पत्रांक - 02/वि01-97/2018---------- 963 (अनु0)

झारखण्ड सरकार

उच्च एवं तकनीकी शिक्षा विभाग

(उच्च शिक्षा निदेशालय)

योजना भवन, नेपाल हाउस, डोरंडा, रांची – 834002

प्रेषक,

बिन्दु माधव प्रसाद सिंह,
सरकार के संयुक्त सचिव।

सेवा में,

कुलसचिव,
राँची विश्वविद्यालय, राँची,
विनोबा भावे विश्वविद्यालय, हजारीबाग,
सिदो-कान्हु मुर्मू विश्वविद्यालय, दुमका,
नीलाम्बर पीताम्बर विश्वविद्यालय, मेदिनीनगर, पलामू,
कोल्हान विश्वविद्यालय, चाईबासा,
बिनाद बिहारी महतो कोयलांचल विश्वविद्यालय, धनबाद,
डॉ० श्यामा प्रसाद मुखर्जी विश्वविद्यालय, राँची।

रांची, दिनांक - 06/08/2021

विषयः- **महामहिम राज्यपाल-सह-कुलाधिपति महोदय द्वारा अनुमोदित परिनियम "Statutes 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-2021; in pursuance to UGC Regulation 2018."**

महाशय,

उपर्युक्त विषयक "Statutes 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-2021; in pursuance to UGC Regulation 2018." (प्रतिलिपि संलग्न) पर राज्यपाल-सह-कुलाधिपति महोदय ने अनुमोदन प्रदान करने की कृपा की है, जो राज्यपाल सचिवालय के पत्रांक-1254/रा०स० दिनांक-28.07.2021 द्वारा संसूचित है, को आवश्यक कार्यार्थ संलग्न किया जा रहा है।

विश्वासभाजन,

अनुलग्नकः-यथोक्त।

6.8.21

(बिन्दु माधव प्रसाद सिंह)
सरकार के संयुक्त सचिव।

ज्ञापांक-02/वि01-97/2018..... 963 (अनु0) राँची, दिनांक- 06/08/2021

प्रतिलिपिः-नोडल पदाधिकारी, ई-गजट, उच्च एवं तकनीकी शिक्षा विभाग को सूचनार्थ एवं आवश्यक कार्रवाई हेतु प्रेषित।

अनुलग्नकः-यथोक्त।

6.8.21

(बिन्दु माधव प्रसाद सिंह)
सरकार के संयुक्त सचिव।

ज्ञापांक-**02/वि01-97/2018**.....963 (अनु0)..... राँची, दिनांक-.....06/08/2021...../

प्रतिलिपिः-महामहिम राज्यपाल-सह-कुलाधिपति के विशेष कार्य पदाधिकारी(न्या०), झारखण्ड को सूचनार्थ एवं आवश्यक कार्रवाई हेतु प्रेषित।

अनुलग्नकः-यथोक्त।

6.8.21

(बिन्दु माधव प्रसाद सिंह)
सरकार के संयुक्त सचिव।

ज्ञापांक-**02/वि01-97/2018**.....963 (अनु0)..... राँची, दिनांक-.....06/08/2021...../

प्रतिलिपिः- प्रधान सचिव, कार्मिक, प्रशासनिक सुधार तथा राजभाषा विभाग, झारखण्ड, राँची/सचिव, झारखण्ड लोक सेवा आयोग, राँची को सूचनार्थ एवं आवश्यक कार्रवाई हेतु प्रेषित।

अनुलग्नकः-यथोक्त।

6.8.21

(बिन्दु माधव प्रसाद सिंह)
सरकार के संयुक्त सचिव।

ज्ञापांक-**02/वि01-97/2018**.....963 (अनु0)..... राँची, दिनांक-.....06/08/2021...../

प्रतिलिपिः-माननीय विभागीय मंत्री (मुख्यमंत्री), उच्च एवं तकनीकी शिक्षा विभाग, झारखण्ड, राँची के प्रधान आप्त सचिव को सूचनार्थ एवं आवश्यक कार्रवाई हेतु प्रेषित।

अनुलग्नकः-यथोक्त।

6.8.21

(बिन्दु माधव प्रसाद सिंह)
सरकार के संयुक्त सचिव।

HIGHER AND TECHNICAL EDUCATION DEPATRMENT
(HIGHER EDUCATION, JHARKHAND)

NOTIFICATION
06th August, 2021

Statutes 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- 2021; in pursuance to UGC Regulations 2018.

No- 02/वि01-97/2018 (Assented to by the Chancellor and communicated by the Additional Chief Secretary to Hon'ble Governor vide letter no- Misc.(Univ.)-03/2021-1254 Dated- 28.07.2021 and notified by the Department vide letter no- 963 Dated- 06.08.2021

Chapter-1

1. Short title, application, and commencement:

1.1 These Statutes shall be called Statutes 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- 2021; in pursuance to UGC Regulation, 2018.
Provided that in the matter of conflict in the provisions of the Jharkhand State University Act (amended and as adopted), 2000 and these Statutes, the provision of the Act shall supersede the Statutes.

1.2 These Statutes shall come into force from the date of its notification.

1.3 The Minimum Qualifications for appointment, promotion and other service conditions of University and College teachers, Librarians, and Directors of Physical Education and Sports as a measure for the maintenance of standards in higher education shall be as provided in the Annexure to these Statutes.

Preamble:-

The Appointment, promotion and other service matter and pay scales of teachers and equivalent academic staff in universities and colleges shall be subject to the provisions of the implementing scheme of revision of 7th Pay scales as contained in

1. letter of Government of India MHRD letter No. 1-7/2015-U.II (1), dated 2nd November, 2017,
2. MHRD letter No. 1-7/2015-U.II (2), dated 2nd November, 2017,
3. MHRD letter No. Corrigendum F.No.1-7/2015-U.II (1), dated 8th November, 2017,
4. MHRD letter No. Corrigendum F.No.1-7/2015-U.II (2), dated 8th November, 2017,
5. MHRD F.No.23-4/2017 (PS) dated 31th January, 2018,
6. MHRD D.O. No. 9-17/2018-U.II, dated 25th May, 2018,
7. MHRD letter No. 1-1/2017-U.II, dated 11th June, 2018,
8. MHRD letter No. 1-1/2017-U.II, dated 11th June, 2018,
9. MHRD D.O. No. 9-17/2018-U.II, dated 27th June, 2018,
10. MHRD D.O. No. 9-17/2018-U.II, dated 9th July, 2018,
11. MHRD D.O. No. 9-38/2017-U.II, dated 11th July, 2018,

12. F.No.1-1/2018-U.II, dated 26th July, 2018,
13. F.No.1-4/2018-U.II, dated 6th September, 2018,
14. MHRD D.O. No. 9-17/2018-U.II, dated 11th September, 2018,
15. F.No.1-1/2018-U.II , dated 11th September, 2018,
16. UGC letter No. F.No.23-4/2017 (PS), dated 31stJanuary, 2018,
17. MHRD D.O. No. 9-17/2018-U.II, dated 22nd October 2018,
18. MHRD letter No. 1-4/2017-U.II, dated 28th January 2019,
19. MHRD letter No. 1-4/2017-U.II, dated 1st February 2019,
20. MHRD letter No. 1-4/2017-U.II, dated 19th March, 2019,
21. MHRD letter No. 1-4/2018-U.II, dated 30th March, 2019,
22. MHRD letter No. 1-1/2018-U.II, dated 16th April, 2019,
23. MHRD letter No. 1-4/2018-U.II, dated 29th April, 2019,
24. MHRD letter No. 1-4/2017-U.II, dated 28th June, 2019

and keeping in view the

i. Government of Jharkhand's resolution No. 5/विवि-06/2009/1188, dated 20th November, 2010,regarding 6th Pay

ii. Resolution No. 319, dated 07th February, 2019 regarding 7th Pay

iii. Statute in respect of the qualifications of teachers of Universities and Colleges in Jharkhand State, 2017 notified by the department vide letter no.-2330 dated 19th September, 2017 and

iv. Regulation as a part of Statute for appointment of Assistant professors in the Universities of Jharkhand, 2017 notified by the department vide letter no.-2331 dated 19thSeptember, 2017,

v. Letter No. 2426 (GoJ) dated 2nd November, 2016 (Appointment of University officers) and

vi. Other relevant guidelines and notifications issued by UGC as UGC regulation-2010 and amendments thereof from time to time and notifications issued by UGC in the Gazette of India: Extraordinary, Part III-Section 4, dated 18thJuly, 2018 (UGC regulations on Minimum qualifications for appointment of teachers and other academic staff in Universities and Colleges and Measures for the maintenance of standards in Higher Education, 2018), dated 18.7.2018 (in short "UGC Regulations, 2018") and amendments thereof from time to time in this behalf, mentioned that the State Government may take action to adopt all the regulations/ Statutes/Rules of the Government of India's scheme for State Universities and colleges, that was under considerations of State Government.

After considering all the aspects, the state government has decided to implement the UGC Regulation, 2018 and amendments thereof from time to time regarding Promotion, Appointment, revised pay scales and terms and conditions of services as detailed below:

Chapter-2

Definitions- In these Statutes, unless there is anything repugnant in the subject or context:-

i. "Appointing Authority" means Vice-Chancellor of respective University.

ii. "Chairman" means the Chairman of Jharkhand Public service commission.

iii. "Commission" means Jharkhand Public Service Commission (JPSC).

iv. "Department" means Department of Higher, Technical Education and Skill Development, Jharkhand.

v. "Member" means Member of Jharkhand Public Service Commission.

vi. "NET" means National Eligibility Test.

vii. "JET" means Jharkhand Eligibility Test.

viii. "State Government" means the Government of Jharkhand.

ix. "Statutes" mean Statute for 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- 2021; in pursuance to UGC Regulation, 2018.

x. "Teacher" means as defined in Jharkhand State University Act (Adapted and as amended), 2000.

xi. "University Officers" means as defined in Jharkhand State University Act (Adapted and as amended), 2000.

xii. "University" means as defined under the Jharkhand State Universities Act, 2000 (Adapted and as amended).

xiii. "Vice-Chancellor" means The Vice-Chancellor of the University.

xiv. "Promotions" means the promotion from one Academic Level/Grade pay of Lecturer/Senior Lecturer/Lecturer Selection Grade/Assistant Professor/ Reader/Associate Professor/ Professor to another Academic Level/Grade pay of Associate Professor, Professor, and Senior Professor.

Chapter-3

1.0 Coverage:

These Statutes are issued for minimum qualifications for appointment and other service conditions of University / College teachers and cadres of Librarians, Directors of Physical Education and Sports for maintenance of standards in higher education and revision of Pay Scales in accordance with UGC Regulation, 2018.

1.1 Appointment of Teacher:

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

Provided that where no such norms and standards have been laid down by any regulatory authority, UGC Regulations herein shall be applicable till such time as any norms or standards are prescribed by the appropriate regulatory authority. For such norms and standards which involve additional financial burden on State, approval of State Government shall be mandatory.

Provided further that for appointment to the post of Assistant Professor and equivalent positions pertaining to disciplines in which the National Eligibility Test (NET) is conducted by the University Grants Commission (UGC) or Council of Scientific and Industrial Research (CSIR) as the case may be, qualifying in NET shall be an additional requirement.

2.0 Pay Scales, Pay Fixation, and Age of Superannuation

The Pay scale of Assistant Professor/ Associate professor/ Professor/Senior Professor shall be the same as recommended by the University Grant Commission, New Delhi from time to time and accepted by the Government of Jharkhand.

2.1 The date of implementation of the revision of pay in accordance with the 7th pay commission shall be 1st January 2016.

3.0. Recruitment and Qualifications:

3.1 The direct recruitment to the posts of Assistant Professor in Colleges and Assistant Professor, Associate Professor and Professor in the University, shall be on the basis of merit through an all-India advertisement, followed by selection by a duly constituted Selection Committee as per the provisions made under these Statutes.

3.2 The minimum qualifications required for the post of Assistant Professor, Associate Professor, Professor, Principal, Assistant Librarian, Deputy Librarian, Librarian, Director of Knowledge Resource Center, Assistant Director of Physical Education and Sports, Deputy Director of Physical Education and Sports, Director of Physical Education and Sports, and Director of Sports & Physical Education shall be as specified by the UGC in its regulations and accepted by the State Government from time to time.

3.3

I. The National Eligibility Test (NET) shall remain the minimum eligibility for appointment of Assistant Professor and equivalent positions wherever provided in UGC Regulations,2018.*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

1664

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;

b). The Ph.D. thesis has been evaluated by at least two external examiners;

c). An open Ph.D. viva voce of the candidate has been conducted;

d). The candidate has published two research papers from his/her Ph.D. work, out of whichat least one is in a refereed journal; and

e). The candidate has presented at least two papers, based on his/her Ph.D. work inconferences/seminars/sponsored/funded/supported by theUGC/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.

