite Post-graduate degree qualification, out of which at least two years' should be as Assistant Professor.
- (ii) Two research papers accepted/ published in Indexed/National Journals as 1st/2nd author.

(D) Assistant Professor in Neonatology

Qualification:

DM/DNB (Neonatology); or MD/DNB (Paediatrics) with 2 years special training in Neonatology.

Teaching/Research Experience:

At least three years' teaching experience as Senior Resident or Tutor or Demonstrator or Registrar in the concerned Super-speciality in a recognized teaching institution after obtaining the first Post-graduate degree.

SURGICAL ONCOLOGY

(A) Director Professor in Surgical Oncology

Qualification:

M.Ch./DNB (Surgical Oncology); or MS/DNB (Surgery) or MS/DNB (ENT) or MS/DNB (Orthopaedics) or MD/DNB (Obstt. & Gynae.) with 2 years special training in Surgical Oncology.

Teaching/Research Experience:

- (i) Sixteen years' standing in the profession with extensive practical and administrative experience out of which at least seven years' experience should be as a Professor in the concerned Department in a Medical College or recognized Teaching Institution of medical education.
- (ii) Six research papers accepted/ published in Indexed/National Journals as 1st/2nd author on cumulative basis and one Research paper published as 1st/2nd author in International Journal during the tenure as Professor.

(B) Professor in Surgical Oncology

Qualification:

M.Ch./DNB (Surgical Oncology); or MS/DNB (Surgery) or MS/DNB (ENT) or MS/DNB (Orthopaedics) or MD/DNB (Obstt. & Gynae.) with 2 years special training in Surgical Oncology.

Teaching/Research Experience:

- (i) Twelve years standing in the Profession with extensive practical and administrative experience, out of which at least four years' experience should be in the concerned speciality as Associate Professor in a Medical College or in a recognized Teaching Institution of medical education after the requisite Post-graduate degree qualification.
- (ii) Four research papers accepted/ published in Indexed/National Journals as 1st/2nd author on cumulative basis.

(C) Associate Professor in Surgical Oncology

Qualification:

M.Ch./DNB (Surgical Oncology); or MS/DNB (Surgery) or MS/DNB (ENT) or MS/DNB (Orthopaedics) or MD/DNB (Obstt. & Gynae.) with 2 years special training in Surgical Oncology.

Teaching/Research Experience:

- (i) At least five years' teaching experience in the concerned speciality as Tutor or Demonstrator or Senior Resident or Registrar or Lecturer in a recognized teaching institution after the requisite Post-graduate degree qualification, out of which at least two years' should be as Assistant Professor.
- (ii) Two research papers accepted/ published in Indexed/National Journals as 1st/2nd author.

(D) Assistant Professor in Surgical Oncology

Qualification:

M.Ch./DNB (Surgical Oncology); or MS/DNB (Surgery) or MS/DNB (ENT) or MS/DNB (Orthopaedics) or MD/DNB (Obstt. & Gynae.) with 2 years special training in Surgical Oncology.

Teaching/Research Experience:

At least three years' teaching experience as Senior Resident or Tutor or Demonstrator or Registrar in the concerned Super-speciality in a recognized teaching institution after obtaining the first Post-graduate degree.

³¹⁹SURGICAL GASTROENTEROLOGY

(A) Director Professor in Surgical Gastroenterology

Qualification:

M.Ch./DNB (Surgical Gastroenterology); or MS/DNB (Surgery) with 2 years special training in Surgical Gastroenterology.

Teaching/Research Experience:

- (i) Sixteen years' standing in the profession with extensive practical and administrative experience out of which at least seven years' experience should be as a Professor in the concerned Department in a Medical College or recognized Teaching Institution of medical education.
- (ii) Six research papers accepted/ published in Indexed/National Journals as 1st/2nd author on cumulative basis and one Research paper published as 1st/2nd author in International Journal during the tenure as Professor.

(B) Professor in Surgical Gastroenterology

Qualification:

M.Ch./DNB (Surgical Gastroenterology); or MS/DNB (Surgery) with 2 years special training in Surgical Gastroenterology.

Teaching/Research Experience:

- (i) Twelve years standing in the Profession with extensive practical and administrative experience, out of which at least four years' experience should be in the concerned speciality as Associate Professor in a Medical College or in a recognized Teaching Institution of medical education after the requisite Post-graduate degree qualification.

³¹⁹ Amended/Replaced vide E.C.17.08.2013 & E.C.28.05.2015

- (ii) Four research papers accepted/ published in Indexed/National Journals as 1st/2nd author on cumulative basis.

(C) Associate Professor in Surgical Gastroenterology

Qualification:

M.Ch./DNB (Surgical Gastroenterology); or MS/DNB (Surgery) with 2 years special training in Surgical Gastroenterology.

Teaching/Research Experience:

- (i) At least five years' teaching experience in the concerned speciality as Tutor or Demonstrator or Senior Resident or Registrar or Lecturer in a recognized teaching institution after the requisite Post-graduate degree qualification, out of which at least two years' should be as Assistant Professor.
- (ii) Two research papers accepted/ published in Indexed/National Journals as 1st/2nd author.

(D) Assistant Professor in Surgical Gastroenterology

Qualification:

M.Ch./DNB (Surgical Gastroenterology); or MS/DNB (Surgery) with 2 years special training in Surgical Gastroenterology.

Teaching/Research Experience:

At least three years' teaching experience as Senior Resident or Tutor or Demonstrator or Registrar in the concerned Super-speciality in a recognized teaching institution after obtaining the first Post-graduate degree.

³²⁰**DENTISTRY**

(A) Professor (SAG) grade, Grade Pay Rs. 10000 in PB-4 in Dentistry

Qualification:

MDS/DNB in any speciality of Dental Sciences as per the Regulations of Dental Council of India.

Teaching/Research Experience:

- (i) Sixteen years' standing in the profession with extensive practical and administrative experience out of which at least seven years' experience

³²⁰ Inserted vide E.C.28.05.2015

should be as a Professor in the concerned Department in a recognized Teaching Institution of medical education.

- (ii) Minimum of three years' BDS/MDS teaching experience in a Dental College/Institution recognized by DCI for PG teaching program.
- (iii) Six research papers accepted/ published in Indexed/National Journals as 1st/2nd author on cumulative basis and one Research paper published as 1st/2nd author in International Journal during the tenure as Professor.

(B) Professor in Dentistry

Qualification:

MDS/DNB in any speciality of Dental Sciences as per the Regulations of Dental Council of India.

Teaching/Research Experience:

- (i) Twelve years standing in the Profession with extensive practical and administrative experience, out of which at least four years' experience should be in the concerned speciality as Associate Professor in a recognized Teaching Institution of medical education after the requisite Post-graduate degree qualification.
- (ii) Minimum of three years' BDS/MDS teaching experience in a Dental College/Institution recognized by DCI for PG teaching program.
- (iii) Four research papers accepted/ published in Indexed/National Journals as 1st/2nd author on cumulative basis.

(C) Associate Professor in Dentistry

Qualification:

MDS/DNB in any speciality of Dental Sciences as per the Regulations of Dental Council of India.

Teaching/Research Experience:

- (i) At least five years' teaching experience in the concerned speciality as Tutor or Demonstrator or Senior Resident or Registrar or Lecturer in a recognized teaching institution after the requisite Post-graduate degree qualification, out of which at least two years' should be as Assistant Professor.
- (ii) Minimum of three years' BDS/MDS teaching experience in a Dental College/Institution recognized by DCI for PG teaching program.
- (iii) Two research papers accepted/ published in Indexed/National Journals as 1st/2nd author.

(D) Assistant Professor in Dentistry

Qualification:

MDS/DNB in any speciality of Dental Sciences as per the Regulations of Dental Council of India.

Teaching/Research Experience:

03 years' teaching experience as Senior Resident or Tutor or Demonstrator or Registrar in the concerned Speciality in a recognized teaching institution after obtaining the Post-graduate degree.

³²¹**TRANSPLANT SURGERY**

(A) Director Professor in Transplant Surgery

Qualification:

MS/DNB (Surgery); or MS/DNB (General Surgery); or F.R.C.S. Specialty Board of Surgery (USA).

Teaching/Research Experience:

- (i) Sixteen years' standing in the profession with extensive practical and administrative experience out of which at least seven years' experience should be as a Professor in the concerned Department in a Medical College or recognized Teaching Institution of medical education.
- (ii) Six research papers accepted/ published in Indexed/National Journals as 1st/2nd author on cumulative basis and one Research paper published as 1st/2nd author in International Journal during the tenure as Professor.

(B) Professor in Transplant Surgery

Qualification:

MS/DNB (Surgery); or MS/DNB (General Surgery); or F.R.C.S. Specialty Board of Surgery (USA).

Teaching/Research Experience:

- (i) Twelve years standing in the Profession with extensive practical and administrative experience, out of which at least four years' experience should be in the concerned speciality as Associate Professor in a Medical College or in a recognized Teaching Institution of medical education after the requisite Post-graduate degree qualification.
- (ii) Four research papers accepted/ published in Indexed/National Journals as 1st/2nd author on cumulative basis.

(C) Associate Professor in Transplant Surgery

Qualification:

MS/DNB (Surgery); or MS/DNB (General Surgery); or F.R.C.S. Specialty Board of Surgery (USA).

³²¹ **Inserted** vide E.C.28.05.2015

Teaching/Research Experience:

- (i) At least five years' teaching experience in the concerned speciality as Tutor or Demonstrator or Senior Resident or Registrar or Lecturer in a recognized teaching institution after the requisite Post-graduate degree qualification, out of which at least two years' should be as Assistant Professor.
- (ii) Two research papers accepted/ published in Indexed/National Journals as 1st/2nd author.

(D) Assistant Professor in Transplant Surgery

Qualification:

MS/DNB (Surgery); or MS/DNB (General Surgery); or F.R.C.S. Specialty Board of Surgery (USA).

Teaching/Research Experience:

Three years' teaching experience as Senior Resident or Tutor or Demonstrator or Registrar in the concerned Speciality and having attended to adequate number of transplantation cases as an active member of the team, in a recognized teaching institution after obtaining the first Post-graduate degree.

³²²**INFECTIOUS DISEASE**

(A) Professor in Infectious Disease

Academic Qualification

MD/ DNB* (General Medicine) with Diploma in Tropical Medicine MD (Community Medicine)/MD (Medicine)/MD (Paediatrics) DNB* in the concerned specialty with 2 years training in Infectious Disease^{#1}

Teaching/Research Experience

- (i) As Reader/Associate Professor in the subject concerned for three years in a recognized Medical College.
- (ii) Four research papers accepted/published in indexed/national journals as first/second author on cumulative basis.

Out of these four research publications minimum of two research publications must be published during the tenure of the Associate Professor.

³²² Inserted vide E.C.17.08.2013

^{#1} The academic qualifications shown above will be the academic qualifications required for teaching faculty for a period of ten years from the date of notification by MCI (15th December, 2009). Thereafter, MD (Infectious Disease) will be the required academic qualification for appointment to posts in Infectious Disease.

(B) Associate Professor in Infectious disease

Academic Qualification

MD/ DNB* (General Medicine) with Diploma in Tropical Medicine MD (Community Medicine)/MD (Medicine)/MD (Paediatrics) DNB* in the concerned specialty with 2 years training in Infectious Disease

Teaching/Research Experience

(i) As Lecturer/Assistant Professor in the concerned subject for four years in a recognized medical college.

(ii) Two research papers accepted/published in indexed/national journals as first/second author during the tenure of the Assistant Professor.

(C) Assistant Professor in Infectious disease

Academic Qualification

MD/ DNB* (General Medicine) with Diploma in Tropical Medicine MD (Community Medicine)/MD (Medicine)/MD (Paediatrics) DNB* in the concerned specialty with 2 years training in Infectious Disease

Teaching/Research Experience

(i) Requisite recognized post-graduate qualification.

(ii) Three years teaching experience in the subject as Resident/Registrar/Demonstrator/ Tutor in a recognized Medical College either during the postgraduate course or after obtaining the postgraduate degree in the subject.

³²³**NUTRITION**

(A) Professor in Nutrition

Academic Qualification

MD/DNB* in Biochemistry/ Physiology/Pathology/ Medicine/Social & Preventive Medicine/Community Medicine/Paediatrics with M.Sc. in applied Nutrition or training for a period of one year.

Teaching/Research Experience

(i) As Reader/Associate Professor in subject concerned for three years in a recognized Medical College.

(ii) Four research papers accepted/published in indexed/national journals as first/second author on cumulative basis.

³²³ Inserted vide E.C.17.08.2013

Out of these four research publications minimum of two research publications must be published during the tenure of the Associate Professor.

(B) Associate Professor in Nutrition

Academic Qualification

MD/DNB* in Biochemistry/ Physiology/Pathology/ Medicine/Social & Preventive Medicine/Community Medicine/Paediatrics with M.Sc. in applied Nutrition or training for a period of one year.

Teaching/Research Experience

(i) As Lecturer/Assistant Professor in subject concerned for four years in a recognized medical college.

(ii) Two research papers accepted/published in indexed/national journals as first/second author during the tenure of the Assistant Professor.

(C) Assistant Professor in Nutrition

Academic Qualification

MD/DNB* in Biochemistry/ Physiology/Pathology/ Medicine/Social & Preventive Medicine/Community Medicine/Paediatrics with M.Sc. in applied Nutrition or training for a period of one year.

Teaching/Research Experience

(i) Requisite recognized post-graduate qualification.

(ii) Three years teaching experience in the subject as Resident/ Registrar/Demonstrator/ Tutor in a recognized Medical College either during the postgraduate course or after obtaining the postgraduate degree in the subject.

³²⁴**HUMAN METABOLISM**

(v) Professor in Human Metabolism

Academic Qualification

MD/ DNB* (Endocrinology) or MD/ DNB* (Medicine)/ MD/DNB*(Paediatrics) with two years special training in Endocrinology.

Teaching/Research Experience

(i) As Reader/Associate Professor in subject concerned (Endocrinology/Human Metabolism) for three years in a recognized Medical College.

(ii) Four research papers accepted/published in indexed/national journals as first/second author on cumulative basis.

³²⁴ Inserted vide E.C.17.08.2013

Out of these four research publications minimum of two research publications must be published during the tenure of the Associate Professor.

(vi) Associate Professor in Human Metabolism

Academic Qualification

MD/ DNB* (Endocrinology) or MD/ DNB* (Medicine)/ MD/DNB*(Paediatrics) with two years special training in Endocrinology

Teaching/Research Experience

(i) As Lecturer/Assistant Professor in subject concerned (Endocrinology/Human Metabolism) for four years in a recognized Medical College.

(ii) Two research papers accepted/published in indexed/national journals as first/second author during the tenure of the Assistant Professor.

(vii) Assistant Professor in Human Metabolism

Academic Qualification

MD/ DNB* (Endocrinology) or MD/ DNB* (Medicine)/ MD/DNB*(Paediatrics) with two years special training in Endocrinology

Teaching/Research Experience

(i) Requisite recognized post-graduate qualification.

(ii) Three years teaching experience in the subject as Resident/ Registrar/Demonstrator/ Tutor in a recognized Medical College either during the postgraduate course or after obtaining the postgraduate degree in the subject.

³²⁵**HEALTH EDUCATION**

(A) Professor in Health Education

Academic Qualification

MD/ DNB* (Social & Preventive Medicine)/MD/DNB*(Community Medicine)/MD/DNB* (Health Administration)

Teaching/Research Experience

(i) As Reader/Associate Professor in subject concerned (Health Education) for three years in a recognized Medical College.

(ii) Four research papers accepted/published in indexed/national journals as first/second author on cumulative basis.

³²⁵ Inserted vide E.C.17.08.2013

Out of these four research publications minimum of two research publications must be published during the tenure of the Associate Professor.

(B) Associate Professor in Health Education

Academic Qualification

MD/ DNB* (Social & Preventive Medicine)/MD/DNB*(Community Medicine)/MD/DNB*(Health Administration)

Teaching/Research Experience

(i) As Lecturer/Assistant Professor in subject concerned (Health Education) for four years in a recognized Medical College.

(ii) Two research papers accepted/published in indexed/national journals as first/second author during the tenure of the Assistant Professor.

(C) Assistant Professor in Health Education

Academic Qualification

MD/ DNB* (Social & Preventive Medicine)/MD/DNB*(Community Medicine)/MD/DNB* (Health Administration)

Teaching/Research Experience

(i) Requisite recognized post-graduate qualification.

(ii) Three years teaching experience in the subject as Resident/Registrar/Demonstrator/ Tutor in a recognized Medical College either during the postgraduate course or after obtaining the postgraduate degree in the subject.

³²⁶**OCCUPATIONAL HEALTH**

(A) Professor in Occupational Health

Academic Qualification

MD/ DNB* (Psychiatry)/MD/DNB*(PMR)/MS/DNB*(Orthopaedics)

Teaching/Research Experience

(i) As Reader/Associate Professor in subject concerned (Occupational Health) for three years in a recognized Medical College.

³²⁶ Inserted vide E.C.17.08.2013

(ii) Four research papers accepted/published in indexed/national journals as first/second author on cumulative basis.

Out of these four research publications minimum of two research publications must be published during the tenure of the Associate Professor.

(B) Associate Professor in Occupational Health

Academic Qualification

MD/ DNB* (Psychiatry)/MD/DNB*(PMR)/MS/DNB*(Orthopaedics)

Teaching/Research Experience

(i) As Lecturer/Assistant Professor in subject concerned (Occupational Health) for four years in a recognized Medical College.

(ii) Two research papers accepted/published in indexed/national journals as first/second author during the tenure of the Assistant Professor.

(C) Assistant Professor in Occupational Health

Academic Qualification

MD/ DNB* (Psychiatry)/MD/DNB*(PMR)/MS/DNB*(Orthopaedics)

Teaching/Research Experience

(i) Requisite recognized post-graduate qualification.

(ii) Three years teaching experience in the subject as Resident/Registrar/Demonstrator / Tutor in a recognized Medical College either during the postgraduate course or after obtaining the postgraduate degree in the subject.

³²⁷**PUBLIC HEALTH**

(A) Professor in Public Health

Academic Qualification

MD/ DNB* (Community Medicine)/MD/ DNB* (Social & Preventive Medicine)/MD/ DNB* (Health Administration)

Teaching/Research Experience

(i) As Reader/Associate Professor in subject concerned (Public Health) for three years in a recognized Medical College.

³²⁷ Inserted vide E.C.17.08.2013

(ii) Four research papers accepted/published in indexed/national journals as first/second author on cumulative basis.

Out of these four research publications minimum of two research publications must be published during the tenure of the Associate Professor.

(B) Associate Professor in Public Health

Academic Qualification

MD/ DNB* (Community Medicine)/MD/ DNB* (Social & Preventive Medicine)/MD/ DNB* (Health Administration)

Teaching/Research Experience

(i) As Lecturer/Assistant Professor in subject concerned (Public Health) for four years in a recognized Medical College.

(ii) Two research papers accepted/published in indexed/national journals as first/second author during the tenure of the Assistant Professor.

(C) Assistant Professor in Public Health

Academic Qualification

MD/ DNB* (Community Medicine)/MD/ DNB* (Social & Preventive Medicine)/MD/ DNB* (Health Administration)

Teaching/Research Experience

(i) Requisite recognized post-graduate qualification.