II. The clearing of NET shall not be required for candidates in such disciplines for which NET has not been conducted.

3.4 A minimum of 55% marks (or an equivalent grade in a point-scale, wherever the grading system is followed) at the Master's level shall be the essential qualification for direct recruitment of teachers and other equivalent cadres at any level.
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 grading system is followed) and the relaxation of 5% to the categories mentioned above are permissible, based only on the qualifying marks without including any grace mark procedure.

3.5 A relaxation of 5% shall be provided, (from 55% to 50% of the marks) to the Ph.D. Degree holders, who have obtained their Master's Degree prior to19 September,1991.

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

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

3.8 The Ph.D. Degree shall be a mandatory qualification for appointment and promotion to the post of associate professor.

3.9 The Ph.D. Degree shall be a mandatory qualification for promotion to the post of Assistant Professor (Selection Grade/Academic Level 12) in Universities/Colleges.

3.10 The Ph.D. Degree shall be a mandatory qualification for direct recruitment to the post of Assistant Professor in Universities/Colleges with effect from 01.07.2021.

3.11 The time taken by candidates to acquire M.Phil. and/or Ph.D. Degree shall not be considered as a teaching/research experience to be claimed for appointment to the teaching positions. Further the period of active service spent on pursuing a Research Degree simultaneously with teaching assignment without taking any kind of leave, shall be counted as a 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.

3.12 **Qualifications:**

No person shall be appointed to the post of University and College teacher, Librarian, Director, Knowledge Resource Centre, Director of Physical Education and Sports or Director of Sports & Physical Education, in any university or in any of institutions including constituent or affiliated colleges recognized under clause (f) of Section 2 of the University Grants Commission Act, 1956 or in an institution deemed to be a University under Section 3 of the said Act if such person does not fulfil the requirements as to the qualifications for the appropriate post as provided in the Schedule 1 of UGC Regulations, 2018.

3.13 Selection Committee

The Selection Committee shall be constituted by the Jharkhand Public Service Commission as per the procedure prescribed under Jharkhand State University Act (Adapted and as amended), 2000.

3.14 Reservation

The current reservation policy of the State Government shall strictly be followed as per the roster approved by the relevant department of the Government.

Chapter-4

4.0 Direct Recruitment

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

1. **Assistant Professor:**

Eligibility (A or B):

A.

(i) A Master's degree with 55% marks (or an equivalent grade in a point-scale 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.

(ii) Besides fulfilling the above qualifications, the candidate must have cleared the National Eligibility Test (NET) conducted by the UGC or CSIR, (Provided further that all the results of Jharkhand Eligibility Test (JET) published by Jharkhand Public Service Commission prior to notification of this Statute shall remain valid.) or have been awarded a Ph. D. Degree in accordance with the University Grants Commission (Minimum Standards and Procedure for Award of M.Phil./Ph.D. Degree) Regulations, 2009 or 2016 and their amendments from time to time as the case may be exempted from NET.

Provided the candidates registered for the Ph.D. programme prior to July 11, 2009, shall be governed by the provisions of the then-existing Ordinances / Bye-laws / Regulations of the Institution awarding the degree and 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 fulfilment of the following conditions:

a). The Ph.D. degree of the candidate has been awarded in regular mode;

b). The Ph.D. thesis has been evaluated by at least two external examiners;

c). An open Ph.D. viva voce of the candidate has been conducted;

d). The candidate has published two research papers from his/her Ph.D. work, out of whichat least one is in a refereed journal; and

e). The candidate has presented at least two papers, based on his/her 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.

Note:

NET shall also not be required for such Masters Programmes in disciplines for which NET is not conducted.

OR

B. The Ph.D. degree has been obtained from a foreign university/institution with a ranking among the top 500 in the World University Ranking (at any time) by anyone of the following:

i. Quacquarelli Symonds (QS);

ii. the Times Higher Education (THE) or

iii. the Academic Ranking of World Universities (ARWU) of the ShanghaiJiao Tong University (Shanghai).

2. Associate Professor:

Eligibility:

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

ii) A Master's Degree with at least 55% marks (or an equivalent grade in a point-scale, wherever the grading system is followed); and

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 Appendix II, Table2.

3. Professor(at Academic Level 14 with rationalized entry pay of Rs. 1,44,200/-):-

Eligibility (AorB)

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 Appendix II, Table2.

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

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 he/she has ten years' experience.

4. **Professor in Universities**(At Academic Level 15 with rationalized entry pay of Rs. 1,82,200/-)

Up to 10 percent of the existing sanctioned strength of Professors in the university may be appointed as Professor in the universities, 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 a 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 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 his/her supervision during the last 10 years and interaction with the Selection Committee constituted as per these Rules.

5. College Principal

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; and

iv. A minimum of 110 Research Score as per Appendix II, Table2

B. **Tenure**:

i. A College Principal shall be appointed for a period of five years, extendable for another term of five years on the basis of performance assessment by a Committee appointed by the University, constituted as per these Statutes.

ii. After the completion of his/her term as Principal, the incumbent shall join back his/her parent organization with the designation as Professor and in the grade of Professor.

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

1. **Assistant Professor:**

Eligibility (A or B):

A.

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

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

Provided further, candidates registered for the Ph.D. programme prior to July 11, 2009, shall be governed by the provisions of the then existing Ordinances / Bye-laws / Regulations of the Institutions awarding the degree and such Ph.D. candidates shall be exempted from the requirement of NET for recruitment and appointment of Assistant

1658

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;

b). The Ph.D. thesis has been evaluated by at least two external examiners;

c). An open Ph.D. viva voce of the candidate has been conducted;

d). The candidate has published two research papers from his/her Ph.D. work, out of which at least one is in a refereed journal; and

e). The candidate has presented at least two papers, based on his/her Ph.D. work in conferences/seminars/sponsored/funded/supported by the UGC/ICSSR/CSIR or any similar agency.

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

Note 2:

NET shall also not be required for such Masters Programmes in disciplines for which NET is not conducted. However, Ph.D. degree shall remain the minimum eligibility for appointment of Assistant Professor in such disciplines.

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.

2. 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 years 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; and

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 a Master's degree in the subject concerned, who has:

i. been 'A'-grade artist of AIR/ Doordarshan;

ii. eight years' experience of outstanding performing achievements in the field of specialization;

iii. experience in designing 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.

3. Professor:

Eligibility (A or B):

A.

1. An eminent scholar having a doctoral degree;
2. 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;
3. Minimum of 6 research publications in the peer-reviewed or UGC-listed journals; and
4. Has a total research score of 120, as per Appendix II, Table2.

OR

B.

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

1. Having a Master's degree in the relevant subject;
2. Has been 'A'-grade artist of AIR/ Doordarshan;
3. Has Ten years of outstanding performing achievements in the field of specialization;
4. Has made significant contributions in the field of specializations and ability to guide research;
5. Has participated in National/International Seminars/Conferences/ Workshops/ Concerts and/ or recipient of National/International Awards/Fellowships;
6. Has the ability to explain with logical reasoning the subject concerned; and
7. Has adequate knowledge to teach theory with illustrations in the said discipline.

4.3 Drama Discipline:

1. **Assistant Professor:**

Eligibility (A or B):

A.

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

(ii) Besides fulfilling the above qualifications, the candidate must have cleared the National Eligibility Test (NET) conducted by the UGC, CSIR, or have been awarded a Ph.D. Degree in accordance with the University Grants Commission (Minimum Standards and Procedure for Award of M.Phil./Ph.D. Degree) Regulations, 2009 or 2016 and their amendments from time to time as the case may be. *Provided* further, candidates registered for the Ph.D. programme prior to July 11, 2009, shall be governed by the provisions of the then existing Ordinances / Bye-laws / Regulations of the Institutions awarding the degree and such Ph.D. candidates shall be exempted from the requirement of NET 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;

b. The Ph.D. thesis has been evaluated by at least two external examiners;

c. An open Ph.D. viva voce of the candidate has been conducted;

d. The candidate has published two research papers from his/her Ph.D. work, out of which at least one is in a refereed journal; and

e. The candidate has presented at least two papers, based on his/her Ph.D. work in conferences/seminars, sponsored/funded/supported by the UGC/CSIR/ ICSSR or any similar agency.

Note:

1. *The fulfillment of these conditions is to be certified by the Registrar or the Dean (Academic Affairs) of the University concerned.*
2. NET shall also not be required for such Masters Programmes in disciplines for which NET is not conducted.

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.

2. 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;

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; and

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 recognized artist of Stage/Radio/TV;

ii. Eight years of outstanding performance in the field of specialization;

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.

3. 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 achievements in the field of specialization, with a minimum of 6 research publications in the peer-reviewed or UGC listed journals, and a total research score of 120, as per Appendix II, Table 2.

OR

B.

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

i. Master's degree in a relevant subject;:

ii. Ten years of outstanding performing achievements in the field of specialization;

iii. Made significant contribution in the field of specialization;

iv. Guided research;

v. Participated in National/International Seminars/Conferences/Workshops and/or recipient of National/InternationalAwards/Fellowships:

vi. Ability to explain with logical reasoning the subject concerned;and

vii. Adequate knowledge to teach theory with illustrations in the said discipline.

4.4 Yoga Discipline:

1. Assistant Professor:

Eligibility (A or B):

A.

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

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

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.

1654

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

2. 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); and
iii. A minimum of eight years' experience of teaching and/ or research in an academic/research position equivalent to that of Assistant Professor in a University, College or Accredited Research Institutions/Industry with evidence of published work and a minimum of 7 publications as books and / or research/policy papers in peer-reviewed or UGC listed journals and a total research score of at least Seventy five (75), as per the criteria given in Appendix II, Table2.

3. 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-reviewed or UGC listed journals and a total research score of at least 120 as per the criteria given in Appendix II, Table2.
ii. A minimum of ten years of teaching experience in a University/College and / or experience in research at the university/National level institutions/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.

4.5 QUALIFICATIONS, EXPERIENCE AND OTHER ELIGIBILITY REQUIREMENTS FOR APPOINTMENT OF OCCUPATIONAL THERAPY TEACHERS

1. 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

2. 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 an 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.

3. PROFESSOR:

i)Essential: Master's Degree in Occupational Therapy (M.O.T./M.O.Th./M.Th.O./M.Sc. O.T.) with Ten years of total experience in Occupational Therapy.

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

4. PRINCIPAL / DIRECTOR / DEAN:

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

***Note:**

i)The senior-most Professor in the institution shall be designated as the Principal / Director / Dean.

ii)Desirable: Higher qualifications, like a Ph. D. degree in any discipline of occupational therapy recognized by the UGC and published work of high standard in peer-reviewed or UGC listed journals.

1652

4.6 QUALIFICATIONS, EXPERIENCE AND OTHER ELIGIBILITY REQUIREMENTS FOR APPOINTMENT OF PHYSIOTHERAPY TEACHERS

1. 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 grading system is followed) from a recognized University.

2. 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 of experience as Assistant Professor.

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

3. PROFESSOR:

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

Desirable:

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

4. PRINCIPAL/ DIRECTOR / DEAN:

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

***Note:**

(i). Senior-most Professor shall be designated as the Principal / Director / Dean.

(ii). Desirable: Higher qualification like Ph.D. in any subject of Physiotherapy recognized by the UGC and published work of high standard in peer-reviewed or UGC listed journals.

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

LIBRARIAN AND UNIVERSITY LIBRARIAN (DIRECTOR, KNOWLEDGE RESOURCE CENTER)

1. **University Assistant Librarian/ College** Librarian

   i. A Master's degree in Library Science, Information Science or Documentation Science or an equivalent professional degree, with at least 55% marks (or an equivalent grade in a point-scale, wherever the grading system is followed).

   ii. A consistently good academic record, with knowledge of computerization of a library.

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

   Provided that, the candidates registered for the Ph.D. programme prior to July 11, 2009, shall be governed by the provisions of the then-existing Ordinances / Bye-laws / Regulations of the Institutions awarding the degree and such Ph.D. candidates shall be exempted from the requirement of NET 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;
   b. The Ph.D. thesis has been evaluated by at least two external examiners;
   c. An open Ph.D. viva voce of the candidate has been conducted;
   d. The candidate has published two research papers from his/her Ph.D. work, out of which at least one is in a refereed journal; and
   e. The candidate has presented at least two papers, based on his/her Ph.D. work in conferences/seminars, sponsored/funded/supported by the UGC/CSIR/ICSSR 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.

   Note:

   NET shall also not be required for such Masters Programmes in disciplines for which NET is not conducted.

2. University Deputy Librarian

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

3. University Librarian (Director, Knowledge Resource Center)

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

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

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

Eligibility

(A or B): A.

i) A Master's degree in Physical Education and Sports or Physical Education or Sports Science with 55% marks (or an equivalent grade in a point-scale, wherever the grading system is followed).
ii) Record of having represented the University/ College at the inter-university/intercollegiate competitions or the State and /or National championships.
iii) Besides fulfilling the above qualifications, the candidate must have cleared the National Eligibility Test (NET)

conducted by the UGC/CSIR or have been awarded a Ph.D. Degree in accordance with the University Grants Commission (Minimum Standards and Procedure for Award of M.Phil./Ph.D. Degree) Regulations, 2009 or 2016 and their amendments from time to time as the case may be.

Provided that, the candidates registered for the Ph.D. degree prior to July 11, 2009, shall be governed by the provisions of the then-existing Ordinances / Bye-laws / Regulations of the Institutions awarding the degree and such Ph.D. candidates shall be exempted from the requirement of NET 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;
b. The Ph.D. thesis has been evaluated by at least two external examiners;
c. An open Ph.D. viva voce of the candidate has been conducted;
d. The candidate has published two research papers from his/her Ph.D. work, out of which at least one is in a refereed journal; and
e. The candidate has presented at least two papers, based on his/her Ph.D. work in conferences/seminars, sponsored/funded/supported by the UGC/CSIR/ICSSR or any similar agency.

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

(i) NET shall also not be required for such Masters Programmes in disciplines for which NET is not conducted. However, Ph.D. degree shall remain the minimum eligibility for the appointment in such disciplines.
(ii) Passed the physical fitness test conducted in accordance with these rules.

OR

B.

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

2. 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 atleast55% 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; and
v. Passed the physical fitness test in accordance with these Statutes.

OR

B.

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

3. University Director of Physical Education and Sports

i. A Ph.D. in Physical Education or Physical Education and Sports or Sports Science;

ii. Experience of at least ten years in Physical Education and Sports as University Assistant/Deputy DPES or ten years as College DPES or teaching for ten years in Physical Education and Sports or Sports Science as Assistant/Associate Professor;
iii. Evidence of organizing competitions and coaching camps of at least two weeks' duration; and
iv. Evidence of having produced good performanceof teams/athletes for competitions like state/national/inter-university/combined university, etc.

4. Physical Fitness Test Norms

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

Norms For	Run/ Walk Test	Up-to 30 Years	Up-to 40 Years	Up-to 45 Years	Up-to 50 Years
Men	12 Minutes Run/ Walk Test	1800 metres	1500 metres	1200 metres	800 metres
Women	8 Minutes Run/ Walk Test	1000 metres	800 metres	600 metres	400 metres

Repeal & Saving

All other provisions of existing Statutes that are not dealt under these Statutes shall remain prevail.

Chapter-5

5.0 The selection process:

1. The appointing authority shall send the requisition to the Jharkhand Public Service Commission, Ranchi (JPSC) on the basis of subject wise vacant posts of teachers as per sanctioned strength along with reservation roster (from the relevant department of the Government).
2. The selection process shall be transparent and the Commission shall consider Academic qualifications, experience, and performance in the interview for the selection of the candidates for the post of Assistant Professor / Associate Professor / Professor/Senior Professor. The selection process of all teaching and all other academic staff shall be as per the procedure prescribed in the Jharkhand State University Act (adapted and as amended), 2000.
3. **Scheme of Selection:** The Scheme for selection involves ranking and shortlisting of candidates followed by preparation of rank cum reservation roster for certificate verification and interview. The candidates will be shortlisted in the ratio of 1:6. Marks will be awarded in accordance with criteria provided in these statutes to all candidates based on the certificates

1646

uploaded along with the Application Forms after due verification, to which shall be added the marks awarded in the interview.

a) Stage-I: -After the completion of online registration process, a preliminary merit list will be prepared and published on the concerned website for the candidates' feedback or objection, if any, which thereby will be scrutinized and provisional merit list prepared.

From the provisional merit list which will be published, candidates will be ranked and shortlisted subject-wise (in the ratio of 1:6) based on the information and certificates uploaded during online registration. Thereafter, the rank-cum-reservation roster will be prepared. The provisional ranking will be done on the basis of information provided and documents submitted by the candidates online.

b) Stage-II: -Certificate verification and Interview:

Interview will be conducted by interview Boards to be constituted by the Jharkhand Public Service Commission. At the time of interview, all original certificates in support of reservation, qualifications, experience, etc. will be verified and in case of any discrepancy between the certificates and information provided in the application form, the candidature of the applicant concerned shall be cancelled.

Procedure to be followed:

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

ii. In order to make the system more credible, Jharkhand Public Service Commission (JPSC) may assess the ability for teaching and / or research aptitude through a seminar or lecture in a classroom situation or discussion on the capacity to use the latest technology in teaching and research at the interview stage.

iii. The process of selection of a Professor shall involve the inviting of the application developed by the Jharkhand Public Service Commission, based on the Assessment Criteria and Methodology guidelines set out in these Statutes in Appendix II, Table 1 and 2 and reprints of all significant publications of the candidates.

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

iv. The Commission shall prepare merit list in order of preference furnished by the candidate and on the basis of vacancies and reservation roster and shall send recommendation to the appointing authority.

v. Final merit list shall be prepared from the aggregate marks obtained in both academic and interview stages as per Table 3A & 3B. In the event of total marks obtained from educational qualifications, interview and experience being the same, candidates having higher marks in educational qualification will be placed higher in the final merit list. In the event of candidate having same educational qualifications marks, candidate who is older in age according to the date of birth will be placed higher in the final merit list.

vi. **The teaching experience certificate** and **Countersigning Authority:**

a. the teaching experience certificates have to be uploaded online during the registration itself.

b. The experience of candidates will be considered only up to the last date of submission of online application forms.

c. The experience certificates of candidates who worked/are working in Government /Government Aided / Self-financing Arts & Science colleges should be countersigned by the respective Principal/Director of the College/Institute.

d. The teaching experience certificates of candidates who worked/are working in Universities/Deemed Universities should be signed by the concerned Registrar of the University.

e. The teaching experience obtained in foreign countries shall have to be countersigned by the competent authority of Indian Embassy in that Country.

f. In case of any false certificate, University will initiate criminal action against the erring individual. All experience certificates will be verified by a competent authority during Certificate Verification.

vii. The Commission shall prepare subject wise merit list shall remain valid for a period of one year from the date of its approval. The subject-wise merit list shall consist of twice the number of vacancies, but the Commission shall send in order of merit only one name at a time to the University for appointment against each vacancy.

Provided further that Commission shall recommend name to the University from the merit list in conformity with the reservation roster prepared and sent by the University in accordance with the law relating to reservation in appointment in force in the State.

1649

viii. The procedure for the interview shall be decided by the Commission.

ix. The recommendation of the Commission shall be placed before the Syndicate of the concerned University for approval at its next meeting.

x. After the approval of the syndicate, the University shall issue appointment letters in a transparent manner based on merit, preference, vacancy and roster.

xi. Notwithstanding anything to the contrary contained in these Statutes, if any college/university teacher is appointed in another university on a similar post, they shall be allowed continuity of their service for the purpose of pay and allowances and grant of retirement benefits as admissible

xii. The appointment letter should clearly mention the time period within which the candidate shall join the post. On the request of the candidate, the joining date may be extended up to six months only. If selected candidates fail to join his/her post by due date his/her appointment shall be considered as cancelled.

Note:

SELECTION OF PRO-VICE CHANCELLOR / VICE-CHANCELLOR OF UNIVERSITIES: These shall be governed by the provisions given in Jharkhand State University Act, 2000 (Adapted and as amended)

Repeal & Saving

All other provisions of existing Statutes that are not dealt under these Statutes shall remain prevail.

Chapter – 6

6.0 Promotion:

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

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

arrived at in this manner is less than the first Cell in the new level, then the pay shall be fixed at the first Cell of the new Level.

1.0 Application and Commencement:

1.1. With respect to promotions of teachers of universities and colleges, the Statutes shall be applicable from the date of notification of these Statutes, keeping in view UGC regulation 2010 and the amendments made thereof from time to time, and resolution of Department of Human Resource Development (HRD), Government of Jharkhand (GoJ) vide its letter No-5/बि1-06/2009/1188 dated 20.11.2010 (6th Pay) and the Resolution of Department of Higher, Technical Education & Skill Development, Government of Jharkhand (GoJ) vide its letter No of 319 dated 07.02.2019 (7th Pay).

1.2. Any candidate who becomes eligible for promotion under CAS in terms of these Statutes the promotion of such a candidate shall be governed by the provisions of these Statutes from the date of notification.

2.0 Qualifications:

2.1 No person shall be promoted to a teaching post of the institution including constituent colleges, affiliated colleges including religious and linguistic minority colleges in a subject if he/she does not fulfill the requirement as to qualification for the promotions as laid down by these Statutes.

2.2 Minimum length of service for eligibility to move into the grade of Assistant Professor(Stage-1, Academic level 10) to Assistant Professor (Senior Scale/Academic level 11) would be four years of service with a Ph.D. degree or five years of service with M.Phil/P.G. Degree in professional courses, such as LLM, M.Tech, M. V. Sc. six years of service in case of those without a Ph.D./M.Phil/P.G. Degree in Professional courses and for the eligibility to move into the grade Assistant Professor (Senior Scale/Academic level 11) to Assistant Professor /Selection Grade/Academic level 12) shall be uniformly five years.

2.3 For movement into grades of Associate Professor and above, the minimum eligibility criterion would be Ph.D. Those without Ph.D can go up to the level of Assistant Professor (Selection Grade/Academic level 12).

2.4 Assistant Professor (Selection Grade/Academic level 12) who has completed three years of service will be eligible to be considered for promotion as Associate Professor (Academic level 13A).

2.5 An Associate Professor who has completed three years of service in Academic level 13A will be eligible to be considered for promotion to the post of Professor (Academic level 14).

2.6 A Professor can be promoted to the post of Professor (Academic level 15) after ten years of experience as professor (Academic level 14).

1642

2.7 The teachers serving in the University Departments or in constituent colleges/Affiliated Degree Colleges/religious and Linguistic minority colleges whose VIth Plan of UGC scale of pay has been approved shall be considered for promotion under CAS.

2.8 The Screening Committee for Career Advancement Schemes shall be as per provisions laid down in these Statutes.

2.9 The promotion under the CAS being a personal promotion to a teacher holding a substantive sanctioned post, on his/her superannuation, the said post shall revert back to its original cadre.

2.10 For the promotion Under the CAS, the applicant teacher must be on the roll and in active service of the University /College on the date it falls due by the Screening Committee.

2.11 The eminent experts of the Screening Committee shall be nominated by the Chancellor out of the panel prepared by Directorate, Higher Education, Ranchi.

2.12 The University shall send a general circular twice a year inviting applications for the CAS promotions from the eligible candidates.

2.13 The Registrar of the University shall place a list of eligible candidates giving all the required information about each of them along with all the relevant papers including service and performance appraisal records before Screening Committee.

2.14 The Screening Committee shall screen the eligibility of the applicants/candidates and prepare a list of eligible candidates.

2.15 The Registrar shall, with the approval of the Vice-Chancellor, forward the list of eligible candidates/candidate to Jharkhand Public Service Commission with their applications and all other relevant documents including performance appraisal records.

2.16 The Screening Committee for Career Advancement shall be the same as for Direct Recruitment for each category as per provision of Jharkhand State University Act, 2000.

2.17 The eminent experts of the Screening Committee shall be nominated by the Chancellor out of the panel prepared by Directorate of Higher Education, Govt. of Jharkhand.

2.18 The recommendation of the Jharkhand Public Service Commission shall be placed before the Syndicate for orders. In case of affiliated Colleges including religious and linguistic minority Colleges, the recommendations of Jharkhand Public Service Commission shall be placed before the Governing body for orders. It shall be sent to the University for approval of Syndicate after that.

2.19 The Jharkhand Public Service Commission shall decide and if found suitable recommend within six months from the date of receipt of the list of eligible candidates from the University concerned.

2.20 The candidate who does not succeed in the first assessment, he/she shall have to be re-assessed only after one year. When such a candidate succeeds in the eventual assessment, his/her promotion shall be deemed to be from the date of eventual assessment on which she/he has been held eligible.

2.21 The date of promotion of the teacher shall be the date of his minimum period of eligibility if he is found suitable for the promotion by Screening Committee.

2.22 The requirement for Orientation course and Refresher course for promotions due under the CAS for University/College including deficit grant minority colleges shall not be mandatory upto 31st December, 2018 as per the provision given in Clause 6.3 (VIII) of UGC Regulation 2018.

2.23 It is also provided that hereafter performance Appraisal Records shall be regularly maintained in respect of each teacher according to the procedure and in the form as approved by the Chancellor for the purpose.

TABLE -A

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

SN		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 (State 5/AGP Rs. 10000/-
1.	Research and Academic contribution (Category 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

3.0 Stages of Promotion under the Career Advancement Scheme of Incumbent and newly appointed Assistant Professors /Associate Professors/Professors.

A. The entry-level Assistant Professors (Level 10) shall be eligible for promotion under the Career Advancement Scheme (CAS) through two successive levels (Level 11 and Level 12), provided they are assessed to fulfill the eligibility and performance criteria as laid down in these Statutes.