(ii) Three years teaching experience in the subject as Resident/Registrar/Demonstrator/ Tutor in a recognized Medical College either during the postgraduate course or after obtaining the postgraduate degree in the subject.

³²⁸**CHILD ADOLESCENT PSYCHIATRY**

(A) Professor in Child Adolescent Psychiatry

Academic Qualification

MD /DNB* (Psychiatry) with 2 years special training in Child Adolescent Psychiatry.

Teaching/Research Experience

(i) As Reader/Associate Professor in Child Adolescent Psychiatry for three years in a recognized Medical College/teaching institution.

(ii) Minimum of four research publications Indexed/national journals.

³²⁸ Inserted vide E.C.17.08.2013

Provided that these research publications are published/accepted for publication in Journals by National Associations/Societies of the respective specialties as first author.

Further provided that the requirement of four research publications should be taken on cumulative basis with 2 research publications published during the tenure of the Associate Professor.

(B) Associate Professor in Child Adolescent Psychiatry

Academic Qualification

MD /DNB* (Psychiatry) with 2 years special training in Child Adolescent Psychiatry.

Teaching/Research Experience

(i) As Assistant Professor/Lecturer in Child Adolescent Psychiatry for two years in a recognized Medical College/teaching institution.

(ii) Minimum of four research publications in Indexed /National Journals

Provided that these research publications are published/accepted for publication in Journals by National Associations/Societies of the respective specialties as first author.

Further provided that the requirement of two research publications should be fulfilled with 2 research publications published during the tenure of the Assistant Professor.

(C) Assistant Professor in Child Adolescent Psychiatry

Academic Qualification

MD /DNB* (Psychiatry) with 2 years special training in Child Adolescent Psychiatry.

Teaching/Research Experience

(i) Requisite recognized specialization qualification in the subject.

(ii) Three years teaching experience in the subject concerned in a recognized Medical College as Resident/ Registrar/ Demonstrator/ Tutor.

³²⁹**PAEDIATRICS GASTROENTEROLOGY**

(A) Professor in Paediatrics Gastroenterology

Academic Qualification

³²⁹ Inserted vide E.C.17.08.2013

DM /DNB* (Gastroenterology) or MD/DNB* (Paediatrics) with 2 years special training in Gastroenterology.

Teaching/Research Experience

- (i) As Reader/Associate Professor in Paediatrics Gastroenterology for three years in a recognized Medical College/teaching institution.
- (ii) Minimum of four research publications Indexed/national journals.

Provided that these research publications are published/accepted for publication in Journals by National Associations/Societies of the respective specialties as first author.

Further provided that the requirement of four research publications should be taken on cumulative basis with 2 research publications published during the tenure of the Associate Professor.

(B) Associate Professor in Paediatrics Gastroenterology

Academic Qualification

DM /DNB* (Gastroenterology) or MD/DNB* (Paediatrics) with 2 years special training in Gastroenterology.

Teaching/Research Experience

- (i) As Assistant Professor/Lecturer in Paediatrics Gastroenterology for two years in a recognized Medical College/teaching institution.
- (ii) Minimum of four research publications in Indexed /National Journals

Provided that these research publications are published/accepted for publication in Journals by National Associations/Societies of the respective specialties as first author.

Further provided that the requirement of two research publications should be fulfilled with 2 research publications published during the tenure of the Assistant Professor.

(C) Assistant Professor in Paediatrics Gastroenterology

Academic Qualification

DM /DNB* (Gastroenterology) or MD/DNB* (Paediatrics) with 2 years special training in Gastroenterology.

Teaching/Research Experience

- (i) Requisite recognized specialization qualification in the subject.

(ii) Three years teaching experience in the subject concerned in a recognized Medical College as Resident/ Registrar/ Demonstrator/ Tutor.

³³⁰**PAEDIATRICS CARDIOLOGY**

(A) Professor in Paediatrics Cardiology

Academic Qualification

DM /DNB* (Cardiology) or MD/DNB* (Paediatrics) with 2 years special training in Cardiology.

Teaching/Research Experience

(i) As Reader/Associate Professor in Paediatrics Cardiology for three years in a recognized medical college/teaching institution.

(ii) Minimum of four research publications Indexed/national journals.

Provided that these research publications are published/accepted for publication in Journals by National Associations/Societies of the respective specialties as first author.

Further provided that the requirement of four research publications should be taken on cumulative basis with 2 research publications published during the tenure of the Associate Professor.

(B) Associate Professor in Paediatrics Cardiology

Academic Qualification

DM /DNB* (Cardiology) or MD/DNB* (Paediatrics) with 2 years special training in Cardiology.

Teaching/Research Experience

(i) As Assistant Professor/Lecturer in Paediatrics Cardiology for two years in a recognized Medical College/teaching institution.

(ii) Minimum of four research publications in Indexed /National Journals

Provided that these research publications are published/accepted for publication in Journals by National Associations/Societies of the respective specialties as first author.

Further provided that the requirement of two research publications should be fulfilled with 2 research publications published during the tenure of the Assistant Professor.

³³⁰ Inserted vide E.C.17.08.2013

(C) Assistant Professor in Paediatrics Cardiology

Academic Qualification

DM /DNB* (Cardiology) or MD/DNB* (Paediatrics) with 2 years special training in Cardiology.

Teaching/Research Experience

- (i) Requisite recognized specialization qualification in the subject.
- (ii) Three years teaching experience in the subject concerned in a recognized Medical College as Resident/ Registrar/ Demonstrator/ Tutor.

³³¹**CARDIAC ANAESTHESIOLOGY**

(A) Professor in Cardiac Anaesthesiology

Academic Qualification

MD /DNB* (Anaesthesia) with 2 years special training in Cardiac Anaesthesiology.

Teaching/Research Experience

- (i) As Reader/Associate Professor in Cardiac Anaesthesiology for three years in a recognized medical college/teaching institution.
- (ii) Minimum of four research publications Indexed/national journals.

Provided that these research publications are published/accepted for publication in Journals by National Associations/Societies of the respective specialties as first author.

Further provided that the requirement of four research publications should be taken on cumulative basis with 2 research publications published during the tenure of the Associate Professor.

(B) Associate Professor in Cardiac Anaesthesiology

Academic Qualification

MD /DNB* (Anaesthesia) with 2 years special training in Cardiac Anaesthesiology.

Teaching/Research Experience

- (i) As Assistant Professor/Lecturer in Cardiac Anaesthesiology for two years in a recognized Medical College/teaching institution.
- (ii) Minimum of four research publications in Indexed /National Journals

³³¹ Inserted vide E.C.17.08.2013

Provided that these research publications are published/accepted for publication in Journals by National Associations/Societies of the respective specialties as first author.

Further provided that the requirement of two research publications should be fulfilled with 2 research publications published during the tenure of the Assistant Professor.

(C) Assistant Professor in Cardiac Anaesthesiology

Academic Qualification

MD /DNB* (Anaesthesia) with 2 years special training in Cardiac Anaesthesiology.

Teaching/Research Experience

(i) Requisite recognized specialization qualification in the subject. Three years teaching experience in the subject concerned in a recognized Medical College as Resident/ Registrar/ Demonstrator/ Tutor.

Merit Promotion Scheme-1987³³²

*****Omitted*****

Merit Promotion Scheme -1998³³³

³³⁴Provided that the promotion of teachers who become eligible for promotion on or after **31.12.2008** shall be governed by the MPS-1998. Those who become eligible for promotion after 31.12.2008 shall be governed by DACP Scheme as adopted by the University.

³³⁵DYNAMIC ASSURED CAREER PROGRESSION (DACP) SCHEME FOR PROMOTION OF TEACHERS OF UNIVERSITY COLLEGE OF MEDICAL SCIENCES/VALLABHBHAI PATEL CHEST INSTITUTE (UNDER THE FACULTY OF MEDICAL SCIENCES):

- (i) Persons entering the teaching profession in the University and its Colleges shall be designated as Assistant Professors and shall be placed in the Pay Band III of Rs.15,600-39,100 with Grade Pay of Rs.6,600.

The Lecturers/Assistant Professors already in service having three years' teaching experience on or before 31.12.2008 as Senior Resident or Tutor or Demonstrator or Registrar or Lecturer or Assistant Professor or above in the concerned specialty in a recognised teaching institution after obtaining the Postgraduate degree shall be eligible for placement in the Pay Band III of Rs.15,600-39,100 with Grade Pay of Rs.6,600 on 31.12.2008 by administrative decision/order.

³³² Amended/Replaced vide E.C.17.08.2013

³³³ The Merit Promotion Scheme 1998 is available in University Calendar 2004 (Vol-I).

³³⁴ Inserted vide E.C.14.08.2014 & Amended/Replaced vide E.C.28.05.2015

³³⁵ Amended/Replaced vide E.C. 17.08.2013 & E.C.28.05.2015

The remaining Lecturers/Assistant Professors, who are in service and have not completed three years' teaching experience on or before 31.12.2008 as Senior Resident or Tutor or Demonstrator or Registrar or Lecturer or Assistant Professor or above in the concerned specialty in a recognised teaching institution shall continue to draw Grade Pay of Rs.6,000; thereafter they shall be placed in Grade Pay of Rs.6,600/- upon completion of three years' teaching experience as Senior Resident or Tutor or Demonstrator or Registrar or Lecturer or Assistant Professor or above in the concerned specialty in a recognised teaching institution by administrative decision/ order.

- (ii) An Assistant Professor after completing two years' service in Grade Pay of Rs.6600/- in PB-3 including service rendered in the pre-revised scale of Rs.10000-15200 shall be eligible for moving to Grade Pay of Rs.7600 in PB-3 and be designated as Associate Professor.
- (iii) An Associate Professor after completing four years' service in Grade Pay of Rs.7600/- in PB-3 including service rendered in the pre-revised scale of Rs.12000-16500 shall be eligible for moving to Grade Pay of Rs.8700 in PB-4 and be designated as Professor.
- (iv) A Professor after completing seven years' service in Grade Pay of Rs.8700/- in PB-4 shall be eligible for moving to Grade Pay of Rs.10000 in PB-4.

Note:

1. The eligible teachers shall submit their self-assessment proforma in the form prescribed by the University.
2. The teachers of UCMS and VPCI may be given one time opportunity to exercise their option either to remain in CAS-2010 or to opt for DACP-2008 Scheme for promotion in the next grade pay/post.

The period of exercising option shall be three months from the date of notification by the University.

3. Details of eligibility the teachers of UCMS and VPCI shall be promoted to the next grade pay/post in terms of DACP-2008 Scheme (DACP Annexure-I)

³³⁶DYNAMIC ASSURED CAREER PROGRESSION

Annexure-I

The teachers of UCMS and VPCI shall be promoted to the next grade pay/post in terms of DACP Scheme in the following manner:-

³³⁶ Inserted vide E.C.28.05.2015

ORDINANCE XXIV TO XXVII

From	To	No. of years of regular service, publications, performance report etc. required for promotion	Bench mark of APAR (APPENDIX-)	Mode of promotion
<p>Assistant Professor</p> <p>GP Rs. 6600 in PB-3 (Super-specialities and other than Super-specialites)</p>	<p>Associate Professor</p> <p>GP Rs. 7600 in PB-3 (Super-specialities and other than Super-specialites)</p>	<p>(i) 2 years regular service in GP of Rs. 6600 in PB-3 including service rendered in the pre-revised scale of Rs.10000-15200</p> <p>(ii) Two research papers accepted/published in Indexed/National Journals as 1st/2nd author during the tenure as Assistant Professor</p> <p>(iii) Attended two conferences/ CME programs/Workshops/ Updates organized by scientific bodies.</p> <p>(iv) APAR:</p> <p>Note: Since, DACP-2008 is applicable from 31.12.2008, the teachers may submit Self-Appraisal Report in place of APAR to be considered for promotion during transit period.</p>	<p>Good</p>	<p>Through Screening Committee</p>
<p>Associate Professor</p> <p>GP Rs. 7600 in PB-3 (Super-specialities and other than Super-specialites)</p>	<p>Professor</p> <p>GP Rs. 8700 in PB-4 (Super-specialities and other than Super-specialites)</p>	<p>(i) 4 years regular service in GP of Rs. 7600 in PB-3 including service rendered in the pre-revised scale of Rs.12000-16500</p> <p>(ii) Four research papers accepted/published in Indexed/National Journals as 1st/2nd author on cumulative basis.</p> <p>(iii) Attended four conferences/ CME programs/workshops/ Updates organized by scientific bodies.</p> <p>(iv) APAR:</p> <p>Note: Since, DACP-2008 is applicable from 31.12.2008, the teachers may submit Self-Appraisal Report in place of APAR to be considered for promotion during transit period.</p>	<p>Very Good</p>	<p>Through Screening Committee</p>

ORDINANCE XXIV TO XXVII

<p>Professor</p> <p>GP Rs. 8700 in PB-4 (Super-specialities and other than Super-specialites)</p>	<p>Director Professor**</p> <p>GP Rs. 10000 in PB-4 (Super-specialities and other than Super-specialites)</p>	<p>(i) 7 years in GP of Rs. 8700 in PB-4 including service rendered in the pre-revised scale of Rs.14300-18300</p> <p>(ii) Six research papers accepted/published in Indexed/National Journals as 1st/2nd author on cumulative basis and one Research paper published as 1st/2nd author in International Journal during the tenure as Professor.</p> <p>(iii) Attended six conferences/CME programs/workshops/ Updates organized by scientific bodies.</p> <p>(iv) APAR:</p> <p>Note: Since, DACP-2008 is applicable from 31.12.2008, the teachers may submit self-appraisal report in place of APAR to consider them for promotion during transit period.</p>	<p>Very Good with all five Very Good in the preceding five years' of reckonable Annual Confidential Report (ACR) or Annual Performance Appraisal Report (APAR) as the case may be.</p>	<p>Through Screening Committee</p>
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* This pertains to the Assistant Professors working on regular basis following direct recruitment in terms of Statute 19(1) of the Statutes of the University prior to 17.08.2013.

** For teachers of UCMS and VPCI working in the Dental Sciences, the designation of Professor (SAG) shall be used instead of Director-Professor.

*** The teachers of UCMS and VPCI who have already become eligible for promotion to the next Grade Pay/Post may be considered and recommended by the Governing Body of UCMS/VPCI, as a one-time measure, based on self-assessment subject to approval by the University.

Note:-

- i. All the sanctioned posts of Assistant Professor, Associate Professor and Professor shall be pooled as teaching posts, and normally the direct appointments shall be made at the level of Assistant Professor.
- ii. The promotion through Screening Committee shall take place without taking into account the vacancies. However, it shall not exceed the total number of sanctioned posts in the respective department i.e. taking into consideration all sanctioned posts of Assistant Professor/Lecturer, Associate Professor/Reader and Professor.
- iii. Faculty members who do not fulfill the required experience/Bench Mark may not be considered for promotion to the next grade pay/post by the Screening Committee. These cases may be considered by the next Screening Committee.

- iv. The Screening Committee may meet once in a year preferably in the month of January/February.
- v. The reservation policy of Govt. of India, University of Delhi for SC, ST, OBC and Persons with Disability shall be followed.

Applicability to Non-Medical Teachers

DACP Scheme as adopted by the University shall also be applicable to non-medical teachers in terms of MCI Regulations (Minimum Qualifications for Teachers in Medical Institutions, 1998) in the Departments of Anatomy, Physiology, Biochemistry, Microbiology and Pharmacology since, MCI Regulations permit to recruit non-medical teachers in the medical colleges in these departments. The earlier promotion schemes of the University, viz.; MPS – 1987 and MPS – 1998 were also applicable to all the above categories of non-medical teachers working at UCMS and VPCI. However, DACP Scheme as adopted by the University shall not be applicable to teachers in the subject of Bio-statistics, Medical Laboratory Technology, Assistant Professor in Physical Education and Librarian working at UCMS and VPCI who will be covered by the CAS–2010 adopted by the University and other University rules in this regard.

Annexure-II

General Guidelines

1. All medical teachers must possess a basic University or equivalent qualification included in any one of the Schedules to the Indian Medical Council Act, 1956 (102 of 1956). They must also be registered in a State Medical Register or Indian Medical Register.
2. In the departments of Anatomy, Physiology, Biochemistry, Pharmacology and Microbiology, non-medical teachers may be appointed to the extent of 30% of the total number of the posts in the department. The Heads of these departments must possess recognized basic university medical degree qualification or equivalent qualification. However, in the department of Biochemistry, non-medical teachers may be appointed to the extent of 50% of the total number of posts in the department. In case of the paucity of teachers in non-clinical departments relaxation upto the Head of the Department may be given by the appointing authority to the non-medical persons if suitable medical teacher in the particular non-clinical speciality is not available for the said appointment. However, such relaxation will be made only with the prior approval of the Medical Council of India. A non-medical person cannot be appointed as Director or Principal or Dean or Medical Superintendent.
3. Medical teachers except the Tutors, Residents, Registrars and Demonstrators at UCMS and VPCI must possess the requisite recognized Postgraduate Medical qualification in their respective subject.

4. The University may consider the holders of equivalent postgraduate qualification, which may be approved by the Medical Council of India from time to time, to have the requisite recognized qualification in the subject concerned.
5. The following qualifications be treated at par with M.D/M.S awarded by Indian Universities as per the Schedule II of the Medical Council of India, Minimum Qualifications for Teachers in Medical Education Regulations, 1998:-
 - (a) FacharztFuerChirurgia (Specialist Surgeon) (West Germany)
 - (b) 'FacharztFuerGynaekologie' (Specialist of Gynaecology) (West Germany),
 - (c) F.R.A.C.S. (Fellowship of the Royal Australian College of Surgeons)
 - (d) 'Diploma in Certificate 'D' Etudes Specialist 'D' of Medicine Electro-Radiology (Certificate of Special Studies of Medical Electro-Radiology) Paris, France.
 - (e) F.R.C.P. (Canada), F.R.C.S. (Canada)
 - (f) M.C.P.A. (Membership of the College of Pathologists of Australia)
 - (g) Diploma in Psychiatry (Mc Gill University) (Montreal, Canada)
 - (h) Diploma in Psychiatry (Edinburgh University)
 - (i) Dr.P.H. of John Hopkins, Harward and California/Universities (USA)
 - (j) M.R.C. Path (Lon) F.R.C. Path (London)
 - (k) FacharztFuerInneraFrankheiten, (Specialist Internal Medicine) (West Germany)
 - (l) Candidates of Sciences (Doctor of Philosophy) in Medicine Branch Plastic Surgery (Hungary) awarded by Hungarian Academy of Medical Science, Budapest.
 - (m) FacharztFuerKinderheikunde (Children Specialist) (West Germany)
 - (n) M.A.M.S./M.N.A.M.S./D.N.B. qualification when granted on or after 1st June 1976 granted by National Board of Examination, New Delhi after due examination and fulfilling one year research experience.
 - (o) FFR of U.K. by examination.
 - (p) F.R.C.S. or M.R.C.P. of Royal Colleges of U.K.
 - (q) M.Ch. (Orthopedics) (Liverpool)
 - (r) Approved qualification from speciality Boards of U.S.A.
 - (s) Ph.D. awarded by Supreme Attestation Commission (Moscow) granted to students sponsored by Medical Council of India or to other students fulfilling the minimum eligibility criteria for admission to undergraduate courses in India and admitted in the institutions of erstwhile U.S.S.R., recognised by the Medical Council of India, for undergraduate or postgraduate courses upto 1989.