B. Career Advancement Scheme (CAS) for University/College teachers.

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

Eligibility:

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 :

i. Attended one Orientation course of 21 days duration on teaching methodology ;
ii. Any one of the following: Completed Refresher/Research Methodology Course being conducted by Human Resource Development Centre (HRDC) or Workshop/Syllabus Up-gradation Workshop/Training Teaching – Learning-Evaluation, Technology Programmes/Faculty Development Programmes of at least one week (5 days) duration (These should be done from reputed National/State level institutes/research organization/University or it must be sponsored by UGC/AICTE/CSIR), or taken one MOOCs course (with e-certification) or development of e-contents in four quadrants/MOOCs course during the assessment period ; and
iii. Published one research publication in the peer-viewed journals or UGC-listed journals during the assessment period.

CAS promotion Criteria:

A teacher shall be promoted if;

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

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

Eligibility:

i. Assistant Professors who has completed five years of service in Academic Level 11/Senior Scale.
ii. A Ph.D. Degree in the subject relevant/allied/relevant discipline.
iii. Has done any two of the following in the last five years of Academic Level 11/Senior Scale : Completed a course/programme from amongst the categories of Refresher Courses/Research Methodology being conducted by Human Resource Development Centre (HRDC) or 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)(These should be done from reputed National/State level institutes/research organization/University or it must be sponsored by UGC/AICTE/CSIR), 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 the 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 of at least four of the last five years of the assessment period, (as prescribed in Appendix II, Table I) and;
ii. The promotion is recommended by the Screening-cum-evaluation committee.

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

1) Assistant Professor who has completed three years of service in Academic Level 12/Selection grade.
2) A Ph.D. Degree in the subject concerned/allied/relevant discipline.
3) Any one of the following during the last three years : completed one course/Programme from amongst the categories of Refresher Courses/Research Methodology being conducted by Human Resource Development Centre (HRDC) or 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)(These should be done from reputed National/State level institutes/research organization/University or it must be sponsored by UGC/AICTE/CSIR); or completed one MOOCs course (with e-certification); or

1635

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.

4) 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.
5) Evidence of having guided at least one Ph.D. candidate.

CAS promotion Criteria:

A teacher shall be promoted if;

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

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

Eligibility:

1) An Associate Professor who has completed three years of service in Academic Level 13A.
2) A Ph.D. degree in the subject concerned/allied/relevant discipline.
3) 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.
4) Evidence of having successfully guided doctoral candidate.
5) A minimum of 110 Research Score as per Appendix II, Table 2.

CAS promotion Criteria:

A teacher shall be promoted if;

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

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

A Professor (Academic Level 14) can be promoted to the post of Professor(Academic Level 15) 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 Professor(Academic Level 15) or Professor (Academic Level 14) having at least ten years' of experience. The selection shall be based on the 10 best publications during the last 10 years and interaction with a Selection Committee constituted in accordance with these Statutes.

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 his/her supervision during the assessment period.

4.0 The Screening –cum-Evaluation Committee for CAS promotion of Assistant Professors/equivalent cadres from one level to the higher level shall be governed by the provisions laid down in Jharkhand State University Act, 2000

C. 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, of these Statutes for Colleges/Institutions and Universities, 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.

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

Eligibility:

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

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

CAS Promotion Criteria:

An Assistant Librarian/College Librarian may be promoted if:

i. He/she gets a 'satisfactory' or 'good' grade in the annual performance assessment reports of at least three/four/five out of the last four/five/six years of the assessment period as the case may be as specified in Appendix II, Table 4, and

ii. The promotion is recommended by a screening-cum-evaluation committee.

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

Eligibility:

1) He/she has completed five years of service in that grade.

2) He/she has done any two of the following in the last five years:

(i) Training/Seminar/Workshop/Course on automation and digitalisation,

(ii) Maintenance and other activities as per Appendix II, Table 4 of at least two weeks (ten days) duration (or completed two courses of at least one week (five days) duration in lieu of every single course/programme of at least two weeks (ten days) duration),

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

1. He/she has completed three years of service in that grade.

2. He/she has done any one of the following in the last three years:

i) Training/Seminar/Workshop/Course on automation and digitalization,
ii) Maintenance and related activities as per Appendix II, Table 4 of at least two weeks' (ten days) duration,
iii) Completed two courses of at least one week (five days) duration in lieu of every single course/programme of at least two weeks (ten days) duration),
iv) Taken/developed one 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) He/she gets a 'satisfactory' or 'good' grade in the annual performance assessment reports of at least two out of the last three years of the assessment period, as specified in Appendix II, Table 4; and
ii) The promotion is recommended by a Selection Committee constituted as per these Statutes on the basis of the interview performance.

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

1) He/she has completed three years of service in that grade.
2) He/she has done any one of the following in the last three years:
(i) Training/Seminar/Workshop/Course on automation and digitalization,
(ii) Maintenance and related activities as per Appendix II, Table 4 of at least two weeks' (ten days) duration,
(iii) Completed two courses of at least one week (five days) duration in lieu of every single course/programme of at least two weeks (ten days) duration),
(iv) Taken/developed one 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) He/she gets a 'satisfactory' or 'good' grade in the annual performance assessment reports of at least two out of the last three years of the assessment period, as specified in Appendix II, Table 4; and
ii) The promotion is recommended by a Selection Committee constituted as per these Regulations on the basis of the interview performance.

1639

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

1) He/she has completed three years of service in that grade.

2) He/she has done any one of the following in the last three years:

(i) Training/Seminar/Workshop/Course on automation and digitalization,

(ii) Maintenance and related activities as per Appendix II, Table 4 of at least two weeks' (ten days) duration,

(iii) Completed two courses of at least one week (five days) duration in lieu of every single course/programme of at least two weeks (ten days) duration),

(iv) Taken/developed one 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) He/she gets a 'satisfactory' or 'good' grade in the annual performance assessment reports of at least two out of the last three years of the assessment period, as specified in Appendix II, Table 4; and

ii) The promotion is recommended by a Selection Committee constituted as per these Regulations on the basis of the interview performance.

D. 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 these statutes for Colleges/Institutions and Universities, respectively.

ii) The Deputy Director Physical Education and Sports in Universities shall have two levels i.e. Academic Level 13A and Academic Level 14 while College

Director Physical Education and Sports shall have five levels i.e. Academic Level 10, Academic Level 11, Academic Level 12, Academic Level 13A and Academic Level 14.

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

Eligibility:

i) He/she has completed four years of service with a Ph.D. degree in Physical Education or Physical Education & Sports or Sports Science or five years of service with an M.Phil. degree or six years of service for those without an M.Phil or Ph.D. degree.
ii) He/she has attended one Orientation course of 21 days' duration, and

iii) He/she has done any one of the following:

(a) Completed Refresher / Research Methodology Course/ workshop,

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

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

1) He/she has completed five years of service in that grade.

2) He/she has done any two of the following in the last five years:

(i) Completed one course / programme from among the categories of refresher courses, research methodology workshops,

1632

(ii) Teaching-Learning-Evaluation Technology Programmes / Faculty Development Programmes of at least two weeks (ten days) duration,

(iii) Completed two courses of at least one week(five days) duration in lieu of every single course/programme of at least two weeks (ten days) duration), and

(iv) Taken/developed one MOOCs course in the relevant subject (with e-certification).

CAS Promotion Criteria:

An individual may be promoted if;

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

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

1) He/she has completed three years of service.

2) He/she has done any one of the following during the last three years:

(i) Completed one course / programme from among the categories of Refresher Courses, Research Methodology Workshop,

(ii) Teaching-Learning Evaluation Technology Programmes / Faculty Development Programmes of at least two weeks (ten days) duration (or completed two courses of at least one week (five days) duration in lieu of every single course/programme of at least two weeks (ten days) duration),

(iii) Taken / developed one MOOCs course in relevant subject (with e-certification).

CAS Promotion Criteria:

An individual may be promoted if;

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

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

1) He/she has completed three years of service.

2) He/she has done any one of the following during the 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 the 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/interuniversity/combined university, etc.

5) A Ph.D. in Physical Education or Physical Education and Sports or Sports Science.

CAS Promotion Criteria:

An individual may be promoted if;

i) He/she gets a 'satisfactory' or 'good' grade performance assessment reports of at least two out of the last three years of the assessment period as specified in Appendix II, Table 5, and;

ii) The promotion is recommended by a selection committee constituted as per these Statutes on the basis of the interview performance.

Discretionary award of advance increments for those who enter the profession as Associate Professor or Professor with higher merit, high number of research publications of high quality and experience at the appropriate level, shall be within the competence of the appropriate authority of the University concerned or recruiting institution based on the recommendations of a selection committee while considering the case of individual candidates in the context of the merits of each case, taking into account the pay structure of other teachers in the faculty and other merit- specific factors. Discretionary award of advance increments is not applicable to those entering the profession as Assistant Professor/Assistant Librarian/Assistant Director of Physical Education and Sports and to

1630

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 postdoctoral 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.

Repeal & Saving

All other provisions of existing Statutes that are not dealt under these Statutes shall remain prevail.

Chapter-7

Leave

The following kinds of leave would be admissible to permanent teachers other than the leave already prescribed in existing Statutes:

1. **Casual Leave:**
   a. The total casual leave granted to a teacher shall not exceed eight days in an academic year.
   b. Casual leave cannot be combined with any other kind of leave except special casual leave. However, such casual leave may be combined with holidays including Sundays. Holidays or Sundays falling within the period of casual leave shall not be counted as casual leave.

2. **Earned Leave:**

   a. Earned leave admissible to a teacher shall be:

      1. 1/30th of the actual service, including vacation; *plus*
      2. 1/3rd of the period, if any, during which he/she is required to perform duty during the vacation.
      3. For purposes of computation of the period of actual service, all periods of leave except casual, special casual, and duty leave, shall be excluded.
      4. Earned leave at the credit of a teacher shall not accumulate beyond 300 days. The maximum period of earned leave that may be sanctioned at a time shall not exceed 60 days. Earned leave exceeding 60 days may, however, be sanctioned in the case of higher study, or training, or leave with medical certificate, or when the entire leave, or a portion thereof, is spent outside India.

For removal of doubt, it may be clarified:

1. When a teacher combines vacation with earned leave, the period of vacation shall be reckoned as leave in calculating the maximum amount of leave on average pay which may be included in the particular period of leave.

2. In cases where only a portion of the leave is spent outside India, the grant of leave in excess of 120 days shall be subject to the condition that the portion of the leave spent in India shall not, in the aggregate, exceed 120 days.

3. Encashment of earned leave shall be allowed to members of the teaching staff as applicable to the employees of the Central Government or State Government.

3. Paternity Leave:

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

Repeal & Saving

All other leave provisions of existing Statutes under Jharkhand State Universities (amended as adopted) Act, 2000, that are not dealt under these Statutes shall remain prevail.

Chapter - 8

1. Counting of Past Services for Direct Recruitment:

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:

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 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.

iii. 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.

iv. 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.

v. The previous appointment was not as guest lecturer for any duration.

vi. 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:

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 incumbent was appointed on the recommendation of a duly constituted Selection Committee/Selection Committee constituted as per the rules of the respective university;
c. 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

No distinctions shall be made with reference to the nature of management of the institution where the previous service was rendered (private/local body/Government) while counting the past service under this clause.

2. Period of Probation and Confirmation

a. The minimum period of probation of a teacher shall be one year, extendable by maximum period of one more year in case of unsatisfactory performance.
b. The teacher on probation shall be confirmed at the end of one year, unless extended by another year through a specific order, before the expiry of the first year.
c. Subject to this Clause, it is obligatory on the part of the university/the concerned institution to issue an order of confirmation to the incumbents within 45 days of completion of

1627

the probation period after following the due process of verification of satisfactory performance.

d. The probation and confirmation Rules shall be applicable only at the initial stage of recruitment, issued from time to time by the State Government.
e. All other State Government Rules on probation and confirmation shall be applicable*mutatis mutandis*.

3. Creation and Filling-up of Teaching Posts

Teaching posts in universities, as far as feasible, may be created in a pyramidal order, for instance, for one post of Professor, there shall be two posts of Associate Professors and four posts of Assistant Professor, per department.

4. Appointments on Contract Basis

On the point of Contractual appointment the Resolution Number 516 dated 02.03.2017 issued by the Higher and Technical Education Department or any further direction of the State Government from time to time shall be followed.

5. Teaching Days

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

The above provision is summarized as follows:

	Number of weeks: 6-days a week pattern		Number of weeks: 5-days a week pattern	
Categorisation	University	College	University	College
Teaching and Learning Process	30 (180 days) weeks	30 (180 days) weeks	36 (180 days) weeks	36 (180 days) weeks
Admissions, Examinations, and preparation for Examination	12	10	8	8
Vacations	8	10	6	6

Public Holidays (to increase and adjust teaching days accordingly)	2	2	2	2
Total	52	52	52	52

2 In-lieu of the curtailment of vacation by 2 weeks, the university teachers may be credited with1/3rd of the period of their earned leave. However, colleges may have an option of a total vacation of 10 weeks in a year and no earned leave except when required to work during the vacations for which, as in the case of University teachers, 1/3rd of the period shall be credited as Earned Leave.