Note: Other qualifications will be evaluated by the MCI as and when reference is received.

6. Any Post-Graduate Degree or Diploma awarded by any Indian Universities, included in or excluded from the Schedules to Indian Medical Council Act, 1956 (102 of 1956)/Dentists Act, 1948 consequent to recognition granted or withdrawn by Government of India as per provisions of the said Act shall be deemed to have been included or excluded accordingly as a valid qualification for appointment to various teaching posts as indicated above.
7. The Post-Graduate Medical Qualifications awarded by Indian Universities, must have been included in the Schedules to the Medical Council Act, 1956 (102 of 1956)/Dentists Act, 1948, for the purpose of appointment to various teaching posts.
8. In the case of holders of Doctorate of Medicine (D.M.) or Magister Chirurgiae (M.Ch.) qualification of five years' duration, the period of senior Post Graduate residency rendered in the last part of the said Doctorate of Medicine (D.M.) or Magister Chirurgiae (M.Ch.) shall be counted towards requirement of teaching experience.
9. Additional teaching experience required for the post of Teacher in UCMS/VPCI for all the broad specialities for the candidates possessing DNB qualifications.

9.1 Teaching experience required for direct appointment to the post of Assistant Professor for all the broad specialities for the candidates possessing DNB qualifications:

In addition to the requirement of three years teaching experience as Senior Resident or Tutor or Demonstrator or Registrar in the concerned speciality in a recognized teaching institution after obtaining the Postgraduate degree, the following additional teaching/research experience in the concerned subject in a recognized medical college after obtaining DNB qualification shall be required:

- A) For the candidates possessing DNB qualification from MCI recognized Medical Colleges/Central institutes where there are MD/MS courses running:
 - No additional teaching/research experience required.
- B) For the candidates possessing DNB qualification from MCI recognized Medical Colleges/Central institutes where there are no MD/MS courses running:
 - One year of additional teaching/research experience required.
- C) For the candidates possessing DNB qualification from centres other than of MCI recognized Medical Colleges/Central institutes:
 - Two years of additional teaching/research experience required.

9.2 For Teaching Experience required for direct appointment to the post of Associate Professor, for all the broad specialities, if a DNB qualified candidates is working as Assistant Professor in a MCI recognized Medical College /Central Institute, he/she would require one more year of teaching/research experience for appointment as Associate Professor over and above the minimum time frame for MD/MS candidate.

9.3 Persons possessing DNB qualification on the basis of which they have already been appointed as Associate Professor/Professor in the concerned department, may be treated at par with MD/MS in the broad-speciality and DM/M.Ch. in the Super-Speciality without any further teaching/research experience.

10. Teaching Experience in any other post like the post of General Duty Medical Officer or Medical Officer shall not be considered for eligibility purpose for recruitment to teaching posts.

11. The teachers at UCMS and VPCI, who are registered with the Medical Council of India or State Medical/Dental Councils as Medical/Dental Practitioners, shall be entitled to non-practicing allowance as per rates decided by the Government of India from time to time.

12. The Grade Pay and Pay Band of teachers promoted under DACP - 2008 Scheme in various Specialties and Super-specialities shall be as follows:

Post	Grade Pay	Pay Band
Associate Professor	Rs.7,600	PB-3 (Rs. 15,600-39,100)
Professor	Rs.8,700	PB-4 (Rs. 37,400 – 67,000)
Director-Professor/ Professor (SAG)	Rs.10,000	PB-4 (Rs. 37,400 – 67,000)

13. Age limit for the direct appointment:

- Assistant Professor: Not exceeding forty years (Relaxable for Government servants up to five years in accordance with the instructions issued by the Government of India)
- Associate Professor/Professor/Director-Professor: Not exceeding fifty years (Relaxable for Government servants up to five years in accordance with the instructions issued by the Government of India)

14. Senior Residents/Senior Demonstrators

Senior Residents/Senior Demonstrators in various departments shall be appointed in accordance with the Residency Scheme, notified by the Government of India, Ministry of Health and Family Welfare from time to time.

- i) The minimum qualification for selection as Senior Resident/ Senior Demonstrator in any specialty will be a post-graduate degree or a diploma in the concerned specialty. If such candidates are not available in any

particular specialty, others without post-graduate qualification may be considered for selection.

- ii) The age limit for appointment to the positions of Senior Residents shall be 33 years in case of Post-graduates and 35 years in case of post-doctoral degree holders. The age limit is relaxable up to five years in accordance with the orders of instructions issued by the Government.
- iii) The selection of Senior Residents/Senior Demonstrators shall be done by the Selection Committee comprising of following members:
 - a) Principal, UCMS / Director, VPCI - Chairman
 - b) One subject expert from outside - Member
 - c) Head of the department of the subject concerned at UCMS / VPCI - Member
 - d) One Senior Professor/Associate Professor at UCMS/ VPCI - Member
 - e) One representative of SC/ST, UCMS / VPCI - Member

The recommendations of the Selection Committee shall be approved by the Governing Body of the College.

- iv) The tenure of senior residency shall be three years. However, the candidature of a person who is already working as Senior Resident/Senior Demonstrator in a Central Institution/Hospital may be considered for appointment as Senior Resident in another Central Institutions/Hospitals if his application is received through proper channel. In such cases the pay drawn in the previous post shall not be protected. The total period, however, should not exceed the maximum period of Senior Residency of three years.
- v) The senior residents/Senior Demonstrators shall be paid emoluments as per the Scheme of Government of India, Ministry of Health and Family Welfare, as notified from time to time.

³³⁷**CAREER ADVANCEMENT SCHEME**

Career Advancement Scheme – 2010 (CAS-2010)

³³⁸*Note: The Career Advancement Scheme -2010 (CAS-2010) shall be applicable for promotion of Assistant Professor/Associate Professor/ Professor/ Assistant Librarian /Deputy Librarian/Assistant Director Physical Education/Deputy Director Physical Education for those whose date of eligibility for the respective promotion falls **on or after** 31.12.2008.*

1. UNIVERSITY & COLLEGE TEACHERS:

³³⁷ Inserted vide E.C.17.08.2013 & Amended/Replaced vide E.C.01-02.07.2019

³³⁸ Inserted vide E.C.28.05.2015

(Except the teachers of University College of Medical Sciences & Vallabhbai Patel Chest Institute)

(i). Persons entering the teaching profession in the University and its colleges shall be designated as Assistant Professors and shall be placed in the Pay Band III of Rs.15,600- 39,100 with Academic Grade Pay of Rs. 6,000. Lecturers already in service in the pre-revised scale of Rs. 8,000 – Rs.13,500, shall be re-designated as Assistant Professors with the said AGP of Rs. 6,000. Their CAS promotions would be subject to the (API) based Performance Based Appraisal System (PBAS) norms laid down in Annexure – I & 2 to this Ordinance.

(ii). An Assistant Professor with completed service of four years, possessing a Ph. D. Degree in the relevant discipline shall be eligible, for moving to AGP of Rs.7,000.

(iii). An Assistant Professor possessing an M.Phil./LL.M/M.Tech. Degree shall be eligible for the AGP of Rs. 7,000 after completion of five years' service as Assistant Professor.

iv). An Assistant Professor who does not have a Ph.D. or a M.Phil./L.L.M/M.Tech shall be eligible for the AGP of Rs. 7,000 only after completion of six years' service as Assistant Professor.

v). The upward movement from AGP of Rs. 6,000 to AGP of Rs. 7,000 for all Assistant Professors shall be subject to their satisfying the API criteria based PBAS conditions as laid down in Annexure- I & 2.

vi). Assistant Professors with completed service of five years at the AGP of Rs. 7,000 shall be eligible, subject to other API requirements, to move up to the AGP of Rs. 8,000.

vii). Incumbent Readers and Lecturers (Selection Grade) who have completed three years in the current pay scale of Rs. 12,000 – Rs. 18,300 on 1 January, 2006 shall be placed in Pay Band IV of Rs. 37,400 – Rs. 67,000 with AGP of Rs. 9,000 and shall be re-designated as Associate Professors.

viii). Incumbent Readers and Lecturers (Selection Grade) who had not completed three years in the pay scale of Rs.12,000 – Rs.18,300 on or after 1 January, 2006 shall be placed at the appropriate stage in the Pay Band of Rs.15,600 – Rs. 39,100 with AGP of Rs. 8,000 till they complete three years of service in the grade of Lecturer (Selection Grade) / Reader.

ix). Assistant Professors completing three years of service in the AGP of Rs. 8,000 shall be eligible, subject to the prescribed qualifying conditions to move to the Pay Band IV of Rs. 37,400 – Rs. 67,000 with AGP of Rs. 9,000 and shall be designated as Associate Professor. The candidature of a teacher for promotion shall be assessed by the Selection Committee constituted under Statue 19(1) for appointment to the post of Associate Professor and Professor after interviewing the candidate.

x). An Associate Professor completing three years of service in the AGP of Rs. 9,000 and possessing a Ph.D. Degree in the relevant discipline shall be eligible to be appointed and designated as Professor, subject to satisfying the required credit points as per API based on PBAS methodology provided in Annexure-1 & 2 Table I-III and assessment by a duly constituted selection committee as suggested for the direct recruitment of Professor. No teacher other than those with a Ph.D. shall be promoted or appointed as Professor. The Pay Band for the post of Professors shall be PB-IV i.e. Rs. 37,400 – Rs. 67,000 with AGP of Rs. 10,000.

2. PROFESSIONAL JUNIOR (ASSISTANT LIBRARIAN)/PROFESSIONAL SENIOR (DEPUTY LIBRARIAN) IN THE UNIVERSITY/ COLLEGE LIBRARIAN:

(i) A Professional Junior/Assistant Librarian (Sr. Scale)/ College Librarian (Sr. Scale) in the pre-revised scale of pay of Rs.10,000 – Rs. 15,200 shall be placed in the Pay Band of Rs.15,600 – Rs. 39,100 with AGP of Rs.7,000.

ii) A Professional Junior (Assistant Librarian)/ College Librarian possessing a Ph.D. in Library Science, after completing service of four years in the AGP of Rs. 6,000, and if otherwise eligible as per API scoring system, and PBAS methodology laid down in Annexure-1 & 2 shall be eligible for the higher AGP of Rs. 7,000 with the Pay Band of Rs.15,600 – Rs. 39,100.

iii) A Professional Junior (Assistant Librarian)/College Librarian not possessing a Ph.D. degree but possesses only an M.Phil. degree in Library Science at the entry level after completing service of five years in the AGP of Rs. 6,000, if otherwise eligible as per API scoring system and PBAS methodology laid down in Annexure - 1 & 2 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, Professional Junior(Assistant Librarian)/ College Librarian without the relevant Ph.D. and M.Phil. shall, if otherwise eligible as per API scoring system and PBAS methodology, move to the higher AGP of Rs. 7,000.

v) On completion of service of five years, a Professional Junior(Assistant Librarian) (Sr. Scale)/ College Librarian (Sr. Scale) shall be eligible for the post of Professional Senior(Deputy Librarian) in Pay Band of Rs.15,600 – Rs. 39,100, with Academic Grade Pay of Rs. 8,000, subject to his/her fulfilling other conditions of eligibility, such as Ph.D. degree, etc., for Professional Senior(Deputy Librarian) as per API scoring system based PBAS methodology laid down in Annexure – 1 & 2. He/She shall be designated as Professional Senior/ Assistant Librarian (Selection Grade) / College Librarian (Selection Grade), as the case may be.

vi) After completing three years in the Pay Band of Rs.15,600/– Rs. 39,100 with an AGP of Rs. 8,000, Professional Senior (Deputy Librarian) /equivalent positions shall move to the Pay Band IV i.e. of Rs. 37,400 – Rs. 67,000 with AGP of Rs. 9,000, subject to fulfilling other conditions of eligibility as per API scoring system and PBAS methodology.

vii) A Professional Junior(Assistant Librarian) (Sr. Scale) in the University/ College Librarian (Sr. Scale) in the AGP of Rs. 7,000 not possessing Ph.D. in Library Science but who fulfill other criteria prescribed for CAS promotion under the Scheme, shall also be eligible for being placed in the AGP of Rs. 8,000.

viii) Incumbents to the posts of Professional Senior (Deputy Librarian) Professional Junior (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 Professional Senior (Deputy Librarian) / Professional Junior (Assistant Librarian) Selection Grade/College Librarian Selection Grade.

ix) Incumbents to the posts of Professional Senior/ Assistant Librarian (Selection Grade) /College Librarian (Selection Grade) who have not completed the requirement of three years in the pre-revised pay scale of Rs.12,000 – Rs. 18,300, for being eligible to be placed in the higher Pay Band of Rs. 37,400 – Rs. 67,000, shall be placed at an appropriate stage with Academic Grade Pay of Rs. 8,000 till they complete three years of service as Professional Senior(Deputy Librarian)/ Professional Junior(Assistant Librarian)Selection Grade/College Librarian (Selection Grade).

Note: The eligible Professional Junior/Senior/College Librarian shall submit their self-assessment proforma in the prescribed form.

3. ASSISTANT DIRECTOR OF PHYSICAL EDUCATION & SPORTS/DEPUTY DIRECTOR OF PHYSICAL EDUCATION/ COLLEGE DIRECTOR OF PHYSICAL EDUCATION & SPORTS:

i) Assistant Directors of Physical Education and Sports / College DPE & S possessing Ph.D. in Physical Education at the entry level of Assistant DPE & S/ College DPE & S in the AGP of Rs. 6,000 shall, after completing service of four years in the AGP of Rs. 6,000, and if otherwise eligible as per API scoring system and PBAS methodology prescribed in the Annexure -1 & 2 shall move to higher AGP of Rs. 7,000 in the Pay Band of Rs.15,600 – Rs. 39,100.

ii) Assistant Directors of Physical Education and Sports / College DPE & S possessing M.Phil. in Physical Education at the entry level of Assistant DPE & S / College DPE & S in the AGP of Rs. 6,000 shall, after completing service of the five years in the AGP of Rs. 6,000, be eligible for the higher AGP of Rs. 7,000 on satisfying the prescribed API scoring system and PBAS methodology.

iii) Assistant Directors of Physical Education and Sports / College DPE&S without the relevant Ph.D. and M.Phil. shall, after completing service of six years as Assistant Director of Physical Education and Sports / College DPE&S in the AGP of Rs. 6,000, and if otherwise eligible as per API scoring system and PBAS methodology shall be placed in the AGP of Rs. 7,000.

iv) After completing service of five years in the Pay Band of Rs.15,600 – Rs. 39,100 with the AGP of Rs. 7,000 and subject to satisfying API scoring system and PBAS methodology. Director of Physical Education and Sports (Senior Scale) / College DPE&S (Senior scale) shall move to AGP of Rs. 8,000 in the Pay band of Rs. 15,600 – Rs. 39,100. They shall be designated as Deputy Director of Physical Education and Sports / Assistant DPE&S (Selection Grade) / College DPE&S (Selection Grade), as the case may be.

v) After completing service of three years in the Pay Band of Rs.15,600 – Rs. 39,100 and the AGP of Rs.8,000 and subject to satisfying API/ scoring system and PBAS methodology prescribed under the CAS, 2010 DPE&S/Assistant DPE&S (Selection Grade) College DPE&S (Selection Grade) shall move to the Pay Band of Rs. 37,400 – Rs. 67,000 with the AGP of Rs. 9,000. They shall continue to be designated as Deputy DPE&S/Assistant DPE&S (Selection Grade) / College DPE&S (Selection Grade)

vi) All incumbents to the post of Deputy DPE&S/Assistant DPE&S (Selection Grade)/ College DPE&S (Selection Grade) who have completed service of at least three years in the unrevised pay scale of Rs.12,000 – Rs.18,300 as on 01-01-2006 shall be eligible to be fixed in the Pay Band of Rs. 37,400 – Rs. 67,000 with AGP of Rs. 9,000.

vii) All incumbents to the post of Deputy DPE&S /Assistant DPE&S (Selection Grade/ College DPE&S (Selection Grade) whose services in the unrevised pay scale of Rs.12,000 – Rs. 18,300 fall short of three years which would have made them eligible to move to the higher pay band, shall be placed at an appropriate stage at the AGP of Rs. 8,000 in the pay band of Rs.15,600 – Rs. 39,000 till they complete the required service of three years as Deputy DPE&S / ADPE&S (Selection Grade) / College DPE&S (Selection Grade) in the unrevised pay scale.

Note: The eligible Assistant Director of Physical Education & Sports/Deputy Director of Physical Education/College DPE & S shall submit their self-assessment proforma in the prescribed form.

³³⁹Provisions to deal with Pending Promotion Cases under the CAS 2010 as on 18.07.2018 in line with UGC Regulations 2018:

The promotion of teachers and other academic staff of the University/Colleges shall be processed in accordance with the provisions of UGC Regulations 2018.

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 (CAS 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:

³³⁹ Inserted vide E.C.01-02.07.2019

- (a) The teacher shall be considered for promotion from one Academic Level/Grade Pay to another as per the CAS 2018. (The Date of Eligibility will be in accordance with Clause I of CAS 2018).

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 (CAS 2010) and its amendments with relaxation in the requirements of Academic Performance Indicators (API) based Performance Based Appraisal System (PBAS) upto the 18.07.2018.

The relaxation in the requirements of Academic Performance Indicators (API) based Performance Based Appraisal System (PBAS) upto 18.07.2018 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(CAS 2010) and its amendments, is defined as under :

- (i) Exemption from scoring under category I, as defined in Annexure –I to Ordinance XXIV, Table I.a.1 and a.2 (for CAS 2010), Annexure –IV to Ordinance XXIV, Table IV.b.1 and b.2 (for CAS 2010) and Annexure –V to Ordinance XXIV Table V.b.1 and b.2 (for CAS 2010), for the Faculty, the cadre of Physical Education and Sports and Librarian respectively.
- (ii) Scoring in Category II and Category III for faculty and other equivalent cadre positions shall be as provided for in Annexure –I to Ordinance XXIV, Table I.a (for CAS 2010), Annexure –IV to Ordinance XXIV, Table IV.b(for CAS 2010) and Annexure –V to Ordinance XXIV Table V.b (for CAS 2010), for the Faculty, cadre of Physical Education and Sports and Librarian respectively.

Note:

- (i) There shall be no minimum API score requirement for Category II and Category III individually.
- (ii) The requirement for Orientation course and Refresher course for promotions due under the CAS shall not be mandatory upto December 31, 2018.

CAREER ADVANCEMENT SCHEME – 2018 (CAS-2018)

The promotion of teachers and other academic staff of the University/Colleges shall be processed in accordance with the provisions of UGC Regulations 2018.

The criteria for promotions under Career Advancement Scheme laid hereunder shall be effective from 18.07.2018. However, to avoid hardship to those faculty members who have already qualified or are likely to qualify shortly under CAS

2010, a choice may be given to them, for being considered for promotions under the same. This option can be exercised only within three years from 18.07.2018.