6. Workload

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

   Assistant Professor - 16 hours per week

   Associate Professor/Professor - 14 hours per week

2. Professors/ Associate Professors/ Assistant Professors involved in administration/ extension work can devote two hours per week from the teaching and learning hours.

7. Service Agreement and Fixing of Seniority

a) At the time of recruitment in Universities and Colleges, a service agreement should be executed between the University/College and the teacher concerned and a copy thereof shall be deposited with the Registrar/Principal. Such service agreement shall be duly stamped as per the government rates applicable.
b) The self-appraisal methodology, as per Tables 1 to 5 of Appendix II, as per eligibility, shall form part of the service agreement/record.

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

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

9. Research Promotion Grant

The UGC or the respective agency (Central/State Governments) may provide a start-up grant at the level of Rs. 3.0 lakhs in Social Sciences, Humanities and Languages and Rs. 6.0 lakhs in Sciences and Technology to teachers and other non-vocational academic staff to take up research immediately after their appointment.

Repeal & Saving

All other provisions of existing Statutes that are not dealt under these Statutes shall remain prevail.

Chapter - 9

1. Code of Professional Ethics:

I. **Teachers and their Responsibilities:**

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

Teacher should:

i. Adhere to a responsible pattern of conduct and demeanor expected of them by the community;
ii. Manage their private affairs in a manner consistent with the dignity of the profession;
iii. Seek to make professional growth continuous through study and research;
iv. Express free and frank opinion by participation at professional meetings, seminars, conferences, etc., towards the contribution of knowledge;

v. Maintain active membership of professional organizations and strive to improve education and profession through them;
vi. Perform their duties in the form of teaching, tutorials, practical, seminars and research work, conscientiously and with dedication;
vii. Discourage and not indulge in plagiarism and other non-ethical behaviour in teaching and research;
viii. Abide by the Act, Statute and Ordinance of the University and to respect its ideals, vision, mission, cultural practices and tradition;
ix. Co-operate and assist in carrying out the functions relating to the educational responsibilities of the college and the university, such as: assisting in appraising applications for admission, advising and counseling students as well as assisting the conduct of university and college examinations, including supervision, invigilation and evaluation; and
x. Participate in extension, co-curricular and extra-curricular activities, including the community service.

II. Teachers and Students Teachers should:

i. Respect the rights and dignity of the student in expressing his/her opinion;
ii. Deal justly and impartially with students regardless of their religion, cast, gender, political, economic, social and physical characteristics;
iii. Recognise the difference in aptitude and capabilities among students and strive to meet their individual needs;
iv. Encourage students to improve their attainments, develop their personalities and at the same time contribute to community welfare;
v. Inculcate among students scientific temper, spirit of inquiry and ideals of democracy, patriotism, social justice, environmental protection and peace;
vi. Treat students with dignity and not behave in a vindictive manner towards any of them for any reason;
vii. Pay attention to only the attainment of the student in the assessment of merit;
viii. Make themselves available to the students even beyond their class hours and help and guide students without any remuneration or reward;
ix. Aid students to develop an understanding of our national heritage and national goals; and
x. Refrain from inciting students against other students, colleagues' or administration.

III. Teachers and Colleagues Teachers should:

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

IV. Teachers and Authorities Teachers should:

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

V. Teachers and Non-Teaching Staff Teachers should:

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

VI. Teachers and Guardians Teachers should:

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

VII. Teachers and Society Teachers should:

i. Recognize that education is a public service and strive to keep the public informed of the educational programmes which are being provided;
ii. Work to improve education in the community and strengthen the community's moral and intellectual life;
iii. Be aware of social problems and take part in such activities as would be conducive to the progress of society and hence the country as a whole;
iv. Perform the duties of citizenship, participate in community activities and shoulder the responsibilities of public offices;
v. Refrain from taking part in or subscribing to or assisting in any way activities, which tend to promote feeling of hatred or enmity among different communities, religions or linguistic groups but actively work for national integration.

VIII. The Vice-Chancellor/Pro-Vice-chancellor/Rector:

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

a) Provide inspirational and motivational value-based academic and executive leadership to the university through policy formation, operational management, organization of human resources and concern for the environment and sustainability;
b) Conduct himself/herself with transparency, fairness, honesty, highest degree of ethics and decision making that is in the best interest of the university;
c) Act as steward of the university's assets in managing the resources 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 the 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 consideration of caste, creed, religion, race, gender or sex in their professional Endeavour.

IX. College Principal:

College Principal should

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

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

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

a. Adhere to a responsible pattern of conduct and demeanor expected of them by the community;
b. Manage their private affairs in a manner consistent with the dignity of the profession;
c. Discourage and not indulge in plagiarism and other non-ethical behaviour in teaching and research;
d. Participate in extension, co-curricular and extra-curricular activities, including the community service;
e. Refrain from allowing consideration of caste, creed, religion, race, gender or sex in their professional Endeavour.

2. Maintenance of Standards in Higher Education Institutions:

1620

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

I. The process of evaluation for Ph.D. shall be uniform in all the universities in accordance with the respective UGC Regulations and their amendments from time to time, in this regard. The Universities shall adopt these Rules within six months of their notification.

II. There shall be a special provision of supernumerary Ph.D. seats not exceeding 10% of the total seats available in the department, if there is no vacant seats available with the eligible Supervisors in that department, to the in-service teachers for encouraging the faculty members of colleges and universities for getting a Ph.D. degree.

III. In order to encourage research and increase the country's research output, Universities shall accord permission and provide a need-based facility for college teachers to supervise Ph.D./M.Phil. Scholars. Universities shall amend their Statutes and Ordinances accordingly.

IV. All newly-recruited faculty members shall be provided one-time seed money/start up grant/research grant for establishing a basic research/computational facility as per the provisions laid down in these Statutes.

V. The Ph.D. degree shall be made a mandatory requirement for recruitment and promotions in accordance with the provisions laid down in these Statutes.

VI. Research clusters shall be created amongst the universities/colleges/research institutions within the state for sharing research facilities, human resources, skills and infrastructure to ensure optimal utilization of resources and to create synergies among higher education institutions.

VII. An induction programme of one month shall be introduced for all newly-recruited Assistant Professors in the universities /colleges/institutions ideally before the starting of their teaching work, but definitely within one year of the recruitment of the new faculty member. In addition to the Human Resource Development Centers of the UGC, Universities/Institutions with the Pandit Madan Mohan Malviya National Mission on Teachers and Teaching (PMMMNMTT) scheme shall also organize such induction programmes as per their mandate.

VIII. These induction programmes shall be treated at par with the Orientation Programmes already being run by the Human Resource Development Centres of the UGC for the purpose of the CAS requirements. Universities/Colleges/Institutions shall send the faculty members to such programmes in a phased manner so that the teaching work does not suffer.

IX. All short-term and long-duration capacity-building programmes for teachers/faculty ranging from one week to one month as well as seminars, workshops in different pedagogic and discipline-specific areas being conducted by centers such as Schools of Education (SoEs), Teaching Learning Centers (TLCs), Faculty Development Centers (FDCs), Centers for Excellence in Science and Mathematics (CESMEs), Centers for Academic Leadership and Education Management (CALEMs) under the PMMMNMTT scheme shall be taken into consideration for fulfillment of the requirements as laid down in Career Advancement Scheme of these Regulations.

3. Allowances and Benefits:

1. **Other allowances and benefits**:

   In the light of departmental resolution Number -319 dated 07.02.2019 and the MHRD letters No.F.1-4/2017-U.I dated 28.01.2019 &01.02.2019 and the provisions of the Department of Expenditure's OM No.1/1/2016-E-III(A) dated 26.07.2017read with Department of Expenditure's Resolution dated 06.07.2017 and letter No. 1-7/2015-U.1(1) dated 02.11.2017 and letter No.1-7/2015-U.I(2) dated 02.11. 2017 the State government has decided to give the Medical, HRA and Transport allowances to teachers and officers of the Universities and colleges as per State Government employees.

2. **Pension, Gratuity, ex-gratia compensation** etc. as per section 71 of Jharkhand State University Act (amended as per adapted), 2000 shall also be applicable to teachers and Library and Physical Education and Sports Cadres of State Universities and Colleges including affiliated and constituent Colleges as the case may be.
3. **Medical Benefits:** All medical benefits for teachers and Library and Physical Education Cadres, shall be as applicable to the State Government employees. Further, the Teachers and Library and Physical Education Cadres may be placed under State Government Health Scheme or any other such scheme of the State Government as the case may be, for State Universities/Colleges respectively.

4. APPENDICES

1. Appendix I Fitment Tables for fixation of pay of the existing incumbents, who were in position as on 01.01.2016, in various categories of posts indicated in the tables (MHRD Notification MHRD letters No. Corrigendum F.No.1-7/2015-U.II(1) dated 08.11.2017.
2. Appendix II Assessment Criteria and Methodology

Table 1 to 3 - For University and College Teachers

Table 4 - For Assistant Librarian, Deputy Librarian, Librarian etc.

Table 5 - For Assistant Director/Deputy Director/Director Physical Education and Sports etc.

Chapter-10

1. (a) Revised 7th Pay for teachers and equivalent positions:

(i) Pay Fixation Method

The revised pay structure for different categories of teachers and equivalent positions is based on the following:

a. The formula followed by the 7th CPC is followed in the academic pay structure, moving from the concept of Pay Band and Academic Grade Pay to that of Academic Levels and Cells.
b. The first academic level (corresponding to AGP of Rs. 6000) is numbered as academic level 10. Similarly, the other academic levels are 11, 12, 13A, 14 and 15.
c. Each cell in an academic level is at 3% higher than the previous cell in that level.
d. The index of Rationalization (IOR) is 2.67 for present AGP less than Rs. 10,000 and 2.72 for the AGP of Rs. 10,000 and above.
e. The entry pay for each level is as follows:

Level	Academic Grade Pay (Rs)	Entry Pay (Rs.)
10	6,000	21,600
11	7,000	25,790
12	8,000	29,900
13A	9,000	49,200
14	10,000	53,000
15	-	67,000

f) The Pay matrix based on the above propositions on Academic levels, Cells and Entry Pay is at Annexure-I

g) For fixation of pay of an employee in the Pay Matrix as on 1st January, 2016, the existing pay (Pay in the Pay Band plus Academic Grade pay) in the pre-revised structure as on 31st December, 2015 shall be multiplied by a factor of 2.57. The figure so arrived at is to be located

in the Academic Level corresponding to employee's Pay Band and Academic Grade Pay in the new Pay Matrix. If a cell identical with the figure so arrived at is available in the appropriate Academic Level, that Cell shall be the revised pay; otherwise the next higher cell in that Academic Level shall be the revised pay of the employee. If the figure arrived at in this manner is less than the first cell in that Academic Level, then the pay shall be fixed at the first cell of that Academic Level.

If a situation arises whenever more than two stages are bunched together, one additional increment equal to 3 percent may be given for every two stages bunched, and pay fixed in the subsequent cell in the pay matrix.

(ii) **Revised pay for Teaching in Universities and Colleges.**

Existing Pay (As per HRD, Jharkhand Resolution No. 1188 dt. 20.11.2010)	**Revised Pay**
Assistant Professor (at Rs. 6000 AGP in PB Rs. 15,600-39,100)	Assistant Professor (at Academic Level 10 with rationalized entry pay of Rs. 57,700/-
Assistant Professor at Rs. 7000 AGP in PB Rs. 15,600-39,100) With Ph.D. Degree after 04 years, with M.Phil. Degree after 05 years, without Ph.D. or M.Phil Degree after 06 years will be promoted to AGP 7000 subject to other conditions as laid down by UGC.	Assistant Professor (at Academic Level 11 with rationalized entry pay of Rs. 68,900/-)
Assistant Professor (at Rs. 8000 AGP in PB Rs. 15,600-39,100) after completion of 05 years as Assistant Professor in AGP 7000 will be promoted to AGP 8000 subject to fulfillment of other conditions laid down by UGC.	Assistant Professor (at Academic Level 12 with rationalized entry pay of Rs. 79,800/-)
Associate Professor (at Rs. 9000 AGP in PB Rs. 37,400-67,000)	Associate Professor (at Academic Level 13A with rationalized entry pay of Rs. 1,31,400/-)
Professor (at Rs. 10000 AGP in PB Rs. 37,400-67,000)	Professor (at Academic Level 14 with rationalized entry pay of Rs. 1,44,200/-)

Professor (At Rs. 12,000 AGP in PB Rs. 37,400- 67,000) After completion of 10 years of service in AGP of 10,000/- subject to other conditions laid down by UGC. Only 10% of post of Professor in this AGP.)	Professor (At Academic Level 15 with rationalized entry pay of Rs. 1,82,200/-