- (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 she/he fulfills all the requirements under the CAS and submit to the university/college the Assessment Criteria and Methodology Proforma as evolved by the University supported by all credentials as per the Assessment Criteria and Methodology guidelines set out in this Ordinance. 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 fulfill 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, on or after the date, on which they fulfill these eligibility conditions.
- (ii) The Selection Committee specifications as contained in Statute 19(1) for University and Ordinance XVIII for Colleges as applicable to all direct recruitments of faculty positions and equivalent cadres shall be applicable to 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 the Annexures to this Ordinance for the Teachers and equivalent cadres detailed in this Ordinance.
- (iv) The promotion under the CAS being a personal promotion to a teacher holding a substantive sanctioned post, on her/his 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 role and in active service of the University/College on the date of consideration by the Selection Committee.
- (vi) The candidate shall offer herself/himself for assessment for promotion, if she/he fulfils the minimum grading specified in the relevant Assessment Criteria and Methodology Tables, by submitting an application and the required Assessment Criteria and Methodology Proforma. She/he can do so three months before the due date.
 - (a) 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.

- (b) If, however, the candidate finds that she/he would fulfill the CAS promotion criteria, as defined in Tables VI-A.a, VI-A.b, of Annexure VI-A, Table VII.a of Annexure VII, and Table VIII.a of Annexure VIII at a later date and applies on that date and is successful, her/his promotion shall be effected from that date of the candidate fulfilling the eligibility criteria.
 - (c) The candidate who does not succeed in the first assessment, she/he shall have to be re-assessed only after one year. When such a candidate succeeds in the eventual assessment, her/his promotion shall be deemed to be one year from the date of rejection.
- (vii) The Assessment of the performance of College and University teachers for the CAS promotion is based on the following criteria:
- (a) **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-papers 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 returning and discussing the answers in the class.
 - (b) **Personal Development Related to Teaching and Research Activities:** Attending orientation/refresher/methodology courses, development of e-contents and MOOCs, organising seminar/conference/ workshop / presentation of papers and chairing of sessions/guiding and carrying out research projects and publishing the research output in national and international journals etc.
 - (c) Administrative Support and Participation in Students' Co- curricular and Extra-curricular Activities.
- (viii) **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 Proforma to be designed based on Annexure VI-A, VII and VIII. 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 subsequent clauses of this Ordinance.

1. Stages of Promotion under the Career Advancement Scheme of Incumbent and Newly-Appointed Assistant Professors/ Associate Professors/Professors

University and Colleges Teachers (Except the Teachers of University College of Medical Sciences and Vallabh Bhai Patel Chest Institute)

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 hereunder.

B. Career Advancement Scheme (CAS) For University Teachers

(1) 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 LLM, 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 MOOCS course (with e- certification) or development of e-contents in four-quadrants / 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) She/he 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 Annexure VI-A, Table VI-A.a), and;

- (ii) The promotion is recommended by the screening-cum evaluation committee.

(2) 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/ workshops/ syllabus up-gradation workshop/ teaching-learning-evaluation/ technology programmes / faculty development programme of at least two weeks (ten days) duration (or completed two courses of at least one week (five days) duration in lieu of every single course/programme of at least two weeks (ten days) duration), or, completed one MOOCs course in the relevant subject (with e-certification); or contribution towards the development of e-content in 4-quadrant (at least one quadrant) minimum of 10 modules of a course/contribution towards the development of at least 10 modules of MOOCs course/ contribution towards conduct of a MOOCs course during the period of assessment.
- (iv) Published three research papers in the peer-reviewed journals or UGC-listed journals during Assessment Period.

CAS promotion criteria:

A teacher shall be promoted if;

- (i) The teacher gets a 'satisfactory' or 'good' grade in the Annual Performance Assessment Reports (APAR) of at least four of the last five years of the Assessment Period, (as prescribed in Annexure VI-A, Table VI-A.a) and;
- (ii) The promotion is recommended by the screening-cum-evaluation committee.

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

- (i) Assistant Professor who has completed three years of service in Academic Level 12/ Selection Grade.
- (ii) A Ph.D degree in the subject concerned/allied/relevant discipline.
- (iii) 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-evaluation technology programme/ faculty development programme of at least two weeks (ten days) duration (or completed two courses of at least one week (five days) duration in lieu of every single course/programme of at least two weeks (ten days) duration); or completed one MOOCs course (with e- certification); or contribution

towards the 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 conduct of a MOOCs course during the period of assessment.

- (iv) 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.
- (v) Evidence of having guided at least one Ph.D. Candidate.

CAS promotion criteria:

A teacher shall be promoted if;

- (i) she/he 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 Annexure VI-A, Table VI-A.a, and has a research score of at least 70 as per Annexure VI-A (Table VI-A.b)
- (ii) The promotion is recommended by a selection committee constituted in accordance Statute 19(1) with these regulations.

(4) Associate Professor (Academic Level 13A) to Professor (Academic Level 14)

Eligibility:

- (i) An Associate Professor who has completed three years of service in Academic Level 13A.
- (ii) A Ph.D. degree in the subject concerned/allied/relevant discipline.
- (iii) 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.
- (iv) Evidence of having successfully guided doctoral candidate.
- (v) A minimum of 110 research score as per Annexure VI-A (Table VI-A.b)

CAS promotion criteria:

A teacher shall be promoted if;

- (i) She/he 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 Annexure VI-A (Table VI-A.a), and at least 110 research score, as per Annexure VI-A, Table VI-A.b.
- (ii) The promotion is recommended by a selection committee constituted in accordance with these regulations.

(5) 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 interaction with a selection committee constituted in accordance with Statute 19(1).

Eligibility:

- (i) Ten years' experience as a Professor.
- (ii) 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 her/his supervision during the Assessment Period.

C. Career Advancement Scheme (CAS) For College Teachers.

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

Eligibility:

- (i) 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 LLM, M.Tech., M.V.Sc., M.D., or six years of service for those without Ph.D./M.Phil./ PG degree in professional courses;
- (ii) Attended one orientation course of 21 days' duration on teaching methodology; and
- (iii) 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 e-certification) or development of e-contents in four-quadrants / MOOC's course during the Assessment Period.

CAS promotion criteria:

A teacher shall be promoted if;

- (i) She/he gets 'satisfactory' or 'good' grade in the Annual Performance Assessment Reports (APAR) 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 Annexure VI-A (Table VI-A.a), and;
- (ii) The promotion is recommended by the screening-cum-evaluation committee.

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

Eligibility:

- (i) Assistant Professors who have completed five years of service in Academic Level 11/ Senior Scale.
- (ii) Any two of the following in the last five years of Academic Level 11/ senior scale: completed courses/programmes from among the categories of refresher courses/research methodology course/workshops/syllabus up gradation workshop/ teaching-learning-

evaluation/ technology programmes/ faculty development programme/ syllabus up-gradation workshop/ teaching-learning- evaluation/ technology programmes/ faculty development programmes of at least two weeks (ten days) duration (or completed two courses of at least one week (five days) duration in lieu of every single course/programme of at least two weeks (ten days) duration); or completed MOOCs course in the relevant subject (with e-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;

- (i) The teacher gets 'satisfactory' or 'good' grade in the Annual Performance Assessment Reports of at least four of the last five years of the Assessment Period, (as prescribed in Annexure VI-A (Table VI-A.a)) and
- (ii) The promotion is recommended by the screening-cum-evaluation committee.

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

Eligibility:

- (i) Assistant Professor who has completed three years of service in Academic Level 12/ Selection-Grade.
- (ii) A Ph.D. Degree in subject relevant /allied/ relevant discipline.
- (iii) Any one of the following during the last three years: completed one course / programme from amongst the categories of refresher courses/ methodology workshop/syllabus up-gradation workshop/ teaching-learning-evaluation technology 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 e- 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;

- (i) She/he gets a 'satisfactory' or 'good' grade in the Annual Performance Assessment Reports of at least two of the last three years of the Assessment Period as prescribed in Annexure VI-A, Table VI-A.a, and

- (ii) the promotion to the post of Associate Professor is recommended by the selection committee in accordance with Ordinance XVIII.

(4) 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 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.
- (iv) A minimum of 110 research score as per Annexure VI-A (Table VI-A.b)

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 Annexure VI-A, Table VI-A.a and at least 110 research score as per Annexure VI-A, Table VI-A.b
- (ii) The promotion to the post of Professor is recommended by selection committee constituted in accordance with Ordinance XVIII.

2. CAREER ADVANCEMENT SCHEME (CAS) FOR LIBRARIANS

Note:

- (i) 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 pertaining to the promotion of teachers in the University and the Colleges respectively.
- (ii) 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.

(1) 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:

- (i) 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.

- (ii) She/he has attended at least one orientation course of 21 days' duration; and
- (iii) Training, seminar or workshop on automation and digitalisation, maintenance and related activities, of at least 5 days, as per Annexure VII (Table VII.a).

CAS promotion criteria:

An Assistant Librarian/College Librarian may be promoted if:

- (i) She/he 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 Annexure VII (Table VII.a). and
- (ii) The promotion is recommended by a screening-cum-evaluation committee.

(2) 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:

- a. She/he has completed five years of service in that grade.
- b. She/he 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 Annexure VII (Table VII.a). 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 the relevant subject (with e-certification), or
 - (iv) Library up-gradation course.

CAS promotion criteria:

An individual shall be promoted if:

- (i) She/he 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 Annexure VII (Table VII.a) and;
- (ii) The promotion is recommended by a Screening-Cum-Evaluation Committee.

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

Librarian (Academic Level 13A)

- 1) She/he has completed three years of service in that grade.
- 2) She/he 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 Annexure VII (Table VII.a). 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 MOOCs course in the relevant subject (with e-certification), and
 - (v) Library up-gradation course.

CAS promotion criteria:

An individual shall be promoted if:

- (i) She/he 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 Annexure VII (Table VII.a); and
- (ii) The promotion is recommended by a selection committee constituted as per Statute 19(1) for the University and Ordinance XVIII for the Colleges on the basis of the interview performance.

(4) 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:

- 1) She/he has completed three years of service in that grade.
- 2) She/he 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 Annexure VII (Table VII.a). of at least two weeks' (ten days),
 - (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 MOOCs course in the relevant subject (with e-certification), and
 - (v) Library up-gradation course.
- 3) Evidence of innovative Library services, including the integration of ICT in a Library.
- 4) A Ph.D. Degree in Library Science/Information Science/Documentation /Archives and Manuscript- Keeping.

CAS promotion criteria:

An individual shall be promoted if:

- (i) She/he 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 Annexure VII (Table VII.a). and
- (ii) The promotion is recommended by a selection committee constituted as per Statute 19(1) for the University and Ordinance XVIII for the Colleges on the basis of the interview performance.

3. CAREER ADVANCEMENT SCHEME (CAS) FOR DIRECTORS OF PHYSICAL EDUCATION AND SPORTS

Note:

- (i) The following provisions apply only to those personnel who are not involved in teaching Physical Education and Sports. Teachers in institutions where Physical Education and Sports is a teaching department shall be covered by the provisions given under sections pertaining to the promotion of teachers in the University and the Colleges respectively.
- (ii) The Deputy Director Physical Education and Sports in universities shall have two levels i.e. Academic Level 13A and Academic Level 14 while College Director Physical Education and Sports shall have five levels i.e. Academic Level 10, Academic Level 11, Academic Level 12, Academic Level 13A and Academic Level 14.

- (1) 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) She/he 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) She/he has attended one orientation course of 21 days' duration; and
- (iii) She/he has done any one of the following:
 - (a) Completed refresher / research methodology course/ workshop,
 - (b) Training teaching-learning-evaluation Technology Programme/ Faculty Development Programme 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) She/he 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 Annexure VIII (Table VIII.a); and
- (ii) The promotion is recommended by a Screening-Cum-Evaluation Committee.

(2) From Assistant Director of Physical Education and Sports (Senior Scale/Academic Level11)/ College Director of Physical Education and Sports (Senior Scale/Academic Level11) to University Assistant Director of Physical Education and Sports (Selection Grade/Academic Level12) / College Director of Physical Education and Sports (Selection Grade/Academic Level12)

- (1) She/he has completed five years of service in that grade.
- (2) She/he 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) She/he 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 Annexure VIII (Table VIII.a), and;
- (ii) The promotion is recommended by a Screening-Cum-Evaluation Committee.

(3) 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) She/he has completed three years of service.
- (2) She/he 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) She/he 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 Annexure VIII (Table VIII.a), and;
- (ii) The promotion is recommended by a selection committee constituted as per Statute 19(1) for the University and Ordinance XVIII for the Colleges on the basis of the interview performance.

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

- (1) She/he has completed three years of service.
- (2) She/he 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).
- (3) Evidence of organising competitions and coaching camps of at least two weeks' duration.
- (4) Evidence of having produced good performance of teams/athletes for competitions like State/National/Inter- 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) she/he 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 Annexure VIII (Table VIII.a). and;
- (ii) the promotion is recommended by a selection committee constituted as per these regulations on the basis of the interview performance.

4. SCREENING CUM EVALUATION COMMITTEE:

(Applicable for both CAS-2010 and CAS-2018)

- (i) The Screening-Cum-Evaluation Committee for promotion of Assistant Professor/(Assistant Librarian) /Assistant Director of Physical Education in the University from one level to the higher level shall consist of the following:

1. The Vice-Chancellor or nominee – Chairperson;
2. The Dean of the concerned faculty;
3. The Head of the concerned department/ the University Librarian (in the Case of Assistant Librarian)/Director, Physical Education and Sports (in Case of Assistant Director, Physical Education and Sports).
4. One subject expert in the concerned subject to be drawn from the panel approved by the Academic Council.

(In the Case of Assistant Librarian, the expert should be a working Librarian/expert in concerned field and in the Case of assistant Director, Physical Education and Sports, the expert should be in Physical Education and Sports administration from University system. The experts in both the Case should be nominated by the Vice Chancellor from the panel approved by Academic Council).

- (ii) The composition of the selection committees for promotion as Associate Professor & Professor, Deputy Librarian, Deputy Director Physical Education and Sports will be the same as provided under Statute 19(1) for appointment to the said posts.

Provided that in Case the candidate who does not succeed in the first assessment, the respective candidate shall have to be re-assessed only after one year. When such a candidate succeeds in the eventual assessment, the promotion shall be deemed to be one year from the date of rejection.

- (iii) Every candidate will be required to appear for interview, wherever applicable, before the selection committee unless on a request from any candidate the selection committee agrees to consider in absentia.
- (iv) The composition of the screening cum evaluation committee for College teachers shall be provided under Ordinance XVIII.

Explanations:

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

Previous regular service, whether national or international, as Assistant Professor, Associate Professor or Professor or equivalent in a University, College, national laboratories or other scientific/professional Organisations such as the CSIR, ICAR, DRDO, UGC, ICSSR, ICHR, ICMR and DBT, should count for the direct recruitment and promotion under the CAS of a teacher as Assistant Professor, Associate Professor, Professor or any other 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 in an equivalent grade or of the pre-revised scale of pay as the post of Assistant Professor (Lecturer) Associate Professor (Reader) and Professor.
- (c) The 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/ institutions 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 distinctions 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.

Note: In the Case of any dispute with regard to information given by the teacher in his self-assessment proforma, the decision of the Screening-cum-Evaluation Committee shall be final.

³⁴⁰**ANNEXURE - I to ORDINANCE XXIV**

I.a MINIMUM API TO BE APPLIED FOR THE PROMOTION OF TEACHERS UNDER CAREER ADVANCEMENT SCHEME (CAS) IN UNIVERSITY DEPARTMENTS AND COLLEGES AND WEIGHTAGE FOR EXPERT ASSESSMENT

Category	Activity	Assistant Professor / Equivalent cadres: (Stage 1 to Stage 2)	Assistant Professor /Equivalent cadres: (Stage 2 to Stage 3)	Assistant Professor (Stage 3) to Assoc. Professor/ equivalent cadres(Stage4)	Associate Professor (Stage 4) to Professor /equivalent cadres Stage5)
I	Teaching-learning, Evaluation Related Activities	80/Year	80/Year	75/Year	70/Year
II	Professional Development and Extension activities- Minimum score required to be assessed Cumulatively	50 / Assessment period	50 / Assessment Period	50 / Assessment Period	50 / Assessment Period
III	Research and Academic Contributions- Minimum core required - to be assessed Cumulatively	20 / Assessment period	50 / Assessment Period	75 / Assessment Period	100 / Assessment Period
II+III	Minimum total API score under Categories II and III*	90 /Assessment period	120 / Assessment Period	150 / Assessment Period	180 / Assessment Period
IV	Expert Assessment System	Screening cum evaluation committee	Screening cum evaluation committee	Selection Committee	Selection Committee
V	Percentage Distribution of Weightage Points in the Expert Assessment (Total weightage =	No separate points. Screening committee to verify API scores	No separate points. Screening committee to verify API scores	30% - Research Contribution 50% - Assessment of domain knowledge & teaching practices.	50% - Research Contribution 30% - Assessment of domain knowledge & teaching

³⁴⁰ Inserted vide E.C.17.08.2013 and Amended/Replaced vide E.C.31.12.2016

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	100. Minimum required for promotion is 50)			20% - Interview Performance	practices. 20 % - Interview Performance
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Note:

* Teachers may score the balance of points from either Category II or Category III to achieve the minimum score required under Category II + III.

Provided also that the API score claim of each of the sub-categories in the Category III (Research and Academic Contributions) shall not have a cap except for the sub-category of invited lectures/papers.

³⁴¹I.a.1 **Minimum API to be applied for the Promotion of Teachers under Career Advancement Scheme (CAS) in University Departments and weightage for expert assessment**

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	Minimum total API Score Under Categories II and III	40/assessment period	100/assessment period	90/assessment period	120/assessment period
2	Expert assessment system	Screening Committee	Screening Committee	Selection Committee	Selection Committee

I.a.2. Minimum API to be applied for the Promotion of Teachers under career advancement scheme (CAS) in Colleges weightage for expert assessment

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	Minimum total API Score Under Categories II and III	20/assessment period	50/assessment period	45/assessment period	60/assessment period
2	Expert assessment system	Screening Committee	Screening Committee	Selection Committee	Selection Committee

³⁴¹ Inserted Table I.a.1. & I.a.2. vide E.C.01-02.07.2019

Note: The UGC Regulations 2018 explicitly mention in Clause 6.3 VII that individual scoring in Category II and III is not required. However, Tables under Clause 6.3 VII, which provide the minimum API requirement for the promotion of teachers under CAS, has shown only Category III against the caption 'Research and Academic Contribution' whereas it should have been 'Category II and III combined'. The University has provisionally adopted the minimum API score indicated therein as the combined score for Category II and III, subject to the approval of UGC. Accordingly, a clarification has been sought from UGC, which is still awaited. Pending clarification from the UGC, in this respect, the combined score of Category II and III indicated under amended CAS 2010, effective from 11.07.2016, shall be considered for University of Delhi. Therefore Table I.a preceding the above table shall be applicable.

³⁴² ANNEXURE - II TO ORDINANCE XXIV**TABLE II. SCORES FOR ACADEMIC PERFORMANCE INDICATOR (APIS) IN RECRUITMENTS AND CAREER ADVANCEMENT SCHEME (CAS) PROMOTIONS OF UNIVERSITY/COLLEGE TEACHERS**

	Direct Teaching Hours per week
Assistant Professor	16
Associate Professor	14
Professor	14

Based on the teacher's self-assessment, API scores are proposed for (a) teaching related activities; domain knowledge; (b) participation in examination and evaluation; and (c) contribution to innovative teaching, new courses etc. The minimum API score required by teachers from this category is different for different levels of promotion. The self- assessment score should be based on objectively verifiable records. It shall be finalized by the screening cum evaluation/selection committee. Universities may detail the activities, in case institutional specificities require, adjust the weightages without changing the minimum total API scores required under this category.