(iii) **Revised pay for Librarians in Universities and Colleges**

Existing Pay (As per HRD, Jharkhand Resolution No. 1188 dt. 20.11.2010)	**Revised Pay**
Assistant Librarian/College Librarian (at Rs. 6,000 AGP in PB Rs. 15,600-39,000)	As Assistant Librarian/College Librarian (at Academic Level 10 with rationalized entry pay of Rs. 57,700/-)
Assistant Librarian (Sr. Scale)/College Librarian (Sr. Scale) (atRs. 7,000 AGP in PB Rs. 15,600-39,000). Assistant Librarian (Sr. Scale)/College Librarian (Sr. Scale) having Ph.D. Degree, having M.Phil Degree and having no Ph.D./M.Phil Degree will be promoted to AGP 7000 after 04 year 05 years and 06 years respectively.	Assistant Librarian (Sr. Scale)/College Librarian (Sr. Scale) (at Academic Level 11 with rationalized entry pay of Rs. 68,900/-)
Deputy Librarian/Assistant Librarian (Selection Grade)/College Librarian (Selection Grade) (atRs. 8,000 AGP in PB Rs. 15,600-39,000). After completion of 05 years of service in AGP 7000.	Deputy Librarian/Assistant Librarian (Selection Grade)/College Librarian (Selection Grade) (at Academic Level 12 with rationalized entry pay of Rs. 79,800/-)
Deputy Librarian/Assistant Librarian	Deputy Librarian/Assistant Librarian

1615

(Selection Grade)/College Librarian (Selection Grade) On completion of 03 years of service in Scale 15600-39100 to be replaced in Pay Band of 37400-67000 with AGP Rs. 9000 subject to fulfilling the conditions as laid down by UGC.	(Selection Grade)/College Librarian (Selection Grade) (at Academic Level 13A with rationalized entry pay of Rs. 1,31,400/-)
University Librarian (at Rs. 10000 AGP in PB Rs. 37,400-67,000)	University Librarian (at Academic Level 14 with rationalized entry pay of Rs. 1,44,200/-)

(iv) **Revised pay for Director of Physical Education in Universities and Colleges**

Existing Pay (As per HRD, Jharkhand Resolution No. 1188 dt. 20.11.2010)	**Revised Pay**
Assistant Director of Physical Education /College Director of Physical Education (at Rs. 6000 AGP in PB Rs. 15,600-39,100/-)	Assistant Director of Physical Education /College Director of Physical Education at Academic Level 10 with rationalized entry pay of Rs. 57,700/-)
ssistant Director of Physical Education (Senior Scale)/College Director of Physical Education (Senior Scale) Assistant Director with Ph.D. Degree (Physical Education) after 04 years, Assistant Director with M.Phil. Degree (Physical Education) after 05 years and Assistant Director without Ph.D. or M. Phil. Degree after 06 years will be promoted to AGP level 7000 subject to conditions laid down by UGC.	Assistant Director of Physical Education (Senior Scale)/ College Director of Physical Education (Senior Scale) (at Academic Level 11 with rationalized entry pay of Rs. 68,900/-)
Deputy Director of Physical Education /Assistant Director of Physical Education (Selection Grade)/College Director of Physical Education (at Rs. 8000 AGP in PB Rs. 15,600-39,100).	Deputy Director of Physical Education /Assistant Director of Physical Education (Selection Grade)/College Director of Physical Education (at Academic Level 12 with rationalized entry pay of Rs. 79,800/-)
Deputy Director of Physical Education/College Director, Physical Education and Assistant Director, Physical Education (SG) (at Rs. 9000	Deputy Director of Physical Education/College Director of Physical Education/Assistant

AGP in PB Rs. 15600-39100). Conditions as stipulated for Deputy Librarian for Rs. 9000 AGP)	Director, Physical Education (SG) (at Academic Level 13A with rationalized entry pay of Rs. 1,31,400/-)
University Director of Physical Education (at Rs. 10000 AGP in PB Rs. 37,400-67,000)	University Director of Physical Education at Academic Level 14 with rationalized entry pay of Rs. 1,44,200/-)

(b) Revised pay of Pro-Vice Chancellor and Vice-Chancellor of Universities

(i) Pro-Vice Chancellor: The pay of the Pro Vice-Chancellor of a University, presently at existing AGP of Rs.10,000 in PB Rs.37,400-67,000/ HAG scale, shall be fixed at Academic Level 14/ Academic Level 15, as the case may be, with the existing special allowance of Rs. 4000/- per month.

(ii) Vice-Chancellor: The pay of the Vice-Chancellor shall be fixed at Rs.2, 10,000/- (fixed) (Figures obtained by using the IOR of 2.81 on 75,000/- and rounding off the figures to nearest five thousand), with the existing special allowance of Rs. 5000/- per month.

(c) Revised pay of Principals in Colleges

The pay of Principals in Under Graduate and Post Graduate Colleges shall be:

The pay of Principals shall be equivalent to the pay of Associate Professor i.e. Academic Level 13A with rationalized entry pay of Rs. 1,31,400/-, with the existing special allowance of Rs. 2000/- per month.

Note: (i) The existing pay scale of person appointed as Principal shall be protected.

(ii) Principals would continue to have lien in their main academic post where they would continue to get notional promotions while they are functioning as principals. After completion of their tenure as principals, they would go back to their academic post and draw salary due in such respective academic posts, and would not continue to have the Principals' pay;

(d) Date of Implementation

The date of implementation of the above revised pay shall be 1st January, 2016.

(e) Increment

(i) The annual increment is given in the Pay Matrix at 3%, with each cell being higher by 3% over the previous cell in the same level, rounded off to

(1613

nearest100. The annual increments to each employee would move up in the same academic level, with an employee moving from the existing cell in the academic level to the immediate next cell in the same academic level.

(ii) There shall be two dates for grant of increment namely, 1st January and 1stJuly of every year, instead of existing date of 1st July, provided that an employee shall be entitled to only one annual increment on either one of these two dates depending on the date of appointment, promotion or grant of financial up-gradation.

(f) Promotion

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

On promotion, he would be given a notional increment in his existing Academic Level of Pay, by moving him to the next higher cell at that level. The pay shown in this cell would now be located in the new Academic level corresponding to the post to which he has been promoted. If a cell identical with that pay is available in the new level, that cell shall be the new pay; otherwise the next higher cell in that level shall be the new pay of the employee. If the pay arrived at in this manner is less than the first cell in the new level, then the pay shall be fixed at the first cell-of that level.

(g) Other allowances and benefits In the light of departmental resolution Number -319 dated 07.02.2019 and the MHRD letters No.F.1-4/2017-U.I dated 28.01.2019 &01.02.2019 and the provisions of the Department of Expenditure's OM No.1/1/2016-E-III(A) dated 26.07.2017read with Department of Expenditure's Resolution dated 06.07.2017 and letter No. 1-7/2015-U.1(1) dated 02.11.2017 and letter No.1-7/2015-U.I(2) dated 02.11. 2017 the State government has decided to give the Medical, House Rent Allowance and Transport allowances to teachers and officers of the Universities and colleges as per State Government employees.

(h) Pay matrix for Registrar/Finance Officer/Controller of Examination and other subordinate cadre (Deputy Registrar/Assistant Registrar/Deputy Controller of Examination/Assistant Controller of Examination/Deputy Finance Officer and Assistant Finance Officer etc.):-

Post	Existing Pay (As per HRD, Jharkhand Resolution No. 1188 dt. 20.11.2010)	GP	Revised Pay
Registrar	37400-67000	10,000	(Academic level 14 with rationalized entry pay of Rs. 1,44,200/-)

1612

Deputy Registrar	15600-39100	7600 8700	(Academic level 12 with rationalized entry pay of Rs. 78,800/-and after completion of 5 years academic level 13 A with rationalized entry pay of Rs. 1,18,500)
Assistant Registrar At entry level Grade Pay will be 5400 and after 8 years of service Grade Pay will be 6600	15600-39100	5400 6600	(Academic level 10 with rationalized entry pay of Rs. 56,100/- and after completion of 8 years academic level 11 with rationalized entry pay of Rs. 67,700)
Finance Officer	37400-67000	10,000	(Academic level 14 with rationalized entry pay of Rs. 1,44,200/-)
Deputy Finance Officer	15600-39100	7600 8700	(Academic level 12 with rationalized entry pay of Rs. 78,800/-and after completion of 5 years academic level 13 A with rationalized entry pay of Rs. 1,18,500))
Assistant Finance Officer At entry level Grade Pay will be 5400 and after 8 years of service Grade Pay will be 6600	15600-39100	5400 6600	(Academic level 10 with rationalized entry pay of Rs. 56,100/- and after completion of 8 years academic level 11 with rationalized entry pay of Rs. 67,700)
Controller of Examination	37400-67000	10,000	(Academic level 14 with rationalized entry pay of Rs. 1,44,200/-)
Deputy Controller of Examination	15600-39100	7600 8700	(Academic level 12 with rationalized entry pay of Rs. 78,800/-and after completion of 5 years academic level 13 A with rationalized entry pay of Rs. 1,18,500))
Assistant Controller of Examination At entry level Grade Pay will be 5400 and after 8 years of service Grade Pay will be 6600	15600-39100	5400 6600	(Academic level 10 with rationalized entry pay of Rs. 56,100/- and after completion of 8 years academic level 11 with rationalized entry pay of Rs. 67,700)

2. Registrar/ Finance Officer/ Controller of Examination:

(16)

(i) Registrar/ Finance Officer/ Controller of Examination, presently in the Pay Band of Rs.37,400-67,000/- with Grade Pay of Rs.10,000/-, shall be placed at Level 14 with Rationalized Entry Pay of Rs.1,44,200/- as per 7th CPC Pay Matrix given at Annexure-I and pay of these officers shall be fixed at the appropriate cell in the Pay Matrix in accordance with the guidelines issued by the Ministry of Finance, based on the recommendation of 7th Central Pay Commission (CPC).

(ii) The posts of Registrar/ Finance Officer/ Controller of Examination shall continue to be filled through direct recruitment as per the existing criteria. (iii) |The existing minimum qualification for direct recruitment to the post of Registrar/ Finance Officer/ Controller of Examination shall continue. Consequent to this Ministry's order No.1-7/2015-U.II(1) dated 2nd November, 2017, the minimum qualification for direct recruitment of Registrar/ Finance Officer/ Controller of Examination shall be as follows:

a. Master's Degree with at least 55% of the marks or an equivalent grade in a point scale wherever grading system is followed

b. At-least 15 years of experience as Assistant Professor in the Academic Level 11 and above or with 8 years of service in the Academic Level 12 and above including as Associate Professor along with experience in educational administration or

c. Comparable experience in research establishment and/ or other Institutions of higher education.

d. 15 years of administrative experience, of which 8 years shall be as Deputy Registrar or an equivalent post.

(iii) The age of superannuation, as at present, shall continue to be 60 (sixty) years for Registrar/ Finance Officer/ Controller of Examination.

3. Deputy Registrar' Deputy Finance Officer' Deputy Controller of Examination

i. On appointment as Deputy Registrar/ Deputy Finance Officer/ Deputy Controller of Examination, presently in the Pay Band of Rs.15,600-39,100/- with Grade Pay of Rs.7,600/-, pay shall be fixed at Level 12 with Rationalised Entry Pay of Rs.78,800/- as per 7th CPC Pay Matrix given at Annexure-I.

After completion of 5 years of service as Deputy Registrar or equivalent, the Deputy Registrar/ Deputy Finance Officer/ Deputy Controller of Examination shall be placed at Level 13 A with Rationalised Entry Pay of Rs.1,18,500/- as per The Pay Matrix given at Annexure-| and pay of these officers shall be fixed at the appropriate cell in the Pay Matrix in accordance with the guidelines issued by the Ministry of Finance, based on the recommendation of 7th Central Pay Commission.

(ii) The pay of all incumbent Deputy Registrar/ Deputy Finance Officer/ Deputy Controller of Examination, who are presently in Pay Band of Rs.15,600- 39,100/- with Grade Pay of Rs.7,600/-, shall be fixed at the appropriate cell in Level 12 of the Pay Matrix in accordance with the guidelines issued by the Ministry of Finance, based on the recommendation of 7th Central Pay Commission, as the case may be. The pay of

1610

all those who have completed 5 years of service as Deputy Registrar/ Deputy Finance Officer/ Deputy Controller of Examination and are presently in pre-revised pay scale of Rs.37,400-67 ,000/- with Grade Pay of Rs.8,700/-, shall be fixed at the appropriate cell in Level 13 of the Pay Matrix in accordance with the guidelines issued by the Ministry of Finance, based on the recommendation of 7th Central Pay Commission, as the case may be.