CATEGORY I: TEACHING, LEARNING AND EVALUATION RELATED ACTIVITIES

Category	Nature of Activity	Assistant Professor		Associate Professor		Professor	
		Max. Score	Actual Score	Max. Score	Actual Score	Max. Score	Actual Score
	a. Direct Teaching {&-\$1}	70	Actual hours spent per Academic year ÷ 7.5	60	Actual hours spent per academic year ÷ 7.75	60	Actual hours spent per academic year ÷ 7.75
	b. Examination duties (question paper setting, Invigilation, evaluation of answer scripts) as per allotment {&-\$2}	20	Actual hours spent per academic year ÷ 10	20	Actual hours spent per academic year ÷ 10	10	Actual hours spent per academic year ÷ 10
	c. Innovative Teaching - learning methodologies, updating of subject contents/ courses, mentoring etc.	10	Actual hours spent per academic year ÷ 10	15	Actual hours spent per academic year ÷ 10	20	Actual hours spent per academic year ÷ 10

³⁴² Inserted vide E.C.17.08.2013 and Amended/Replaced vide E.C.31.12.2016

Note:

1. Direct Teaching 16/14/14 hours per week include the Lectures Tutorials/ Practicals/ Project and Research Supervision/ Field Work.
2. In consonance with established academic and teaching traditions, and with a view to reinforcing a student-centric and caring approach the teachers are encouraged to work with students, beyond the structure of classroom teaching. Indicatively, this could entail mentoring, guiding and counseling students. In particular teachers would be the best placed to identify and address the needs of students who may be differently abled, or require assistance to improve their academic performance, or to overcome a disadvantage. There are no prescribed hours for such efforts, measured either in weeks or months, or in the context and calculation of the API scores, these are nevertheless important and significant activities that could be carried out by teachers.

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

Based on the teacher's self-assessment, Category II API scores are proposed for Professional development, co-curricular and extension activities; and related contributions. The minimum API required by teachers for eligibility for promotion is fixed in Table II (A). A list of items and scores is given below. The self-assessment score should be based on objectively verifiable records and shall be finalized by the screening cum evaluation committee for the promotion of Assistant Professor to higher grades and selection committee for the promotion of Assistant Professor to Associate Professor and Associate Professor to Professor and for direct recruitment of Associate Professor and Professor.

The table below gives groups of activities and API scores. Universities may detail the activities or, in case institutional specificities require, adjust the weightages without changing the minimum total API score required under this category:

Category II	Nature of Activity	Maximum API Score	Actual score
A	Student related co-curricular, extension and field based activities. (i) Discipline related co-curricular activities (e.g. remedial classes, career counselling, study visit, student seminar and other events.) (ii) Other co-curricular activities (Cultural, Sports, NSS, NCC etc.) (iii) Extension and dissemination activities (public / popular lectures/ talks/ seminars/ workshops/ conference/ symposium etc.)	15	Actual hours spent per academic year ÷ 10
B	Contribution to corporate life and management of the department and institution through participation in academic and administrative committees and responsibilities. i). Administrative responsibility (including as Dean / Principal/Vice-Principal/Bursar/Chairperson/ Convener/Teacher-in-charge/similar other duties that require regular office hours for its discharge) (ii). Participation in Board of Studies, Academic and Administrative Committees	15	Actual hours spent per academic year ÷ 10

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C	Professional Development activities (such as participation in seminars, conferences, short term training courses, industrial experience, talks, lectures in Orientation / Refresher / Faculty development courses, dissemination and general articles and any other contribution)	15	Actual hours spent per academic year ÷ 10
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CATEGORY-III: RESEARCH AND ACADEMIC CONTRIBUTIONS

Based on the teacher's self-assessment, API scores are proposed for research and academic contributions. The minimum API scores required for teachers from this category are different for different levels of promotion in universities and colleges. The self-assessment score shall be based on verifiable records and shall be finalized by the screening cum evaluation committee for the promotion of Assistant Professor to higher grades and Selection Committee for the promotion of Assistant Professor to Associate Professor and Associate Professor to Professor and for direct recruitment of Associate Professor and Professor.

Category	Activity	Faculty and departments of Sciences/ Engineering/ Agriculture/Medical/ Veterinary Sciences	Faculties and departments of Languages/ Humanities/ Arts/ Social Sciences/ Library/ Physical education/ Management/ Education/ Law	Maximum score for University/ College teacher*
III (A)	Research Papers published in:	Refereed Journals as notified by the UGC#	Refereed Journals as notified by the UGC#	25 per Publication
		Other Reputed Journals as notified by the UGC#	Other Reputed Journals as notified by the UGC #	10 per Publication
III (B)	Publications other than journal articles (books, chapters in books) {&-\$3} {&-\$4} {&-\$5} and {&-\$6}	Text/ Reference, Books published by International Publishers, with ISBN/ ISSN number as approved by the University and posted on its website. The List will be intimated to UGC	Text/ Reference Books, published by International Publishers, with ISBN/ ISSN number as approved by the University and posted on its website. The List will be intimated to UGC.	30 per Book for Single Author {&-\$3}
		Subject Books, published by National level publishers, with ISBN/ ISSN number or State/ Central Govt. Publications as approved by the University and posted on its website. The List will be intimated to UGC.	Subject Books, published by National level publishers, with ISBN/ ISSN number or State/ Central Govt. Publications as approved by the University and posted on its website. The List will be intimated to UGC	20 per Book for Single Author {&-\$4}
		Subject Books, published by Other local publishers, with ISBN/ ISSN number as approved by the University and posted on its website. The List will be intimated to UGC.	Subject Books, published by Other local publishers, with ISBN/ ISSN number as approved by the University and posted on its website. The List will be intimated to UGC.	15 per Book for Single Author {&-\$5}
		Chapters in Books/ {&-\$6} , published by National and International level publishers, with ISBN/ ISSN number as approved by the University and posted on its website. The List will	Chapters in Books, published by National and International level publishers, with ISBN/ ISSN number as approved by the University and posted on its website. The List will be intimated to UGC.	International –10 per Chapter National – 5 per Chapter

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		be intimated to UGC.		
III (C)	RESEARCH PROJECTS			
III (C) (i)	Sponsored Projects {&-\$7}	(a) Major Projects with grants above Rs. 30 lakh	Major Projects with grants above Rs. 5 lakh	20 per Project {&-\$7}
	{&-\$8}	(b) Major Projects with grants above Rs. 5 lakh up to Rs. 30 lakh	Major Projects with grants above Rs. 3 lakh up to Rs.5 lakh	15 per Project {&-\$8}
	{&-\$9}	(c) Minor Projects with grants above Rs. 1 lakh up to Rs. 5 Lakh	Minor Projects with grants above Rs. 1 lakh up to Rs. 3 lakh	10 per Project {&-\$9}
III (C) (ii)	Consultancy Projects	Amount mobilized with a minimum of Rs.10 lakh	Amount mobilized with a minimum of Rs. 2 lakh	10 for every Rs.10 lakh and Rs.2 lakh, respectively for the two categories
III (C) (iii)	Projects Outcome / Outputs	Patent / Technology transfer / Product / Process	Major Policy document prepared for international bodies like WHO/UNO/UNESCO/UNICEF etc. Central / State Govt./Local Bodies	30 for each International /20 for each national level output or patent. Major policy document of International bodies – 30Central Government – 20,State Govt.- 10Local bodies – 5
III(D)	RESEARCH GUIDANCE			
III(D)(i)	M.Phil./ LLM	Degree awarded	Degree awarded	5 per candidate
III(D) (ii)	Ph.D.	Degree awarded / Thesis submitted	Degree awarded / Thesis Submitted	15/10 per candidate
III E	Fellowships, Awards and Invited lectures delivered in conferences/seminars/ refresher/orientation/FDP			
III(E) (i)	Fellowships/ Awards	International Award/Fellowship from academic bodies	International Award/ Fellowship from academic bodies/associations	15 per Award / 15 Per Fellowship
		National Award/Fellowship from academic bodies	National Award/Fellowship from Academic bodies/associations	10 per Award / 10 per Fellowship
		National Award/Fellowship from academic bodies	State/University level Award from academic bodies/associations	5 Per Award
III(E) (ii)	Invited Lecture/papers presented {&-\$10}	International	International	7 per lecture /5 per paper Presented
		National Level	National Level	5 per lecture /3 per paper Presented

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	State/University level	State/University level	3per lecture /2 per paper Presented
	The score under this sub-category shall be restricted to 20% of the minimum fixed for Category III for any assessment period		
III(F)	Development of e-learning delivery process/material		10 per module

- * Wherever relevant to any specific discipline, the API score for paper in refereed journal would be augmented as follows: (i) paper with impact factor less than 1 - by 5 points; (ii) papers with impact factor between 1 and 2 by 10 points; (iii) papers with impact factor between 2 and 5 by 15 points; (iv) papers with impact factor between 5 and 10 by 20points: (v) papers with impact factor above 10 by 25 points. The API for joint publications shall be calculated in the following manner: of the total score for the relevant category of publication by the concerned teacher, the First and Principal / corresponding author /supervisor / mentor would share equally 70% of the total points and the remaining 30% would be shared equally by all other authors.
- # The University shall identify the journals subject-wise through subject expert committees and forward their recommendations to UGC in the format prescribed by UGC for approval of the UGC Standing Committee. The journals approved from this list, by the UGC Standing Committee, shall be included in the “List of Journals” notified by the UGC. The UGC Standing Committee shall give its recommendations within 60 working days of the receipt of the list from the University. The UGC Standing Committee may also, suo-moto, recommend journals for inclusion in the “List of Journals”.

³⁴³**ANNEXURE - III TO ORDINANCE XXIV**

III.a. *Omitted*****

III.b. MINIMUM ACADEMIC PERFORMANCE AND SERVICE REQUIREMENTS FOR PROMOTION OF TEACHERS IN UNIVERSITY DEPARTMENTS AND COLLEGES

S.No.	Promotion of Teachers through CAS	Service requirement	Minimum Academic Performance Requirements and Screening/ Selection Criteria
1	Assistant Professor/ Equivalent cadres from Stage 1 to Stage 2	Assistant Professor in Stage 1 and completed four years of service with Ph.D. or five years of service who are with M.Phil / PG Degree in Professional Courses such as LLM, M.Tech, M.V.Sc., M.P.Ed., M.D., or six years of service who are without Ph.D/ M.Phil / PG Degree in Professional courses	(i) Minimum cumulative API scores using PBAS scoring proforma developed by the University as per the norms provided in Annexure I and II. (ii) One Orientation and one Refresher/Research Methodology Course of 2/3 weeks duration. (iii) Screening cum Verification process for recommending promotion.
2	Assistant Professor/	Assistant Professor with completed service of five years	(i) Minimum cumulative API scores using the PBAS scoring

³⁴³ Inserted vide E.C.28.05.2015 and Amended/Replaced vide E.C. 31.12.2016 & E.C.01-02.07.2019

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	Equivalent cadres from Stage 2 to Stage 3	in Stage 2	<p>proforma developed by University as per the norms provided in Annexure I and II.</p> <p>(ii) One course / programme from among the categories of refresher courses, methodology workshops, Training, Teaching-Learning-Evaluation Technology Programmes, Soft Skills development Programmes and Faculty Development Programmes of 2/3 week duration.</p> <p>(iii) Screening cum Verification process for recommending promotion.</p>
3	Assistant Professor (Stage 3) to Associate Professor (Stage 4)	Assistant Professors with three years of completed service in Stage 3.	<p>(i) Minimum cumulative API scores using the PBAS scoring proforma developed by the University as per the norms provided in Annexure I and II.</p> <p>(ii) At least three publications in the entire period as Assistant Professor (twelve years). However, in the case of College teachers, an exemption of one publication may be given to M. Phil. holders and an exemption of two publications may be given to Ph.D. holders.</p> <p>(iii) One course / programme from among the categories of methodology workshops, Training, Teaching-Learning - Evaluation Technology Programmes, Soft Skills development Programmes and Faculty Development Programmes of minimum one week duration.</p> <p>(iv) A selection committee process as stipulated in the regulation and in Tables I.a. of Annexure I.</p>
4	Associate Professor (Stage 4) to Professor (Stage 5)	Associate Professor with three years of completed service in Stage 4.	<p>(i) Minimum cumulative API scores using the PBAS scoring proforma developed by the University as per the norms provided in Annexure I and II. Teachers may combine two assessment periods (in Stages 2 and 3) to achieve minimum API scores, if required.</p> <p>(ii) A minimum of five publications since the period that the teacher is placed in stage 3.</p> <p>(iii) A selection committee process as stipulated in the regulation and in Tables II(A).</p>

³⁴⁴**ANNEXURE - IV TO ORDINANCE XXIV**

IV.a. *****Omitted*****

IV.b. **MINIMUM APIs TO BE APPLIED FOR THE CAREER ADVANCEMENT SCHEME (CAS) PROMOTION OF ASSISTANT/COLLEGE DIRECTOR AND DEPUTY DIRECTOR OF PHYSICAL EDUCATION AND WEIGHTAGES FOR EXPERT ASSESSMENT IN SELECTION COMMITTEES, IN UNIVERSITIES AND COLLEGES (wherever applicable):**

Category	Activity	Assistant / College Director of Physical Education (Stage 1 to Stage 2)	Assistant / College Director of Physical Education (Stage 2 to Stage 3)	Assistant/College Director of Physical Education(Stage 3) to Deputy/College Director of Physical Education (Stage 4)
I	Teaching, training, coaching, sports person development and sports management activities	80/Year	80/Year	75/year
II	Professional Development and Extension activities - Minimum score required to be assessed cumulatively	50/ Assessment period	50/ Assessment period	50 / Assessment period
III	Research and Academic Contributions - Minimum score required - to be assessed cumulatively	20/ Assessment period	50/ Assessment period	75/ Assessment Period
II+III	Minimum total API score under Categories II and III*	90/ Assessment period	120/ Assessment period	150/ Assessment Period
	Expert Assessment System	Screening cum evaluation committee	Screening cum evaluation committee	Selection Committee
V	Percentage Distribution of Weightage Points in the Expert Assessment (Total weightage = 100. Minimum required 50)	No separate points. Screening Committee to verify API scores	No separate points. Screening Committee to verify API scores	30%- Research contribution 50% -Assessment of domain knowledge & Teaching practices. 20%- Interview Performance

³⁴⁴ Inserted vide E.C.28.05.2015 and Amended/Replaced vide E.C. 31.12.2016 & E.C.01-02.07.2019

***One may score the balance of points from either Category II or Category III to achieve the minimum score required under Category II + III.**

³⁴⁵IV.b.1 Minimum API to be applied for the promotion under Career Advancement Scheme (CAS) for Assistant Director and Deputy Director Physical Education and weightage for expert assessment in Selection Committees in University

S.No		Assistant Director (Stage 1/ AGP Rs.6000/- to Stage 2/AGP Rs.7000/-)	Assistant Director (Stage 2/ AGP Rs.7000/-) to Assistant Director (Selection Grade)/Deputy Director (Stage 3/AGP Rs.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 Rs10,000/-)
1	Minimum total API Score Under Categories II and III	40/assessment period	100/assessment period	90/assessment period	120/assessment period
2	Expert assessment system	Screening Committee	Screening Committee	Selection Committee	Selection committee

IV.b.2 Minimum API to be applied for the promotion under Career Advancement Scheme (CAS) for College Director Physical Education and weightage for expert assessment in Selection Committees in Colleges

S.No		Assistant Director (Stage 1/ AGP Rs.6000/- to Stage 2/AGP Rs.7000/-)	Assistant Director (Stage 2/ AGP Rs.7000/-) to Assistant Director (Selection Grade)/Deputy Director (Stage3/AGP Rs.8000/)	Assistant Director (Selection Grade)/Deputy Director (Stage 3/ AGP Rs.8000/-) to Deputy Director (Stage 4/AGP Rs.9000/-)
1	Minimum total API Score Under Categories II and III	20/assessment period	50/assessment period	45/assessment period
2	Expert assessment system	Screening Committee	Screening Committee	Selection Committee

³⁴⁵ Inserted Table IV.b.1. & IV.b.2. vide E.C.01-02.07.2019

Note: The UGC Regulations 2018 explicitly mention in Clause 6.3 VII that individual scoring in Category II and III is not required. However, Tables under Clause 6.3 VII, which provide the minimum API requirement for the promotion of teachers under CAS, has shown only Category III against the caption 'Research and Academic Contribution' whereas it should have been 'Category II and III combined'. The University has provisionally adopted the minimum API score indicated therein as the combined score for Category II and III, subject to the approval of UGC. Accordingly, a clarification has been sought from UGC, which is still awaited. Pending clarification from the UGC, in this respect, the combined score of Category II and III indicated under amended CAS 2010, effective from 11.07.2016, shall be considered for University of Delhi. Therefore Table IV.b preceding the above table shall be applicable.

IV.c. MINIMUM ACADEMIC PERFORMANCE AND SERVICE REQUIREMENTS FOR PROMOTION OF PHYSICAL EDUCATION CADRES IN UNIVERSITIES AND COLLEGES

S.No.	Promotion of Physical Education Cadres through CAS	Service (as prescribed by the MHRD Notification) Requirement	Minimum Academic Performance Requirements and Screening/Selection Criteria
1	Assistant DPE/ College DPE to Assistant DPE (Senior Scale) /College DPE (Senior Scale) (Stage 1 to Stage 2)	Assistant DPE/College DPE completed four years of service in Stage 1 with Ph.D. or five years of service with M.Phil./M.P.Ed. or six years of service without Ph.D./ M.Phil	(i) Minimum cumulative API scores using PBAS scoring proforma developed by the UGC as per the norms provided in Annexure IV (ii) One Orientation and one Refresher / Research Methodology Course of 3/4 weeks duration. (iii) Screening cum Verification process for recommending promotion.
2	Assistant DPE (senior scale)/ College DPE (senior scale) to Deputy DPE/Assistant DPE selection grade)/College DPE(selection grade) (Stage 2 to Stage 3)	Assistant DPE (senior scale) College DPE (senior scale) with completed service of five years in Stage 2	(i) Minimum cumulative API scores using the PBAS scoring proforma developed by the UGC as per the norms provided in Annexure IV (ii) One course/programme from among the categories of refresher courses, methodology workshops, Training, Teaching-Learning-Evaluation Technology Programmes, Soft Skills development Programmes and Faculty Development Programmes of 3/4 week duration. (iii) Screening cum Verification process for recommending promotion.
3	Assistant DPE (Selection Grade) / College DPE (Selection Grade) to Deputy DPE/College DPE(Selection Grade)(Stage 3 to Stage 4).	Assistant DPE (Selection Grade)/ College DPE (Selection Grade) with three years of completed service in Stage 3.	(i) Minimum cumulative API scores using the PBAS scoring proforma developed by the UGC as per the norms provided in Annexure IV. (ii) At least three publications in the entire period as Assistant/College DPE (twelve years). However, in the case of College DPE, an exemption of one publication may be given to M. Phil. holders and an exemption of two publications may be given to Ph.D. holders. (iii) Evidence of having produced teams/ athletes. (iv) A selection committee process as stipulated in the regulation and in Annexure IV Table IV.b.

Note: The explanatory note provided for Table for CAS for teachers is also applicable for the Physical Director cadres as per the API score specified for this cadre.

IV.d. ACADEMIC PERFORMANCE INDICATORS (API) FOR CAREER ADVANCEMENT SCHEME (CAS) PROMOTIONS OF ASSISTANT DIRECTOR OF PHYSICAL EDUCATION & SPORTS AND FOR COLLEGE DIRECTOR OF PHYSICAL EDUCATION & SPORTS AND FOR DIRECT RECRUITMENT OF DEPUTY DIRECTOR AND DIRECTOR OF PHYSICAL EDUCATION & SPORTS IN UNIVERSITIES (Wherever applicable).

Direct Workload and weightage to be given to different levels of Physical Education Personnel

	Direct working hours per week	Weightage
Assistant Director of Physical Education	40	100
Deputy Director of Physical Education	36+4*	90
Director of Physical Education	32+8*	80

Based on the Physical Education Personnel’s self-assessment, API scores are proposed for (a) Lecture cum practice based athlete/sports classes coaching and training related activities; (b) Organizing and conducting sports and games competitions and management related activities; and (c) upgradation of sports infrastructure and extension services etc. The minimum API score required by Physical Education Personnel from this category is different for different levels of promotion. The self-assessment score should be based on objectively verifiable records. It shall be finalized by the screening cum evaluation/selection committee. Universities may detail the activities, in case institutional specificities require, adjust the weightages without changing the minimum total API scores required under this category.

***Hours spent on administrative responsibilities, innovation, upgradation of services, extension services etc.**

CATEGORY I: TEACHING, TRAINING, COACHING, SPORTS PERSON DEVELOPMENT AND SPORTS MANAGEMENT ACTIVITIES

Nature of Activity	Assistant Director / College Director		Deputy Director	
	Max. Score	Actual Score	Max. Score	Actual Score
a) Lecture cum practice based athlete/sports classes, seminars undertaken as per allotted hours/ organizing and conducting coaching camps/sports person development/training programmes (50 Points)	80	Actual hours spent per academic year	70	Actual hours spent per academic year
Identifying sports talents and mentoring sports excellence among students (20 Points)		÷		÷
Development and maintenance of play fields, purchase and		17.5		17.25

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maintenance of other sports facilities (10 Points)				
b) Management of Physical Education & Sports Program for students (planning, executing and evaluating the policies in physical education & Sports) (10 Points) Organizing and conducting sports and games competitions at the International/ National/ State/Inter University/Inter Zonal Levels(10 Points)	10	Actual hours spent per academic year ÷ 10	10	Actual hours spent per academic year ÷ 10
c) Upgradation of scientific and technological knowledge in Physical Education and Sports(10 Points) Extending services, sports facilities and training on holidays to the institutions and organizations (10 Points)	10	Actual hours spent per academic year ÷ 10	10	Actual hours spent per academic year ÷ 10

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

Based on the Physical Education Cadre's self-assessment, category II API scores are proposed for co-curricular and extension activities; and Professional development related contributions. A list of items and scores is given below. The self-assessment score should be based on objectively verifiable records and shall be finalized by the screening cum evaluation committee for the promotion of Assistant Director of Physical Education/College Director of Physical Education & Sports to higher grades and selection committee for the promotion of Assistant DPE & S to Deputy DPE & S and for direct recruitment of Deputy DPE & S and DPE & S.

The model table below gives groups of activities and API scores. Universities may detail the activities or, in case institutional specificities require, adjust the weightages without changing the minimum total API score required under this category.

Nature of Activity	Maximum API Score	Actual score
a) Student related co-curricular, extension and field based activities (i) Discipline related co-curricular activities (Cultural, Sports, NSS, NCC etc.) (various levels of intramural and extramural programmes) (ii) Extension and dissemination activities (public/ popular lectures/ talks/ seminars etc.)	15	Actual hours spent per academic year ÷ 10
b) Contribution to Corporate life and management of the sports units and institution through participation in sports and administrative committees and responsibilities (including as Principal/ Director/ Convener/ similar other duties that require regular office hrs for its discharge)	15	Actual hours spent per academic year ÷ 10
c) Professional Development activities (such as participation in seminars, conferences, short term training courses, camps & events, talks, lectures in refresher/faculty development courses, membership of associations, dissemination and general articles and any other contribution)	15	Actual hours spent per academic year ÷ 10

CATEGORY-III: RESEARCH AND ACADEMIC CONTRIBUTIONS

Based on the self-assessment, API scores are proposed for research and sports contributions. The minimum API scores required from this category are different for different levels of promotion in universities/colleges. The self-assessment score shall be based on verifiable records and shall be finalized by the screening cum evaluation committee for the promotion of Assistant Director of Physical Education & Sports to higher grades and Selection Committee for the promotion of Assistant Director of Physical Education & Sports to Deputy Director of Physical Education & Sports and for direct recruitment of Deputy Director of Physical Education & Sports and Director of Physical Education & Sports.

Category	Activity	Activity Faculties of Physical Education & Sports	Max. score for University/College DPE*
III (A)	Research Publications in	Refereed Journals as notified by the UGC#	25 per Publication
		Other Reputed Journals as notified by the UGC#	10 per Publication
III (B)	Publications other than journal articles (books, chapters in books) {&-\$3} {&-\$4} {&-\$6}	Text/ Reference Books, published by International Publishers, with ISBN/ ISSN number as approved by the University and posted on its website. The List will be intimated to UGC	30 per Book for Single Author {&-\$3}
		Subject Books, published by National level Publishers, with ISBN/ ISSN number or State/ Central Govt. Publications as approved by the University and posted on its website. The List will be intimated to UGC	20 per Book for Single Author {&-\$4}
		Subject Books, published by Other local publishers, with ISBN/ ISSN number as approved by the University and posted on its website. The List will be intimated to UGC.	15 per Book for Single Author {&-\$5}
		Chapters in Books{&-\$6}, published by National and international level publishers, with ISBN/ ISSN number as approved by the University and posted on its website. The List will be intimated to UGC.	International –10 per Chapter National–5 per Chapter
III (C)	RESEARCH PROJECTS		
III (C) (i)	Sponsored Projects {&-\$7}	Major Projects with grants above Rs. 5 lakhs	20 per Project {&-\$7}
	{&-\$8}	Major Projects with grants above Rs.3 lakhs up to Rs.5 lakhs	15 per Project {&-\$8}
	{&-\$9}	Minor Projects with grants above Rs. 1 lakh up to Rs.3 lakhs	10 per Project {&-\$9}
III (C) (ii)	Consultancy Projects	Amount mobilized with a minimum of Rs. 2 lakhs	10 for every Rs.2 lakhs
III (C) (iii)	Projects Outcome / Outputs	Major Policy document prepared for international bodies like WHO/UNO/ UNESCO/UNICEF etc. Central / State Govt./Local Bodies	Major policy Document of International bodies-30 Central Govt.–20, State Govt.-10 Local bodies – 5
III (D)	RESEARCH GUIDANCE		

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III (D)(i)	M.Phil.	Degree awarded	5 per candidate
III (D)(ii)	Ph.D.	Degree awarded / Thesis submitted	15 / 10 per candidate 10 per candidate
III (E)	Awards/Fellowships/Invited lectures delivered/papers presented in conferences/ seminars		
III (E)(i)	Award/Fellowship	International Award/ Fellowship from Govt./ recognized International Sports Bodies/ International Sports Organizations	15 per Award / 15 per Fellowship
	Award/Fellowship	National Award/ Fellowship from Govt./ recognized National Sports Bodies/ National Sports Organizations	10 per Award / 10 per Fellowship
	Award/Fellowship	State / University Award/ Fellowship from Govt./ recognized State Sports Bodies/ State Sports Organizations	5 Per Award
III(E)(ii)	Invited lectures/ papers presented	International	7 per lecture / 5 per paper presented
		National level	5 per lecture / 3 per paper presented
		State/University level	3 per lecture / 2 per paper presented
	The score under this sub-category shall be restricted to 20% of the minimum fixed for Category III for any assessment period		
III(E)	Development of e-learning delivery process/material		10 per module

- * Wherever relevant, the API score for paper in refereed journal would be augmented as follows: (i) paper with impact factor less than 1 - by 5 points; (ii) papers with impact factor between 1 and 2 by 10 points; (iii) papers with impact factor between 2 and 5 by 15 points; (iv) papers with impact factor between 5 and 10 by 20 points: (v) papers with impact factor above 10 by 25 points.
- * The API for joint publications/books shall be calculated in the following manner: Of the total score for the relevant category of publication by the concerned teacher, the First and Principal / corresponding author /supervisor / mentor of the teacher would share equally 70% of the total points and the remaining 30% would be shared equally by all other authors.
- # The University shall identify the journals subject-wise through subject expert committees and forward the recommendations to UGC in the format prescribed by UGC for approval of the UGC Standing Committee. The journals approved from this list, by the UGC Standing Committee, shall be included in the “List of Journals” notified by the UGC. The UGC Standing Committee shall give its recommendations within 60 working days of the receipt of the list from the University. The UGC Standing Committee may also, suo-moto, recommend journals for inclusion in the “List of Journals”.

³⁴⁶ANNEXURE - V TO ORDINANCE XXIVTable V.a. *****Omitted*****

Table V.b. MINIMUM APIs FOR THE CAREER ADVANCEMENT SCHEME (CAS) PROMOTION OF ASSISTANT/COLLEGE LIBRARIAN AND DEPUTY LIBRARIAN AND WEIGHTAGES FOR EXPERT ASSESSMENT IN SELECTION COMMITTEES, IN UNIVERSITIES AND COLLEGES

Category	Activity	Assistant / College Librarian (Stage 1 to Stage 2)	Assistant / College Librarian (Stage 2 to Stage 3)	Assistant/College Librarian (Stage 3) to Deputy/College Librarian (Stage 4)
I	Procurement, organization, and delivery of knowledge and information through Library services	80/Year	80/Year	75/year
II	Professional Development and Extension activities - Minimum score required to be assessed cumulatively	50/ Assessment Period	50/ Assessment period	50 / Assessment Period
III	Research and Academic Contributions - Minimum score required - to be assessed cumulatively	20/ Assessment Period	50/ Assessment period	75/ Assessment Period
II+III	Minimum total API score under Categories II and III*	90/ Assessment Period	120/ Assessment period	150/ Assessment Period
	Expert Assessment System	Screening cum evaluation committee	Screening cum evaluation committee	Selection Committee
IV	Percentage Distribution of Weightage Points in the Expert Assessment (Total weightage = 100. Minimum required 50)	No separate points. Screening Committee to verify API scores	No separate points. Screening Committee to verify API scores	30% - Library related research papers evaluation 50% - Assessment of domain knowledge on Library automation and Organizational skills 20 % - Interview performance

³⁴⁶ Inserted vide E.C.28.05.2015 and Amended/Replaced vide E.C. 31.12.2016 & E.C.01-02.07.2019

* One may score the balance of points from either Category II or Category III to achieve the minimum score required under Category II + III.

³⁴⁷V.b.1 Minimum API to be applied for the promotion under Career Advancement Scheme (CAS) for Assistant Librarian and Deputy Librarian and weightage for expert assessment in Selection Committees in University

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 Rs10,000/-)
1	Minimum total API Score Under Categories II and III	40/assessment period	100/assessment period	90/assessment period	120 per assessment period
2	Expert assessment system	Screening Committee	Screening Committee	Selection Committee	Selection committee

V.b.2 Minimum APIs for the Career Advancement Scheme (CAS) promotion of College Librarian and weightages for expert assessment in selection committees, 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	Minimum total API Score Under Categories II and III	20/assessment period	50/assessment period	45/assessment period
2	Expert assessment system	Screening Committee	Screening Committee	Selection Committee

Table V.c. MINIMUM ACADEMIC PERFORMANCE AND SERVICE REQUIREMENTS FOR PROMOTION OF LIBRARIAN CADRES IN UNIVERSITIES AND COLLEGES

Sl. No.	Promotion of Librarian Cadres through CAS	Service (as prescribed by the MHRD Notification)	Minimum Academic Performance Requirements and Screening/Selection Criteria
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³⁴⁷ Inserted Table V.b.1 & V.b.2. vide E.C.01-02.07.2019

Note: The UGC Regulations 2018 explicitly mention in Clause 6.3 VII that individual scoring in Category II and III is not required. However, Tables under Clause 6.3 VII, which provide the minimum API requirement for the promotion of teachers under CAS, has shown only Category III against the caption 'Research and Academic Contribution' whereas it should have been 'Category II and III combined'. The University has provisionally adopted the minimum API score indicated therein as the combined score for Category II and III, subject to the approval of UGC. Accordingly, a clarification has been sought from UGC, which is still awaited. Pending clarification from the UGC, in this respect, the combined score of Category II and III indicated under amended CAS 2010, effective from 11.07.2016, shall be considered for University of Delhi. Therefore Table V.b preceding the above table shall be applicable.

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		requirement	
1	Assistant Librarian/ College Librarian to Assistant Librarian (Senior Scale) / College Librarian (Senior Scale) (Stage 1 to Stage 2)	Assistant Librarian/College Librarian completed four years of service in Stage 1 with Ph.D. or five years of service with M.Phil. or six years of service without Ph.D./ M.Phil	(i) Minimum API scores using PBAS scoring proforma developed by the university as per the norms provided in Annexure V for Librarian cadres in universities and for college Librarian cadres. (ii) One Orientation and one Refresher Course of 3/4 weeks duration. (iii) Screening cum Verification process for recommending promotion.
2	Assistant Librarian (senior scale)/ College Librarian (senior scale) to Assistant Librarian (selection grade)/ College Librarian (selection grade) 3(Stage 2 to Stage 3)	Assistant Librarian (senior scale)/ College Librarian (senior scale) with completed service of five years in Stage 2	(i) Minimum API scores using the PBAS scoring proforma developed by University as per the norms provided in Annexure V for Librarian Cadres in universities and for college librarian cadres. (ii) Additionally, two refresher courses, for a minimum period of 3 to 4 week duration to have been undergone during the assessment period. (iii) Screening cum Verification process for recommending promotion.
3	Assistant Librarian (Selection Grade) / College Librarian (Selection Grade) to Deputy Librarian/College Librarian(Selection Grade)(Stage 3 to Stage 4)	Deputy Librarian / Assistant Librarian (Selection Grade) / College Librarian (Selection Grade) with three years of completed service in Stage 3.	(i) Minimum API scores using the PBAS scoring proforma developed by university as per the norms provided in Annexure V. Three publications over twelve years. In Colleges, an exemption of one publication will be given to M.Phil. Holders and two publications to Ph.D. Holders. (ii) Additionally one course/training under the categories of Library automation/ Analytical tool Development for academic documentation. (iii) A selection committee process as stipulated in the Regulation and in Annexure V Table V.b.

Note: The explanatory note provided for Table for CAS for teachers is also applicable for the Librarian cadres as per the API score specified for this cadre

V.d. ACADEMIC PERFORMANCE INDICATORS (API) FOR PROMOTIONS OF ASSISTANT LIBRARIAN IN UNIVERSITIES/FOR COLLEGE LIBRARIAN UNDER CAREER ADVANCEMENT SCHEME (CAS) AND FOR DIRECT RECRUITMENT OF DEPUTY LIBRARIAN AND LIBRARIAN IN UNIVERSITIES.

Direct Work load and weightage to be given to different levels of Librarian

	Direct working hours per week	Weightage
Assistant Librarian/College Librarian	40	100
Deputy Librarian	36+4*	90
Librarian	32+8*	80

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Based on the Librarian Cadre’s self-assessment, API scores are proposed for (a) Library resources organization and maintenance of books, journals, reports, Development, organization and management of e-resources; User awareness and instruction programmes, (b) ICT and other new technologies’ application for upgradation of library services and (c) Additional services such as extending library facilities on holidays, shelf order maintenance, library user manual, building and extending institutional library facilities to outsiders through external membership norms. The minimum API score required by Library Personnel from this category is different for different levels of promotion. The self-assessment score should be based on objectively verifiable records. It shall be finalized by the screening cum evaluation / selection committee. Universities may detail the activities, in case institutional specificities require, adjust the weightages without changing the minimum total API scores required under this category.

***Hours spent on administrative responsibilities, innovation, upgradation of services, extension services etc.**

CATEGORY I: Procurement, organization, and delivery of knowledge and information through Library services

Nature of Activity	Univ. Assistant Librarian/ College Librarian		Deputy Librarian	
	Max. Score	Actual Score	Max. Score	Actual Score
<p>a) Library resources organization and maintenance of books, journals, reports; Provision of library reader- services, literature retrieval services to researchers and analysis of reports; Provision of assistance to the departments of University/College with the required inputs for preparing reports, manuals and related documents; Assistance towards updating institutional website with activity related information and for bringing out institutional Newsletters, etc. (40 Points) Development, organization and management of e-resources including their accessibility over Intranet / Internet, digitization of library resources, e-delivery of information, etc. (15 Points)</p> <p>User awareness and instruction programmes (Orientation lectures, users’ training in the use of library services as e-resources, OPAC; knowledge resources user promotion programmes like organizing book exhibitions, other interactive latest learning resources, etc. (15 Points)</p>	70	Actual hours spent per academic year ÷ 20	60	Actual hours spent per academic year ÷ 20

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b) ICT and other new technologies' application for upgradation of library services such as automation of catalogue, learning resources procurement functions, circulation operations including membership records, serial subscription system, reference and information services, library security (technology based methods such as RFID, CCTV), development of library management tools (software), Intranet management	15	Actual hours spent per academic year ÷ 10	15	Actual hours spent per academic year ÷ 10
c) Additional services such as extending library facilities on holidays, shelf order maintenance, library user manual, building and extending institutional library facilities to outsiders through external membership norms	15	Actual hours spent per academic year ÷ 10	15	Actual hours spent per academic year ÷ 10

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

Based on the Librarian Cadre's self-assessment, category II API scores are proposed for co-curricular and extension activities and Professional development related contributions. A list of items and scores is given below. The self-assessment score should be based on objectively verifiable records and shall be finalized by the screening cum evaluation committee for the promotion of Assistant Librarian / College Librarian to higher grades and selection committee for the promotion of Assistant Librarian to Deputy Librarian and for direct recruitment of Deputy Librarian and Librarian. The model table below gives groups of activities and API scores. Universities may detail the activities or, in case institutional specificities require, adjust the weightages without changing the minimum total API score required under this category.

The model table below gives groups of activities and API scores. Universities may detail the activities or, in case institutional specificities require, adjust the weightages without changing the minimum total API score required under this category.

Nature of Activity	Maximum API Score	Actual score
a) Student related co-curricular, extension and field based activities (such Cultural exchange and Library service Programmes (various level of extramural and intramural programmes) extension, library-literary work through different channels.	15	Actual hours spent per academic year ÷ 10
b) Contribution to Corporate life and management of the library units and institution through participation in library and administrative committees and responsibilities.	15	Actual hours spent per academic year ÷ 10

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c) Professional Development activities (such as participation in seminars, conferences, short term, e- library training courses, workshops and events, talks, lectures, membership of associations, dissemination and general articles, not covered in Category III below)	15	Actual hours spent per academic year ÷ 10
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CATEGORY-III: RESEARCH AND ACADEMIC CONTRIBUTIONS

Based on the self-assessment, API scores are proposed for research and library contributions. The minimum API scores required from this category are different for different levels of promotion in universities/colleges. The self-assessment score shall be based on verifiable records and shall be finalized by the screening cum evaluation committee for the promotion of Assistant Librarian / College Librarian to higher grades and Selection Committee for the promotion of Assistant Librarian to Deputy Librarian and for direct recruitment of Deputy Librarian and Librarian.