(iii) The existing minimum qualification for direct recruitment to the post of Deputy Registrar/ Deputy Finance Officer/ Deputy Controller of Examination shall continue. Consequent to this Ministry's order No.1-7/2015-U.1I(1) dated 2nd November, 2017, the minimum qualification for direct recruitment of Registrar/ Finance Officer/ Controller of Examination shall be as follows:

i. Master's Degree with at least 55% of the marks or an equivalent grade in a point scale wherever grading system is followed.

ii. Nine years of experience as Assistant Professor in the Academic Level 10 and above with experience in educational administration, or

iii. Comparable experience in research establishment and/ or other institutions of higher education, or

iv. 5 years of administrative experience as Assistant Registrar or in equivalent post.

iv. Teachers appointed to the post of Deputy Registrar/ Deputy Finance Officer/ Deputy Controller of Examination shall be entitled to appropriate Level for these categories of posts and shall not retain Academic Level of the teaching post held.

v. Seventy five percent of the posts of Deputy Registrar/ Deputy Finance Officer/ Deputy Controller of Examination, as the case may be, shall be filled by direct recruitment, as at present.

vi. There shall be no change in the designation of Deputy Registrar/ Deputy Finance Officer/ Deputy Controller of Examination on movement to higher level from Level 12 to Level 13A.

vii. Twenty five percent of the posts of Deputy Registrar/ Deputy Finance Officer/ Deputy Controller of Examination shall be filled by promotion from among eligible Assistant Registrar/ Assistant Finance Officer/ Assistant Controller of Examination, as the case may be.

viii. The age of superannuation, as at present, shall continue to be 60 (sixty) years for Deputy Registrar/ Deputy Finance Officer/ Deputy Controller of Examination.

4. Assistant Registrar/ Assistant Finance Officer/ Assistant Controller of Examination

1609

(i) Assistant Registrar/ Assistant Finance Officer/ Assistant Controller of Examination, presently in the Pay Band of Rs.15,600-39,100/- with Grade Pay of Rs.5,400/-, shall be placed at Level 10 with Rationalised Entry Pay of Rs.56,100/- as per 7th CPC Pay Matrix given at Annexure-I and pay of these officers shall be fixed at the appropriate cell in the Pay Matrix in accordance with the guidelines issued by the Ministry of Finance, based on the recommendation of 7th Central Pay Commission.

(ii) The existing minimum qualifications for direct recruitment for the post of Assistant Registrar/ Assistant Finance Officer/ Assistant Controller of Examination, which are Master's Degree with at least 55% of the marks or an equivalent grade in a point scale wherever grading system is followed, shall continue to be in force.

(iii) All direct recruitment to the posts of Assistant Registrar and equivalent posts shall be made as per existing procedure.

(iv) The existing pattern of 50% of the posts at this level being filled through promotion from the lower grades shall continue. The minimum educational qualifications mentioned above shall not apply in the case of promotion.

(v) Assistant Registrar and equivalent posts shal! be eligible for the higher Level 11 after 8-years of service provided, as currently required, they have participated in two training programmes on Education Administration, each of approximately four weeks duration and their performance appraisal reports are as per the benchmark scores/ grades in UGC regulations/ guidelines. The higher Level 11 shall be restricted, as at present, in the case of promotion to senior scale of these posts, to 50% of the total strength of Assistant Registrars or equivalent grades, as the case may be.

(vi) The age of superannuation, as at present, shall continue to be 60 (sixty) years for Assistant Registrar/ Assistant Finance Officer/ Assistant Controller of Examination.

5. Applicability of the Scheme:

a. (i) This Scheme shall be applicable to teachers and other equivalent academic staff in all the Universities of Jharkhand and Colleges there-under. The implementation of the revised scales shall be subject to the acceptance of all the conditions mentioned in this letter as well as Regulations to be framed by UGC and amendments thereof in this behalf. Universities implementing this Scheme shall be advised by UGC to amend their relevant statutes and ordinances in line with the UGC Regulations within three months from the date of issue of this letter.

(ii) This Scheme does not extend to the Accompanists, Coaches, Tutors and Demonstrators. Pay of the said categories of employees shall be fixed in the appropriate relative Level to their existing Pay in each University/Institution corresponding to such fixation in respect of Central Government employees as approved by the Central Government on the basis of the recommendations of 7th Central Pay Commission.

11608

(iii) This Scheme may be extended to Universities, Colleges and other higher educational institutions coming under the purview of State Legislatures, to adopt and implement the Scheme subject to the following terms and conditions.

a. Financial assistance from the Central Government to State Government opting to revise the pay scales of teachers and other equivalent cadre covered under the Scheme shall be limited, by way of reimbursement, to the extent of 50% (fifty percent) of the additional expenditure involved in the implementation of the pay revision, for the Universities, College and other Higher Educational Institutions funded by the State Government.
b. The State Government opting for revision of pay shall meet the remaining 50 % (fifty percent) of the additional expenditure from its own sources.
c. The proposal for reimbursement on account of pay revision in State funded Universities, College and other Higher Educational Institutions shall be submitted in the prescribed format by the State Government. The State bills preferred by the State Government for reimbursement during 2017-18 and 2018-19 would be met to the extent of 50% of additional financial impact during these two years. There would be no central assistance thereafter. Since financial year 2017-18 has already gone the entire amount of arrears will be paid in financial year 2018-19 and reimbursement of 50% of the arrears will be claimed to Central Government after notification of these Statutes in the official Gazette.

Central Government will provide financial assistance to State Government opting to revise the pay scales of teachers and other equivalent cadre covered under the Scheme limited, by way of reimbursement, to the extent of 50% (fifty percent) of the additional expenditure involved in the implementation of the pay revision for the universities, colleges and other higher educational institutions funded by the State Government for the period from 01.01.2016.to 31.03.2019.

d. Financial assistance referred to in sub-clause (a) above shall be provided for the period from 01.01.2016 to 31.03.2019.
e. The entire liability on account of revision of pay scales etc. of University and College teachers shall be taken over by the State Government opting for revision of pay scales with effect from 01.04.2019.
f. Financial assistance from the Central Government shall be restricted to revision of pay scales in respect of only those posts which were in existence and had been filled up as on 01.01.2016.
g. State Government, taking into consideration other local conditions, may also decide in their discretion, to introduce pay higher than those mentioned in this Scheme, and shall give effect to the revised bands/scales of pay from 01.01.2016; however, in such cases, the details of modifications proposed shall be furnished to the Central Government and Central assistance shall be restricted to the Pay as approved by the

1607

Central Government and not to any higher pay fixed by the State Government.

h. Payment of Central assistance for implanting this Scheme is also subject to the condition that the entire Scheme of revision of pay scales, together with all the conditions to be laid down by the UGC by way of Regulations and other guidelines shall be implemented by State Government and Universities and Colleges coming under their jurisdiction as a composite scheme without any modification except in regard to the date of implementation and pay scales mentioned herein above.

(iv) In case of any anomaly in salary or pay scale table of 7th pay the decision taken in departmental resolution number- 319 dated 07.02.2019 shall be final.

6. Date of implementation of revised pay and allowance and payment of arrears:-

(i) The revised pay and revised rates of Dearness Allowance under this Scheme shall be effected from 01.01.2016.

(ii) An undertaking shall be taken from every beneficiary under this Scheme to the effect that any excess payment made on account of incorrect fixation of pay in the revised Pay Level or grant of inappropriate Pay Level and Pay Cell or any other excess payment made shall be adjusted against the future payments due to otherwise to the beneficiary.

(iii) The revised pay in the relevant Level and Cell together with the applicable allowances including arrears of salary as mentioned above shall be applicable from the date 01.01.2016. And the applicable allowance shall be paid to all eligible beneficiaries under this scheme from 01.04.2018 (the date from which the allowances of 7th pay has been implemented to the employees of State Government).

The Scheme is subject to the guidelines issued by the Ministry of Finance (Department of Expenditure) vide OM No. 1/1/2016-E.III(A) dated 13th January, 2017.

7. "मानव संसाधन विकास मंत्रालय, भारत सरकार, नई दिल्ली के पत्रांक- 1-7/2015-U.II (1), दिनांक 02.11.2017, पत्रांक-1-7/2015- U.II (2),दिनांक – 02.11.2017, संशोधनपत्रांक-F.No. 1-7 /2015 –U. II (2), दिनांक 08.11.2017,D.O.No. 9-11 /2018 –U.II, दिनांक 23.03.2018,D.O.No. 9-17/2018 –U.II, दिनांक 25.05.2018,D.O.No. 9-17 /2018 –U.II, दिनांक 27.06.2018,UGC से प्राप्त पत्रांक - F.No. 23-4 /2017 (PS), दिनांक 31.01.2018 के अनुरूप राज्य के विश्वविद्यालयों एवं अंगीकृत

1606

महाविद्यालयों (घाटानुदानित अल्पसंख्यक महाविद्यालयों के वैसे शिक्षक, जो वित्त सहित पद पर कार्यरत हैं सहित) के शिक्षकों एवं पदाधिकारियों को 7thCPC के अंतर्गत सातवाँ पुनरीक्षित वेतनमान दिनांक – 01.01.2016 से प्रदान किया जायेगा। "

Appendix I

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

Pay Matrix

Pay Band (Rs.)	15,600-39,100			37,400-67,000		67,000-79,000
Grade Pay (Rs.)	6,000	7,000	8,000	9,000	10,000	0
Index of Rationalization	2.67	2.67	2.67	2.67	2.72	2.72
Entry Pay (Rs.)	21,600	25,790	29,900	49,200	53,000	67,000
Academic Level	10	11	12	13A	14	15
Rationalized Entry Pay (Rs.)	57,700	68,900	79,800	1,31,400	1,44,200	1,82,200
1						
2	59,400	71,000	82,200	1,35,300	1,48,500	1,87,700
3	61,200	73,100	84,700	1,39,400	1,53,000	1,93,300
4	63,000	75,300	87,200	1,43,600	1,57,600	1,99,100
5	64,900	77,600	89,800	1,47,900	1,62,300	2,05,100
6	66,800	79,900	92,500	1,52,300	1,67,200	2,11,300
7	68,800	82,300	95,300	1,56,900	1,72,200	2,17,600
8	70,900	84,800	98,200	1,61,600	1,77,400	2,24,100
9	73,000	87,300	1,01,100	1,66,400	1,82,700	
10	75,200	89,900	1,04,100	1,71,400	1,88,200	
11	77,500	92,600	1,07,200	1,76,500	1,93,800	
12	79,800	95,400	1,10,400	1,81,800	1,99,600	
13	82,200	98,300	1,13,700	1,87,300	2,05,600	
14	84,700	1,01,200	1,17,100	1,92,900	2,11,800	

1605

15	87,200	1,04,200	1,20,600	1,98,700	2,18,200	
16	89,800	1,07,300	1,24,200	2,04,700		
17	92,500	1,10,500	1,27,900	2,10,800		
18	95,300	1,13,800	1,31,700	2,17,100		
19	98,200	1,17,200	1,35,700			
20	1,01,100	1,20,700	1,39,800			
21	1,04,100	1,24,300	1,44,000			
22	1,07,200	1,28,000	1,48,300			
23	1,10,400	1,31,800	1,52,700			
24	1,13,700	1,35,800	1,57,300			
25	1,17,100	1,39,900	1,62,000			
26	1,20,600	1,44,100	1,66,900			
27	1,24,200	1,48,400	1,71,900			
28	1,27,900	1,52,900	1,77,100			
29	1,31,700	1,57,500	1,82,400			
30	1,35,700	1,62,200	1,87,900			
31	1,39,800	1,67,100	1,93,500			
32	1,44,000	1,72,100	1,99,300			
33	1,48,300	1,77,300	2,05,300			
34	1,52,700	1,82,600	2,11,500			
35	1,57,300	1,88,100				
36	1,62,000	1,93,700				
37	1,66,900	1,99,500				
38	1,71,900	2,05,500				
39	1,77,100					
40	1,82,400					

1604

Appendix II

Table 1

Assessment Criteria and Methodology for University/College Teachers

S. No.	Activity	Grading Criteria
1.	Teaching: (Number of classes taught/total classes assigned)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/ Co- ordinator, Warden, etc. b. Examination and evaluation duties assigned by the college / university or attending the examination paper evaluation. c. Student related co-curricular, extension and field based activities such as student clubs, career counselling, study visits, student seminars and other events, cultural, sports, NCC, NSS and community services. d. Organising seminars/ conferences/ workshops, other college/university activities. e. Evidence of actively involved in guiding Ph.D. students. f.Conducting minor or major research project sponsored by national or international agencies. g. At least one single or joint publication in peer- reviewedor UGC list of Journals.	Good - Involved in at least 3 activities Satisfactory - 1-2 activities Not-satisfactory - Not involved/ undertaken any of the activities. **Note:** Number of activities can be within or across the broad categories of activities

11603

Table 2

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

(Assessment must be based on evidence produced by the teacher such as: copy of publications, project 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	Faculty of Languages /Humanities / Arts /Social Sciences/ Library/Education/Physical education/Commerce / Management & other related disciplines
1.	**Research Papers in Peer-Reviewed or UGC listed Journals**	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**		

1602

	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 quadrants) 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 the 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 awarded 05 per thesis submitted	10 per degree awarded 05 per thesis submitted
	M.Phil./P.G 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 - 5Points
ii. Paper with impact factor lessthan1 - 10 Points
iii. Paper with impact factor between 1and 2 - 15 Points
iv. Paper with impact factor between 2and 5 - 20Points
v. Paper with impact factor between 5and 10 - 25Points
vi. Paper with impact factor>10 - 30 Points

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

b) More than two authors: 70% of the total value of publication for the First/Principal/Corresponding author and 30% of the 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.