Category	Activity	University/College Librarians	Max. score*
III (A)	Research Publications in	Refereed Journals as notified by the UGC#	25 per Publication
		Other Reputed Journals as notified by the UGC#	10 per Publication
III (B)	Publications other than journal articles (books, , chapters in books) {&-\$3} {&-\$4} {&-\$5} {&-\$6}	Text/Reference Books, published by International Publishers, with ISBN/ISSN number as approved by the University and posted on its website. The List will be intimated to UGC	30 per Book for Single Author {&-\$3}
		Subject Books, published by National level Publishers, with ISBN/ISSN number or State/ Central Govt. Publications as approved by the University and posted on its website. The List will be intimated to UGC	20 per Book for Single Author {&-\$4}
		Subject Books, published by Other local publishers, with ISBN/ISSN number as approved by the University and posted on its website The List will be intimated to UGC.	15 per Book for Single Author {&-\$5}
		Chapters in Books {&-\$6}, published by National and international level publishers, with ISBN/ISSN number as approved by the University and posted on its website. The List will be intimated to UGC.	International –10 per Chapter National–5 per Chapter
III (C)	RESERCH PROJECTS		
III (C) (i)	Sponsored Projects {&-\$7} {&-\$8}	Major Projects with grants above Rs. 5 lakhs	20 per Project {&-\$7}
		Major Projects with grants above Rs.3 lakhs up to Rs.5 lakhs	15 per Project {&-\$8}
		Minor Projects with grants above Rs. 1 lakh up to Rs.3 lakhs	10 per Project {&-\$9}
III (C) (ii)	Consultancy Projects	Amount mobilized with a minimum of Rs. 2 lakhs	10 for every Rs.2 lakhs
III (C) (iii)	Projects Outcome / Outputs	Major Policy document prepared for international bodies like WHO/UNO/UNESCO/UNICEF etc. Central / State Govt./Local Bodies	Major policy Document of International bodies-30 Central Govt–20, State

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			Govt.-10 Local bodies – 5
III (D)	RESEARCH GUIDANCE		
III (D)(i)	M.Phil.	Degree awarded	5 per candidate
III (D)(ii)	Ph.D.	Degree awarded / Thesis submitted	15 / 10 per candidate
III (E)	Awards / Fellowships/Invited lectures delivered / papers presented in conferences / seminars		
III (E)(i)	Award/Fellowship	International Award/Fellowship from academic/bodies associations	15 per Award / 15 per Fellowship
	Award/Fellowship	National Award/Fellowship academic/bodies associations	10 per Award / 10 per Fellowship
	Award/Fellowship	State / University Award/Fellowship from academic/bodies associations	5 Per Award
III(E)(ii)	Invited lectures / papers presented	International	7 per lecture / 5 per paper presented
		National level	5 per lecture / 3 per paper presented
		State/University level	3 per lecture / 2 per paper presented
The score under this sub-category shall be restricted to 20% of the minimum fixed for Category III for any assessment period			
III(E)(iii)	Development of e-delivery process/material		10 per module

* Wherever relevant, the API score for paper in refereed journal would be augmented as follows: (i) paper with impact factor less than 1 - by 5 points; (ii) papers with impact factor between 1 and 2 by 10 points; (iii) papers with impact factor between 2 and 5 by 15 points; (iv) papers with impact factor between 5 and 10 by 20 points; (v) papers with impact factor above 10 by 25 points. The API for joint publications/books shall be calculated in the following manner: Of the total score for the relevant category of publication by the concerned teacher, the First and Principal/corresponding author /supervisor / mentor of the teacher would share equally 70% of the total points and the remaining 30% would be shared equally by all other authors.

The University shall identify the journals subject-wise through subject expert committees and forward the recommendations to UGC in the format prescribed by UGC for approval of the UGC Standing Committee. The journals approved from this list, by the UGC Standing Committee, shall be included in the “List of Journals” notified by the UGC. The UGC Standing Committee shall give its recommendations within 60 working days of the receipt of the list from the University. The UGC Standing Committee may also, suo-moto, recommend journals for inclusion in the “List of Journals”.

³⁴⁸**Explanatory Notes**

1. The University of Delhi is a Central University, therefore SLET and SET will not be applicable to it. Accordingly, the term ‘NET/SLET/SET’ replaced by ‘NET’.
2. Category – I & Category - II scores shall be calculated and adjusted taking into consideration any leave availed which qualifies for service benefits.

³⁴⁸ Inserted vide E.C.31.12.2016

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- \$1 Under the head Direct Teaching: In appropriate cases and subject to the applicable regulations, considerations may be given to other duly recognized academic work.
- \$2 Under Examination duties: Internal Assessment Evaluation be included.
- \$3 15 per Edited/ Translated book for Single Author
- \$4 10 per Edited/ Translated book for Single Author
- \$5 05 per Edited/ Translated book for Single Author
- \$6 Full Paper in Conference Proceedings.

For Faculty of Music and Fine Arts i.e. for \$3, \$4,\$5 and \$6:

In appropriate cases and subject to the applicable regulations, consideration may be given to other forms of duly recognized research work.

- \$7 20 for PI and 10 for Co-PI/ Co-I
- \$8 15 for PI and 8 for Co-PI/ Co-I
- \$9 10 for PI and 5 for Co-PI/ Co-I

For Faculty of Music and Fine Arts i.e. for \$7, \$8 and \$9:

In appropriate cases and subject to the applicable regulations, consideration may be given to other forms of duly recognized research projects and musical production for duly recognized institutions.

- \$10 For Faculty of Music and Fine Arts for \$10:

In appropriate cases and subject to the applicable regulations, consideration may be given to other forms of duly recognized invited lectures/performances/ music concerts at different levels.

For Department of Physical Education for \$10:

In appropriate cases and subject to the applicable regulations, consideration may be given to other forms of duly recognized assignments in sports.

- \$11 30% weightage allocated by UGC for Assessment of Domain Knowledge & Teaching Skills has been distributed wherein 20% shall be for Teaching skills/ experience and 10% for assessment of Domain Knowledge.

³⁴⁹**ANNEXURE - VI TO ORDINANCE XXIV**

Detailed Guidelines to Calculate API Score (Music Department)

The promotion of teachers who have become eligible for promotion on or after 31-12-2008 shall be governed by the Career Advancement Scheme, 2010

³⁴⁹ Inserted vide E.C.28.05.2015

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

Table VI. a. Minimum Point Norms of the APIS to be applied for the promotion of teachers in University Departments under CAS, 2010:

S.No.	Category	Assistant Professor(From AGPRs. 6000 toRs. 7000)	Assistant Professor(From AGP Rs. 7000 to Rs. 8000)	Assistant Professor to Associate Professor (From AGP Rs. 8000 to Rs. 9000)	Associate Professor to Professor (From AGP Rs. 9000 to Rs. 10,000)
1.	Category I (Teaching Learning etc.)	75/year	75/year	75/year	75/year
2.	Category II (Co-curricular activities etc.)	15/year	15/year	15/year	15/year
3.	Minimum Score Requirement (I+II)*	100/year	100/year	100/year	100/year
4.	Category III (Research activities etc.)	10/year (40/assessment period)	20/year (100/assessment period)	30/year (90/assessment period)	40/year (120/assessment period)
5.	Minimum Score Required (I+II+III)	110/year	120/year	130/year	140/year
6.	Assessment Procedure	Screening committee to verify API score	Screening committee to verify API score	Selection Committee	Selection committee
				Comprehensive assessment by Selection Committee	

*Required 10 points may be achieved either from Category I or Category II.

API Capping/Year

S. No.	Category	Maximum API/Year
1.	Category I (Teaching Learning etc.)	120 points/year (Minimum requirement: 75/Year)
2.	Category II (Co-curricular activities etc.)	50 points/year (Minimum requirement: 15/year)
Consolidated score (I+II) required		100/Year
3.	Category III (Research activities etc.)	No upper capping* (However, following distribution pattern should be followed while calculating the aggregate)

* Category III (Research activities etc.)

Sub category	C Cap as % of API (for 100%)
III (A): Research papers/Publications (Journals & Books).	55%
III (B) Research Projects	20%

III (C) Research Guidance/Undergraduate Dissertations	10%
III (D) Training Courses and conference/seminars etc.	15%

Table VI. b. Scores for Academic Performance Indicator for promotion under CAS, 2010

(Music Department)

CATEGORY I: TEACHING, LEARNING AND EVALUATION RELATED ACTIVITIES

SI. No.	Nature of Activity	Maximum Score
1.	Lectures, seminars, tutorials, practicals, contact hours undertaken taken as percentage of lectures allocated	60
2.	Preparation and Imparting knowledge/ instruction as per curriculum, syllabus enrichment by providing additional resources to students	20
3.	Use of participatory and innovative teaching-learning methodologies; updating of subject content, course improvement etc.	20
4.	Examination duties (Invigilation; question paper setting, evaluation/assessment of answer scripts) as per allotment.	25
	Total score	125
	Minimum API score required	75

Note:

1. While calculating the number of hours allocated, only working days/weeks will be taken in account. For example, if a teacher has been assigned 20 hours of classroom teaching per week in the University/College that teaches for 16 weeks per semester, the teacher would write 320 hours (similarly, there would be 320 hours if her teaching load is same in the second semester) in the row 1A (i). If she has actually taught for 275 hours in that semester, she would claim 275 hours in row 1A(ii). So, in all, she would get credit for $320+275 = 627$ hours for that semester. She would do similar calculation for the second semester and the total would be earned in each row.
2. In most sub categories, the total score of a teacher may exceed the maximum score permitted against the relevant sub-total. In that case, the score of the teacher will be credited the maximum score. For example, a teacher who marks 900 scripts can get credit for 300 hours and may have spent another 40 hours on examination duty. This adds up to 340 hours = 34 points. But he will be awarded the maximum of 20 points in this category.

Table for API Calculation under Category I

Category	Nature of activity	Notes	Unit of assessment
Category I	Teaching, Learning and Evaluation Related Activities		
I (i)	Classroom teaching (including lectures, seminars)	As per allocation	Hours per academic year

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	Classroom teaching (including lectures, seminars) preparation time	Same as actual teaching hours as per attendance register	Hours per academic year
	Tutorials and Practicals	Actuals as per attendance register	Hours per academic year
	Outside classroom interaction with students	Max 0.5 of hours in first row of I (i)	Hours per academic year
	Sub total	Score = hours/10 (max score 100)	
I (ii)	Research Supervision for enriching knowledge (including Master thesis)	Max 1 hour per student per working week	Hours per academic year
	Sub-total	Score = hours/10 (max score = 30)	
I (iii)	Teaching innovation including preparation of innovative course, use of innovative methodologies for teaching including bilingual/multilingual teaching	Evidence to be provided. Scores to be finalized by the screening committee	Outstanding = 10 Very good = 7 Good = 5 Average = 3 Modest = 1
	Preparation of new teaching-learning materials including translation, bridge materials, study pack or similar additional resource for students	Evidence to be provided. Scores to be finalized by the screening committee	Outstanding = 10 Very good = 7 Good = 5 Average = 3 Modest = 1
	Use of anonymous students feedback on the quality of classroom teaching and student's interaction	Proforma and summary feedback to be attached	2 points per course (max 10 points)
I (iv)	Question paper setting. Moderation and related work	Actual hours	Hours per academic year
	Invigilation/supervision and related examination duties	Actual hours	Hours per academic year
	Evaluation/assessment of answer scripts and assignment related to internal assessment, external and re-evaluation	Max 20 minutes per full script	Hours per academic year
	Sub-total	Score = hours/10 (max score = 20)	

Note: Under the last row of I (iii), the teacher is only required to give a proof that he/she administered an anonymous feedback questionnaire wherein the students can give their assessment of the quality of his/her teaching. He/She would be entitled to the points irrespective of the contents of feedback. The comments given by the students may not be used against the teacher in this exercise.

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

Nature of Activity	Maximum Score
Student related co-curricular, extension and field based activities (such as extension work through NSS/NCC and other channels, cultural activities, subject related events, advisement and counselling).	20
Contribution to corporate life and management of the department and institution through participation in academic and administrative committees and responsibilities.	15
Professional development activities (such as participation in seminars, conferences, short term, training courses, talks, lectures, membership of associations, dissemination and general articles, not covered in category III)	15
Total score	50
Minimum API Score Required	15

Table for API Calculation under Category II

Category	Nature of activity	Notes	Unit of assessment
Category II: Co-curricular, extension and professional development related activities			
II (i)	Discipline related co-curricular activities (e.g. field work, study visit, student seminars, events, career counselling etc.)	Evidence to be provided. Scores to be finalized by the screening committee	Outstanding = 10 Very good = 7 Good = 5 Average = 3 Modest = 1
	Other co-curricular activities (Cultural, Sports, NSS, NCC etc.)	Scores to be finalized by the screening committee	Good = 5 Average = 3 Modest = 1
	Extension and dissemination activities (public lectures, talks, seminars, popular writings not covered under III)	Evidence to be provided. Scores to be finalized by the screening committee	Outstanding = 10 Very good = 7 Good = 5 Average = 3 Modest = 1
	Sub-total		
II (ii)	Administrative responsibilities (including Dean, Head, Warden, Resident Tutor, Principal, Chairperson, Convenor, Teacher in-charge or similar duties that require regular office hours for its discharge)	Actual hours spent	Hours per academic year
	Participation in Board of Studies, Academic and Administrative committees	Actual hours spent	Hours per academic year
	Sub-total		Score = hours/10 (Max score = 30)
II (iii)	Overall contribution to the collective corporate life of the	Evidence to be provided. Scores to be finalized by	Outstanding = 10 Very good = 7 Good = 5

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	institution (including 5. 6 and any other contribution)	the screening committee	Average = 3 Modest = 1
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CATEGORY III: RESEARCH AND ACADEMIC CONTRIBUTIONS

Table for API Calculation under Category III

Sl. No.	APIs	Faculties of Engineering/ Agriculture/ Veterinary Medical Sciences/ Science	Faculties of Languages Arts/ Humanities/ Social Sciences/ Library/ Physical Education/ Management	Max. points for University and college teacher position
III A	Research/ Review Papers	Research papers (in related area/subject) published in recognized and reputable journals and periodicals, having ISBN/ ISSN numbers	Research papers (in related area/subject) published in recognized and reputable journals and periodicals, having ISBN/ ISSN numbers	15/ publication
		Conference proceedings (in related area/subject) as full papers, etc. (Abstracts not to be included)	Conference proceedings (in related area/subject) as full papers, etc. (Abstracts not to be included)	10/ publication
	Research Publications (Text/Subject or Reference Books) Cassette/CD/DVD Recordings By reputed/registered music recording companies with Copyright/Logo patent/Contract registered. Etc.	Text/Subject or Reference Books (in related area/subject) published by International/National publishers / State and Central Govt. Publications with an established peer review system and ISBN/ ISSN numbers.	Text or Reference Books (in related area/subject) published by International/National publishers / State and Central Govt. Publications with an established peer review system and ISBN/ ISSN numbers	40/sole author; 30 co-author. Text/ Subject or Reference book author. 40/sole artiste; 30/co-artiste
	Book chapters in book, other than journal articles Track in Cassette/CD/DVD Individual track in CD recorded by registered music recording companies	Chapter in Text/Subject or Reference Books (in related area/subject) published by International/National publishers / State and Central Govt. Publications with an established peer review system and ISBN/ ISSN numbers (Chapter in self-Edited volume should not be considered)	Chapter in Text/Subject or Reference Books (in related area/subject) published by International/National publishers / State and Central Govt. Publications with an established peer review system and ISBN/ ISSN numbers (Chapter in self-Edited volume should not be considered)	10/chapter 10/track
	Text/Subject or Reference Books/ Journals Edited	Text/Subject or Reference Books/ Journals Edited (in related area/subject) and published by International/National publishers / State and Central Govt.	Text/Subject or Reference Books/ Journals (in related area/subject) Edited and published by International/National publishers / State and Central Govt.	20/ Sole editor; 10/co-editors

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		Publications with an established peer review system and ISBN/ ISSN numbers	Publications with an established peer review system and ISBN/ ISSN numbers	
		Books translated (in related area/subject) and published by International/ National publishers / State and Central Govt. Publications with an established peer review system and ISBN/ ISSN numbers	Books translated (in related area/subject) and published by International/National publishers / State and Central Govt. Publications with an established peer review system and ISBN/ ISSN numbers	20/sole translator 10/co-translator
		Chapters (in related area/subject) contributed to edited knowledge based volumes published by International/National publishers / State and Central Govt. Publications with ISBN/ ISSN numbers (Chapter in self-Edited volume should not be considered)	Chapters (in related area/subject) contributed to edited knowledge based volumes published by International/National publishers / State and Central Govt. Publications with ISBN/ ISSN numbers(Chapter in self-Edited volume should not be considered)	10/chapter
		Popular article (in related area/subject) in proceedings/newsletter of learned bodies/ societies or Newspaper article in area of interest.	Popular article (in related area/subject) in proceedings/newsletter of learned bodies/ societies or Newspaper article in area of interest.	10/chapter
III B	Research Project			
III B(i)	Sponsored Projects carried out/ ongoing	Major Projects (as per the UGC project guidelines)	(a) Major Projects (as per the UGC project guidelines)	20/ each Project to PI 10/each to co-PI/joint PI
		Minor Projects (as per the UGC project guidelines)	(a) Minor Projects (as per the UGC project guidelines)	15/ each Project 8/each to co-PI/joint PI
III B(ii)	Consultancy Projects routed to concerned Institutions carried out/ ongoing	Amount mobilized with minimum of Rs.10.00 lakh	Amount mobilized with minimum of Rs.2.00 lakh	10/each
III B(iii)	Completed projects Quality Evaluation	Completed project Report (Acceptance from funding agency)	Completed project report (Accepted by funding agency)	20/each major project and 10/each minor or innovative research project
III B(iv)	Project Outcome/ Output Creative Projects/Musical Production For Dept. of Culture, Govt. of India,	Patent/ Technology transfer/Product/Process	Major Policy document of Govt. Bodies at Central and State level	30/each national level output or patent/ 50/ each for International level

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	Sangeet Natak Cademi, State Academi's like Sahitya Kala Parishad etc.			
III C	Research Guidance			
III C(i)	M.Phil.	Degree awarded only	Degree awarded only	3/each candidate
III C(ii)	Ph.D.	Degree awarded	Degree awarded	10/each candidate
		Thesis submitted	Thesis submitted	7/each candidate
III C(iii)	Undergraduate Research project guidance	Project completed	Project completed	2/year
III D	T Training Courses and Conferences/Seminars/Workshop papers			
IIID(i)	Refresher courses, Methodology, workshop, Training, Teaching- Learning-Evaluation Technology Programmes, Soft Skills development Programmes, Faculty Development Programmes (Max: 30 points)	(1) Not less than two weeks duration	(a) Not less than two weeks duration	20/each
		(2) One week duration	(b) One week duration	10/each
III D(ii)	Papers in Conferences/ Seminars/ Workshop	Presentation of Research paper (Oral/ Poster) in:		
		(a) International conference	(a) International conference	10 each
		(b) National	(b) National	7.5 each
		(c) Regional/ State level	(c) Regional/State level	5 each
III D(iii)	Invited lectures/ special lecture or presentations for conferences/ symposia Music concert/Lec-Dem	(a) International conference	(a) International conference/Presentation Under ICCR/MoEA – Govt. of India./Registered International Organisations.	10/each
		(b) National	(b) National/A.I.R./ Doordarshan/TV channels. Music Concert under Registered Organisations/Govt./Semi govt. Bodies like Sangeet Natak Academi, Zonal Centers, Sahitya Kala Prarishat etc.	5/each

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		(c) Regional/ State level	(c) Regional/State level	3/each
		(d) Local- University/ College level	(d) Local- University/ College level	2/each
III D(iv)	Approval/Selection by Music Audition Board (MAB) of Prasar Bharti (AIR/DD)			20
III D(v)	Empowered Artistes of Indian Council for Cultural Relations (ICCR)			20

** If a paper presented in Conference/Seminar is published in the form of Proceedings, the points would accrue for the publication "III(A)" and not under presentation "III(E-ii)"

The parameters in table of Category-III (Research and Academic Contributions) shall have following capping in relation to the total API score claimed by the candidate.