1599

- 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 a minimum of three categories out of six categories.

Table: 3 A

Criteria for Short-listing of Candidates for Interview for the Post of Assistant Professors in Universities

S.N.	Academic Record	Score			
1.	**Graduation**	80% & Above = 15	60% to less than 80% = 13	55% to less than 60% = 10	45% to less than 55% = 05
2.	**Post Graduation**	80% & Above = 25	60% to less than 80% = 23	55% (50% in case of SC/ST/OBC (non-creamy layer)/PWD) to less than60% = 20	
3.	**M.Phil.**	60% and above = 07	55% to less than 60% = 05		
4.	**Ph.D.**	30			
5.	**NET with JRF**	07			
	NET	05			
	JET	03			
6.	**Research Publications (2 marks for each research publication published in Peer-Reviewed or UGC- listed Journals)**	10			

11598

7.	**Teaching/Post Doctoral Experience (2 marks for one year each)#**	10
8.	**Awards**	
	International/ National Level (Award given by International Organizations/ Government of India/ Government of India recognized National Level Bodies)	03
	State Level (Awards given by State Government)	02

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

Note:		
A)	(i) M.Phil + Ph.D :	Maximum - 30 Marks
	(ii) JRF/NET/JET :	Marks Maximum - 07 Marks
	(iii) In awards category:	Maximum - 03 Marks

B. After the Screening of the applications, the Jharkhand Public Service Commission, Ranchi may call 3 times more number of candidates for each post for the interview.

C) Academic Score	- 80
Research Publications	- 10
Teaching Experience	- 10
TOTAL	**- 100**

1597

D) The Maximum marks of interview shall be 20.

Total = 120 Marks

(Final merit list shall be prepared from the aggregate marks obtained in both academic and interview stages)

Table 4

Assessment Criteria and Methodology for Librarians

Sr. No.	Activity	Grading Criteria
1.	Regularity of attending library (calculated in terms of percentage of days attended to the total number of days he/she is expected to attend) While attending in the library, the individual is expected to undertake, inter alia, the following items of work: • Library Resource and Organization and maintenance of books, journals and reports. • Provision of Library reader services such as literature retrieval services to researchers and analysis of report. • Assistance towards updating institutional website.	90% and above – Good Below 90% but 80% and above – Satisfactory Less than 80% - Not satisfactory
2.	Conduct of seminars/workshops related to library activity or on specific books or genre of books.	Good – 1 National level seminar/workshop 1 State/institution level workshop/Seminar Satisfactory - 1 National level seminar/ workshop or

11596

		1 State level seminar/ workshop 1 institution level seminar/ workshop or 4 institution seminar / workshop Unsatisfactory – Not falling in above two categories
3.	If library has a computerized database then OR If library does not have a computerized database	Good – 100% of physical books and journals in computerized database. Satisfactory – At least 99% of physical books and journals in computerized database. Unsatisfactory – Not falling under good or satisfactory. OR Good – 100% Catalogue database made up to date Satisfactory- 90% catalogue database made up to date Unsatisfactory - Catalogue database not up to mark. (To be verified in random by the CAS Promotion Committee)
4.	Checking inventory and extent of missing books	Good : Checked inventory and missing book less than 0.5% Satisfactory - Checked inventory and missing book less than 1% Unsatisfactory - Did not check inventory Or Checked inventory and missing books 1% or more.
5.	i) Digitisation of books database in institution having no computerized database. (ii) Promotion of library network.	Good : Involved in any two activities Satisfactory : At least one activity Not Satisfactory: Not involved/ undertaken any of the activities.

	iii) Systems in place for dissemination of information relating to books and other resources. iv) Assistance in college administration and governance related work including work done during admissions, examinations and extracurricular activities. v) Design and offer short-term courses for users. vi) Publications of at least one research paper in UGC approved journals.	

Overall Grading:

Good: Good in Item 1 and satisfactory/good in any two other items including Item 4.

Satisfactory: Satisfactory in Item 1 and satisfactory /good in any other two items including Item 4. Not satisfactory: If neither good nor satisfactory in overall grading.

Note:

1. It is recommended to use ICT technology to monitor the attendance of library staff and compute the criteria of assessment.
2. The Librarian must submit evidence of published paper, participation certificate for refresher or methodology course, successful research guidance from Head of Department of the concerned department, project completion
3. The system of tracking user grievances and the extent of grievances redressal details may also be made available to the CAS promotion committee.

Table 5

Assessment Criteria and Methodology for Directors of Physical Education and Sports

Sr. No.	Activity	Grading Criteria
1.	Attendance calculated in terms of percentage of days attended to the total number of days he is expected to attend.	90 and above - Good Above 80 but below 90- Satisfactory. Less than 80 - Not satisfactory.

1594

2.	Organizing intra college competition	Good - Intra college competition in more than 5 disciplines. Satisfactory - Intra college competition in 3-5 disciplines. Unsatisfactory – neither good nor satisfactory
3.	Institution participating in external competitio ns	Good - National level competition in at least one discipline plus State/District level competition in at least 3 disciplines. Satisfactory- State level competition in at least one discipline plus district level competition in at least 3 disciplines. Or District level competition in at least 5 Disciplines Unsatisfactory – neither good nor satisfactory
4.	Up-gradation of sports and physical training infrastructure with scientific and Technological inputs. Development and maintenance of playfields and sports and physical Education facilities.	Good/Satisfactory/Not-Satisfactory to be assessed by the Promotion committee.

1593

5	i. At least one student of the institution participating in national/ state/ university (for college levels only) teams. Organizing state/national/inter university/inter college level competition. ii. Being invited for coaching at state/national level. iii. Organizing at least three workshops in a year. iv. Publications of at least one research paper in UGC approved journal. Assistance in college administration and governance related work including work done during admissions, examinations and extracurricular college activities.	Good: Involved in any two activities. Satisfactory: 1 activity Not Satisfactory: Not involved/ undertaken any of the activities.
Overall Grading	Good: Good in Item 1 and satisfactory/good in any two other items. Satisfactory: Satisfactory in Item 1 and satisfactory/good in any other two items. Not Satisfactory: If neither good nor satisfactory in overall grading.	

Note:

1. It is recommended to use ICT technology to monitor the attendance of sports and physical education and compute the criteria of assessment.
2. 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.
3. The system of tracking user grievances and the extent of grievance redressal details may also

be made available to the CAS Promotion Committee.

1592

Appendix III

TABLE – A

Minimum API requirement for the promotion of teachers under CAS in University/Colleges)

S.No.		Assistant Professor (Stage1/ AGP Rs. 6000 to Stage 2/ AGP Rs. 7000)	Assistant Professor (Stage2/ AGP Rs. 7000 to Stage 3/ AGP Rs. 8000)	Assistant Professor (Stage3/ AGP Rs. 8000) to Associate Professor (Stage 4/ AGP Rs. 9000)	Associate Professor (Stage4/ AGP Rs. 9000) to Professor (Stage 5/ AGP Rs. 10000)
1.	Research and Academic Contributio n (Category III)	40/ assessme nt period	100/ assessment period	90/ assessme nt period	120/ assessment period
2.	Expert assessment System	Screening Committee	Screening Committee	Selection Committee	Selection Committee

TABLE – C

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

S.No.		Assistant Librarian (Stage1/ AGP Rs. 6000 to Stage 2/ AGP Rs. 7000)	Assistant Librarian (Stage2/ AGP Rs. 7000 to Stage 3/ AGP Rs. 8000)	Assistant Librarian (Selectio n Grade/ Deputy Librarian) (Stage3/ AGP Rs. 8000) to Deputy Librarian (Stage 4/	Deputy Librarian (Stage4/ AGP Rs. 9000) to Deputy Librarian (Stage 5/ AGP Rs. 10000)

1591

				AGP Rs. 9000)	
1.	Research and Academic Contribution (Category 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

TABLE – E

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

S.No.		**Assistant Director (Stage1/ AGP Rs. 6000 to Stage 2/ AGP Rs. 7000)**	**Assistant Director (Stage2/ AGP Rs. 7000) to Assistant Director (Selection Grade/ Deputy Director) (Stage 3/ AGP Rs. 8000)**	**Assistant Director (Selection Grade/ Deputy Director) (Stage3/ AGP Rs. 8000) to Deputy Director (Stage 4/ AGP Rs. 9000)**	**Deputy Director (Stage4/ AGP Rs. 9000) to Deputy Director (Stage 5/ AGP Rs. 10000)**
1.	Research and Academic Contribution	40/ assessment period	100/ assessment period	90/ assessment period	120/ assessment period

	(Category III)				
2.	Expert assessment System	Screening Committee	Screening Committee	Selection Committee	Selection Committee

Appendix-IV

AGREEMENT

THIS AGREEMENT made this_____day of_____two thousand nineteen between

Dr./Shri/Smt/Kum_____Assistant Professor/Associate Professor/

Professor/Assistant Librarian/Deputy Librarian/Librarian/Assistant Director, Physical Education and Sports/Deputy Director, Physical Education and Sports/Director , Physical Education and Sports/ Principal of College/University. Established by hereinafter referred to as "the Employee" (which expression shall unless the context does not so admit include his/her heirs, executors and administrators of the One Part and College/University hereinafter referred to as "the said College/University" of the other part.

WHEREAS the Employee has been working as a Assistant Professor/Associate Professor/ Professor/Assistant Librarian/Deputy Librarian/Librarian/Assistant Director, Physical Education and Sports/Deputy Director, Physical Education and Sports/Director, Physical Education and Sports/ Principal of the said college/University from the day of.....

AND WHEREAS the Government of Jharkhand has by Government Resolution, Higher and Technical Education Department, being No. (hereinafter referred to as "the said Resolution: a copy whereof is annexed hereto) sanctioned as a scheme for revision of the pay-scales of the University and College teachers and other measures for improving standards in Higher Education.

AND WHEREAS accordingly the said College/University has agreed to revise the pay scale of the Employee on the

Employee agreeing to accept and duly comply with the terms and conditions laid down by the Government of Jharkhand by the said resolution which the Employee has agreed to do.

1589

Now this Agreement witness and it is hereby agreed and decided by and between the Parties hereto as follows:-

1. Agree, accept and duly comply with the terms and conditions specified in the said Government Resolution;
2. Agree to have these conditions, inserted in the contract of his appointment which he has already executed or which he may have to execute hereafter;
3. Agree that in the event of his failure to abide by these conditions he shall cease to derive benefits of revised pay scales.

In witness where of Dr./Shri/Smt/Kum_____the employee above named has hereto set his/her hand and seal of University has been unto affixed.

Members of the Managing Committee/Governing Body of have set their respective hands the day and year first here in above written.

Signed and Delivered by

Dr./Shri/Smt/Kum_____the Employee above named in the presence of

1._____OR

Signed and delivered by

1._____

2._____

2._____

5. Elc. the present Members_____of the Managing Committee/Governing body of__

In the presence of----------

1._____2._____

PROFORMA FOR FIXATION OF PAY

Name of the College/Institution:_____

Name of the teacher: Dr./Shri/Smt. _____

Sr. No.	**Description**	**Relevant Information**
1.	Designation of the post in which pay is to be fixed as on January 1, 2016or on_____(latter date)	
2.	Status (Substantive/officiating)	
3.	Pre-revised Pay Band and Academic Grade Pay or Scale	
4.	Existing Emoluments as on 01.01.2016 (as per pre-revised scale)	
	a. Basic Pay (Pay in applicable Pay Band plus applicable Academic Grade Pay or Basic Pay)	
	b. Dearness Allowance	
	c. Existing emoluments (a b)	
5.	Basic Pay (Pay in applicable Pay Band plus applicable Academic Grade Pay or Basic Pay) in the pre-revised structure as on January 1, 2016	
6.	Applicable Level in Pay Matrix corresponding to Pay Band and Grade Pay or Scale shown at Sr. No. 3	
7.	Amount arrived at by multiplying basic pay as at Sr. No. 5 by 2.57	
8.	Applicable Cell in the Level either equal to or just above the Amount at Sr. No. 7	
9.	Revised Basic Pay (as per Sr. No. 8)	
10.	Stepped up pay with reference to the revised pay of Junior, if applicable. Name and pay of the junior also to be indicated distinctly.	
11.	Revised pay with reference to the Substantive Pay in case where the pay fixed in the officiating post is lower than the pay fixed in the substantive post, if applicable.	

12.	Personal Pay, if any	
13.	Date of next increment and pay after grant of increment	

Date of Increment **Pay after increment in applicable Level of Pay Matrix**

14. Any other relevant information:

Date:
of Institution Place:

Signature & Designation of Head

By order and in the name of the Governor,

6.8.21

(Bindu Madhav Prasad Singh)
Joint Secretary,
Higher and Technical Education Department
(Higher Education)