Sub category	Cap as % of API (for 100%)
III (A): Research papers/ publication (Journals, Books etc.)	55%
III (B) research Projects	20%
III (C) Research Guidance	10%
III (D) Training Courses and conference/seminars etc.	15%

³⁵⁰ **ANNEXURE-VI-A TO ORDINANCE XXIV**

Table VI-A.a. Assessment Criteria and Methodology for University/College Teachers

S.No.	Activity	Grading Criteria
1.	Teaching: (Number of classes taught/total classes assigned)x100% (Classes taught includes sessions on tutorials, lab and other teaching related activities)	80% & above - Good Below 80% but 70% & above-Satisfactory Less than 70% - Not satisfactory
2.	Involvement in the University/College students related activities/research activities: (a) Administrative responsibilities such as Head, Chairperson/ Dean/ Director/ coordinator, Warden etc. (b) Examination and evaluation duties	Good - Involved in at least 3 activities Satisfactory - 1-2 activities Not-satisfactory - Not involved / undertaken any of the activities Note:

³⁵⁰ Inserted vide E.C.01-02.07.2019

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	<p>assigned by the college / university or attending the examination paper evaluation.</p> <p>(c) Student related co-curricular, extension and field based activities such as student clubs, career counselling, study visits, student seminars and other events, cultural, sports, NCC, NSS and community services.</p> <p>(d) Organising seminars/ conferences/ workshops, other college/university activities.</p> <p>(e) Evidence of actively involved in guiding Ph.D students.</p> <p>(f) Conducting minor or major research project sponsored by national or international agencies.</p> <p>(g) At least one single or joint publication in peer- reviewed or UGC list of Journals.</p>	<p>Number of activities can be within or across the broad categories of activities.</p>
<p>Overall Grading:</p> <p>Good: Good in teaching and satisfactory or good in activity at Sl.No.2. Or Satisfactory: Satisfactory in teaching and good or satisfactory in activity at Sl.No.2. Not Satisfactory: If neither good nor satisfactory in overall grading</p> <p>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 as mentioned above shall not be put to any disadvantage for promotion under CAS due to her/his absence from her/his 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.</p>		

Table VI-A.b: 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 sanction letter, utilization and completion certificates issued by the University and acknowledgements for patent filing and approval letters, students' Ph.D. award letter, etc.)

S.N	Academic/Research Activity	Faculty of Sciences/ Engineering/ Agriculture/ Medical / Veterinary Sciences & other related disciplines	Faculty of Languages / Humanities / Arts / Social Sciences / Library /Education /Physical Education / Commerce/ Management & other related disciplines
1.	Research Papers in Refereed/Peer-Reviewed or UGC listed Journals	08 per paper	10 per paper
2.	Publications (other than Research papers)		
	(a) Books authored which are published by ;		
	International publishers	12	12
	National Publishers	10	10
	Chapter in Edited Book	05	05
	Editor of Book by International Publisher	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
	Book	08	08
3.	Creation of ICT mediated Teaching Learning pedagogy and content and development of new and innovative courses and curricula		
	(a) Development of Innovative pedagogy	05	05
	(b) Design of new curricula and courses	02 per curricula/course	02 per curricula/course
	(c) MOOCs		
	Development of complete MOOCs in 4 quadrants (4 credit course)(In case of MOOCs of lesser credits 05 marks/credit)	20	20
	MOOCs (developed in 4 quadrant) per module/lecture	05	05
	Content writer/subject matter expert for each module of MOOCs (at least one quadrant)	02	02
	Course Coordinator for MOOCs (4 credit course)(In case of MOOCs of lesser credits 02 marks/credit)	08	08
	(d) E-Content		
	Development of e-Content in 4 quadrants for a complete course/e-book	12	12
	e-Content (developed in 4 quadrants) per module	05	05
	Contribution to development of e-content module in complete course/paper/e-book (at least one quadrant)	02	02
	Editor of e-content for complete course/ paper /e-book	10	10
4	(a) Research guidance		
	Ph.D.	10 per degree	10 per degree awarded

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		awarded 05 per thesis submitted	05 per thesis submitted
	M.Phil/PG Dissertation	02 per degree awarded	02 per degree awarded
	(b) Research Projects Completed		
	More than 10 lakhs	10	10
	Less than 10 lakhs	05	05
	(c) Research Projects Ongoing :		
	More than 10 lakhs	05	05
	Less than 10 lakhs	02	02
	(d) Consultancy	03	03
5	(a) Patents		
	International	10	10
	National	07	07
	(b) *Policy Document (Submitted to an International body/organisation like UNO/UNESCO/World Bank/International Monetary Fund etc. or Central Government or State Government)		
	International	10	10
	National	07	07
	State	04	04
	(c) Awards/Fellowship		
	International	07	07
	National	05	05
6.	*Invited lectures / Resource Person/ paper presentation in Seminars/ Conferences/full paper in Conference Proceedings (Paper presented in Seminars/Conferences and also published as full paper in Conference Proceedings will be counted only once)		
	International (Abroad)	07	07
	International (within country)	05	05
	National	03	03
	State/University	02	02

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

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

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

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

(b) More than two authors: 70% of total value of publication for the First/Principal/Corresponding author and 30% of total value of publication for each of the joint authors.

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

Note:

- Paper presented if part of edited book or proceeding then it can be claimed only once.

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- For joint supervision of research students, the formula shall be 70% of the total score for Supervisor and Co- supervisor. Supervisor and Co-supervisor, both shall get 7 marks each.
- *For the purpose of calculating research score of the teacher, the combined research score from the categories of 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 VI-A.c. 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
2.	Post-Graduation	80% & Above = 25	60% to less than 80% = 23	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			
6.	Research Publications (2 marks for each research publications published in Refereed/Peer-Reviewed or UGC-listed Journals)	10			
7.	Teaching / Post-Doctoral Experience (2 marks for one year each)#	10			
8.	Awards				
	International / National Level (Awards given by International Organisations/ Government of India / Government of India recognised National Level Bodies)	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.

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Note: Maximum Score shall be as follows:

(A)	(i) M.Phil + Ph.D	Maximum	-	30 Marks
	(ii) JRF/NET	Maximum	-	07 Marks
	(iii) In awards category	Maximum	-	03 Marks
(B)	Academic Score	-		80
	Research Publications	-	10	
	Teaching Experience	-	10	
	<u>Total Score</u>	-		<u>100</u>

Table VI-A.d. Criteria for Short-listing of candidates for Interview for the Post of Assistant Professors in Colleges of the University

S.N.	Academic Record	Score			
1.	Graduation	80% & Above = 21	60% to less than 80% = 19	55% to less than 60% = 16	45% to less than 55% = 10
2.	Post-Graduation	80% & Above = 25	60% to less than 80% = 23	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.	25			
5.	NET with JRF	10			
	NET	08			
6.	Research Publications (2 marks for each research publications published in Peer-Reviewed or UGC-listed Journals)	06			
7.	Teaching / Post-Doctoral Experience (2 marks for one year each)#	10			
8.	Awards				
	International / National Level (Awards given by International Organisations/ Government of India / Government of India recognised National Level Bodies)	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: Maximum Score shall be as follows:

(A)			
(i)	M.Phil + Ph.D	Maximum	- 25 Marks
(ii)	JRF/NET	Maximum	- 10 Marks
(iii)	In awards category	Maximum	- 03 Marks
(B)			
	Academic Score	-	84
	Research Publications	-	06
	Teaching Experience	-	10
	<u>Total Score</u>	-	<u>100</u>

³⁵¹ **ANNEXURE-VII TO ORDINANCE XXIV**

Table VII.a Assessment Criteria and Methodology for Librarians

S.No.	Activity	Grading Criteria
1	<p>Regularity of attending library (calculated in terms of percentage of days attended to the total number of days he/she is expected to attend)</p> <p>While attending in the library, the individual is expected to undertake, inter alia, following items of work:</p> <ul style="list-style-type: none"> • 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 	<p>90% and above – Good</p> <p>Below 90% but 80% and above - Satisfactory</p> <p>Less than 80% - Not satisfactory</p>
2.	<p>Conduct of seminars/workshops related to library activity or on specific books or genre of books.</p>	<p>Good - 1 National level seminar/workshop + 1 State/institution level workshop/Seminar</p> <p>Satisfactory - 1 National level seminar/workshop or 1 state level seminar/workshop + 1 institution level seminar/ workshop or 4 institution seminar / workshop</p> <p>Unsatisfactory – Not falling in above two categories</p>

³⁵¹ Inserted vide E.C.01-02.07.2019

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<p>3.</p>	<p>If library has a computerized database then</p> <p>OR</p> <p>If library does not have a computerized database</p>	<p>Good – 100% of physical books and journals in computerized database.</p> <p>Satisfactory – At least 99% of physical books and journals in computerized database.</p> <p>Unsatisfactory – Not falling under good or satisfactory.</p> <p>OR</p> <p>Good – 100% Catalogue database made up to date</p> <p>Satisfactory- 90% catalogue database made up to date</p> <p>Unsatisfactory - Catalogue database not upto mark.</p> <p>(To be verified in random by the CAS Promotion Committee)</p>
<p>4.</p>	<p>Checking inventory and extent of missing books</p>	<p>Good : Checked inventory and missing book less than 0.5%</p> <p>Satisfactory - Checked inventory and missing book less than 1%</p> <p>Unsatisfactory - Did not check inventory</p> <p>Or</p> <p>Checked inventory and missing books 1% or more.</p>
<p>5.</p>	<p>Digitisation of books database in institution having no computerized database.</p> <p>Promotion of library network.</p> <p>Systems in place for dissemination of information relating to books and other resources.</p> <p>Assistance in college administration and governance related work including work done during admissions, examinations and extracurricular activities.</p> <p>Design and offer short-term courses for users.</p> <p>Publications of at least one research paper in UGC approved journals.</p>	<p>Good : Involved in any two activities</p> <p>Satisfactory : At least one activity</p> <p>Not Satisfactory: Not involved/undertaken any of the activities.</p>
<p>Overall Gradin</p>	<p>Good: Good in Item 1 and satisfactory/good in any two other items including Item 4.</p>	

9	<p>Satisfactory: Satisfactory in Item 1 and satisfactory /good in any other two items including Item 4.</p> <p>Not satisfactory: If neither good nor satisfactory in overall grading.</p>
<p>Note :</p> <p>(1) It is recommended to use ICT technology to monitor the attendance of library staff and compute the criteria of assessment.</p> <p>(2) The Librarian must submit evidence of published paper, participation certificate for refresher or methodology course, successful research guidance from Head of Department of the concerned department, project completion.</p> <p>(3) The system of tracking user grievances and the extent of grievances redressal details may also be made available to the CAS promotion committee.</p>	

³⁵² **ANNEXURE-VIII TO ORDINANCE XXIV**

Table VIII.a. Assessment Criteria and Methodology for Directors of Physical Education and Sports

S. No.	Activity	Grading Criteria
1	Attendance calculated in terms of percentage of days attended to the total number of days he is expected to attend.	<p>90 and above – Good</p> <p>Above 80 but below 90- Satisfactory. Less than 80 - Not satisfactory.</p>
2.	Organizing intra college competition	<p>Good - Intra college competition in more than 5 disciplines.</p> <p>Satisfactory - Intra college competition in 3-5 disciplines.</p> <p>Unsatisfactory - Neither good nor satisfactory.</p>
3.	Institution participating in external Competitions	<p>Good - National level competition in at least one discipline plus State/District level competition in at least 3 disciplines.</p> <p>Satisfactory- State level competition in at least one discipline plus district level competition in at least 3 disciplines.</p> <p>Or District level competition in at least 5 disciplines.</p> <p>Unsatisfactory - Neither good nor satisfactory.</p>
4.	Up-gradation of sports and physical training infrastructure with scientific and technological inputs. Development and maintenance of	<p>Good/ Satisfactory/ Not-Satisfactory to be Assessed by the Promotion committee.</p>

³⁵² Inserted vide E.C.01-02.07.2019

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	playfields and sports and physical Education facilities.	
5.	<p>(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.</p> <p>(ii) Being invited for coaching at state/national level.</p> <p>(iii) Organizing at least three workshops in a year.</p> <p>(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.</p>	<p>Good: Involved in any two activities.</p> <p>Satisfactory: 1 activity</p> <p>Not Satisfactory: Not involved/ undertaken any of the activities.</p>
Overall Grading	<p>Good: Good in Item 1 and satisfactory/good in any two other items.</p> <p>Satisfactory: Satisfactory in Item 1 and satisfactory/good in any other two items.</p> <p>Not Satisfactory: If neither good nor satisfactory in overall grading.</p>	
<p>Note:</p> <p>(i) It is recommended to use ICT technology to monitor the attendance of sports and physical education and compute the criteria of assessment.</p> <p>(ii) The institution must obtain student feedback. The feed-backs must be shared with the concerned Director of Physical and Education and Sports and also the CAS Promotion committee.</p> <p>(iii) The system of tracking user grievances and the extent of grievance redressal details may also be made available to the CAS Promotion Committee.</p>		

Ord. XXV. Alumni Association

Repealed vide E.C. Res.No. 160 dated 27-6-1975.

Ord. XXVI. Method of Election

Repealed vide E.C. Res. No. 160 dated 27-6-1975.

Ord. XXVII. Age of Retirement of Staff

The age of the retirement of the Registrar, Librarian and ³⁵³*Director of Physical Education* shall be the completion of the age of 62 years.

³⁵³ Inserted Vide E.C.06.10.2009

**CHAPTER X
OF SCHOLARSHIPS, FELLOWSHIPS, MEDALS AND PRIZES**

Ord. XXVIII. Scholarships, Fellowships, MEDALS and PRIZES

Scholarships and Fellowships:

ENTRANCE SCHOLARSHIPS (ALL-INDIA SCHEME)

1.

- (1) There shall be the following Entrance Scholarships:
 - (a) Six resident Scholarships each of the value of Rs. 200/- per mensem. These scholars will be required to be resident in a College of the University. The conditions of residence in a College of the University in respect of Scholars who are awarded Scholarships of the value of Rs. 200/- per month could be relaxed as a special case on individual merits of each case provided a request is made in writing indicating the circumstances which prevent the Scholar from being a resident student.
 - (b) Six Scholarships of the value of Rs. 100/- per mensem. The Scholars may reside in a College, if desired.
- (2) Scholarships shall be awarded in order of merit on the result of a Competitive Examination which shall be held in the month of July.
- (3) The Examination shall be open to students who-
 - (i) have passed the Intermediate examination in Arts, Science or Commerce of an Indian University/Board or an examination recognised as equivalent thereto, in the first division obtaining not less than 60% of the aggregate marks in the year in which competitive examination is taken.

Or
 - (ii) have passed any of the under-noted examinations in the year in which the competitive Examination is taken:
 - (a) The senior School Certificate Examination under 10+2 pattern of education of the Central Board of Secondary Education, New Delhi, in the first division, or an examination recognised as equivalent thereto, obtaining not less than 60% of the aggregate marks.
 - (b) The Indian School Certificate Examination under 10+2 pattern of education of the Council for the Indian School Certificate Examination in the first division obtaining not less than 60% of the aggregate marks.

Note: According to the Ordinances no person shall be qualified for admission to the University unless he is 17 (seventeen) years of age before the first day of October of the year in which he/ she seeks admission to the University. Applicants should see that they satisfy this rule:

Provided that the Vice-Chancellor may, on the basis of individual merits, relax the age limit up to a maximum period of one year.

Provided that where a candidate is not qualified for admission to the University on account of under-age in the year in which he/she passed the examination qualifying him/her for admission to the University he/she shall be permitted to take the Scholarship Examination in the year in which he/she is qualified for admission to the University, in case, the candidate has not pursued any regular course of study for B.A. (Hons.) B.Com. (Hons.), B.Sc. (Hons.) etc.. Examination.

(4) Application in the prescribed form for admission to the Examination shall be made to the Controller of Examinations by such date as may be fixed by him each year.

(5) The Examination shall consist of the following papers:

I. Essay, Composition and Precis-writing-One Paper	100 marks
II. General Knowledge-One Paper	100 marks
III. Any two of the following subjects:	100 marks

- (a) English Literature or Hindi Literature or Sanskrit Literature or Urdu Literature or Arabic or Persian or Assamese or Bengali or Gujarati or Kannada or Marathi or Malayalam or Manipuri or Oriya or Punjabi or Sindhi or Telugu or Tamil.
- (b) Indian History or British History
- (c) Economics
- (d) Sociology
- (e) Commerce
- (f) Geography-General and Commercial
- (g) Political Science
- (h) Elements of Psychology or Elements of Logic
- (i) Mathematics
- (j) Physics
- (k) Chemistry
- (l) Biology
- (m) Home Science
- (n) Music.

Note:

- (a) Candidates wishing to join B.Sc. (Hons.) Course must offer any two Science subjects in addition to compulsory papers I & II.
 - (b) Candidates shall have the option to write answers in either English or Hindi medium in the subjects other than English and General Knowledge.
 - (c) The questions set in the subjects will be of a general character and will be wide enough to give candidates a reasonable opportunity of showing both their knowledge in the subjects and the capacity for answering examination questions.
-
- (6) No candidate shall be eligible for a Scholarship unless he/she obtains, in the case of resident Scholarship, at least 65 per cent of total marks in the Examination, and in the case of non-resident Scholarship, at least 60 per cent of the total marks.
 - (7) Scholarship holders will be required to pursue a course of study for an Honours Degree in the University and in the case of resident Scholars to reside in a College.
 - (8) Not more than one resident and one non-resident Scholarship will ordinarily be awarded for one subject of study prescribed for the B.A., B.Sc.; or B.Com. Honours Course but if no candidate qualifies for the award of the Scholarship for any one of these subjects, the Scholarships may be awarded in order of merit to qualified candidates in other subjects.
 - (9) The Entrance Scholarships are tenable from May each year for three years.
 - (10) The first six candidates in order of merit among competitors for resident and non-resident Scholarships, respectively, shall be declared elected.
 - (11) If any of the scholars does not accept, or having accepted ceases at any time within the first year to be a student of the University the Scholarship may be re-awarded to the candidate standing next in order of merit for Scholarships in the same category.
 - (12) Each scholar shall be notified of his selection as soon as the awards have been made; a scholar not notifying the University in writing of his/her acceptance of the Scholarship or not joining a college of the University within one month of the date of the Controller's letter shall forfeit his/her Scholarship.
 - (13) If it should appear at any time to the Academic Council that the progress or conduct of a scholar has not been satisfactory, his scholarship may be