

# Maharshi Panini Sanskrit Evam Vedic Vishwavidyalaya, Ujjain

## ORDINANCE NO. 15

### QUALIFICATIONS AND CONDITIONS OF APPOINTMENT OF TEACHERS OF THE UNIVERSITY TEACHING DEPARTMENTS

#### ( Refer Section 35(o) of the Act.)

(For the purpose of this Ordinance, the Act means Maharshi Panini Sanskrit Evam Vedic Vishwavidyalaya Adhiniyam 2006 (15 of 2008))

1. The appointments to teaching posts shall be made according to section 32 of the Act.
2. The qualifications of teachers for direct recruitment, in the University Teaching Departments/Institutes or Colleges maintained by the University shall be the same as prescribed by University Grants Commission, New Delhi and as approved by the state government from time to time.

As on 11.07.2009, the qualifications for humanities, social science, science, commerce, education, physical education, foreign languages and law are as follows :

#### A. Professor :

An eminent scholar with published work of high quality, actively engaged in research, with 10 years of experience in postgraduate teaching, and/or experience in research at the University/National Level institutions, including experience of guiding research at doctoral level.

Or

An outstanding scholar with established reputation who has made significant contribution to knowledge.

#### B. Reader :

Good academic record with doctoral degree or equivalent published work. In addition to these, candidates who join from outside the University system, shall also possess at least 55% of the marks or an equivalent grade of B in the 7 point scale with letter grades O, A, B, C, D, E and F at the Masters degree level.

Five year experience of teaching and/or research excluding the period spent for obtaining the research degrees and has made some mark in the areas of scholarship as evidenced by quality of publications, contribution to educational innovation, design of new courses and curricula.

#### C. Lecturer :

Good academic record with at least 55% of the marks or, an equivalent grade of B in the 7 point scale with letter grades O, A, B, C, D, E and F at the Masters degree level, in the relevant subject from an Indian University or, an equivalent degree form a foreign University.

NET/SLET shall remain the minimum eligibility condition for recruitment and appointment of Lecturers in Universities/Colleges/Institutions.

Provided, however, that candidates, who are or have been awarded Ph.D. degree in accordance of the “University Grants Commission ( minimum standards and procedure for award of Ph.D. degree), Regulation 2009” shall be exempted from the requirement of the minimum eligibility condition of NET/SLET for recruitment and appointment of Assistant Professor or equivalent positions in Universities/Colleges/Institutions.

Notes :

- (1) A relaxation of 5% may be provided from 55% to 50% of the marks at the Masters level for the SC/ST category.
  - (2) A relaxation of 5% may be provided from 55% to 50% of the marks to the Ph.D. degree holders who have passed their Masters degree prior to 19<sup>th</sup> September, 1991.
  - (3) B in the 7 point scale with letter grade O, A, B, C, D, E and F shall be regarded as equivalent of 55% or above wherever the grading system is followed.
  - (4) The following posts are equivalent posts:-
    - (i) Reader and Associate Professor
    - (ii) Lecturer and Assistant Professor
  - (5) The minimum qualification in technical and professional subjects shall be the same as those prescribed by the relevant body of the government of India of which permission is necessary to run that technical/professional course.
3. Every teacher of the University paid by the University shall be appointed on the scale of pay prescribed for the category by the state government from time to time.
  4. The conditions of service of teachers of the University paid by the University shall be those embodied in the agreement of service as laid down in the appendix-I and every teacher shall sign the agreement before he enters upon his duties or as soon as possible there after.
  5. Subject to other conditions laid down in the agreement of service a person appointed as a permanent teacher of the University paid by the University shall be entitled to be in service of the University until he completes the age of sixty two.
 

Provided further that it will be open to the University to re-employ a superannuated teacher according to the guidelines framed or to be framed by the University Grants Commission and as approved by the state government.
  6. The teacher shall be appointed on probation for a period of two years. A teacher appointed on probation shall ordinarily be confirmed by the Executive Council after completion of appropriate short term orientation programme and satisfactory appraisal performance reports.
  7. In the event of promotion under career advancement or through selection on higher post the same agreement shall be deemed to be operative on the new post except the salary and grade as mentioned in clause 2 of the agreement.
  8. Teachers shall be governed by the conditions of service laid down in relevant Statutes, Ordinances and Regulations.

AGREEMENT OF SERVICE BETWEEN THE TEACHERS OF THE UNIVERSITY AND  
THE UNIVERSITY

Agreement made this .....day of .....20.....  
between .....of the first part and the University  
being a body corporate constituted under the Maharshi Panini Sanskrit Vishwavidyalaya  
Adhiniyam 2006, ( here in after called the University ) of the second part.

Where as the University has engaged the party of the first part ( here in after called  
the executant ) to serve it as .....  
subject to the conditions and upon the terms here-in-after contained. Now this agreement  
witnesseth that the party of the first part and the University hereby contract and agree as  
follows:-

1. That the agreement shall begin from the .....day of .....20....  
.....and shall be terminable as here-in-after provided.
2. That the executant is employed on probation for a period of two years. During the  
period of probation the executant shall be paid a monthly salary of Rs.....  
in the scale .....He shall be entitled to annual increment of  
the grade, during the period of probation. The period of probation may be extended  
by the Executive Council.

Provided further that the executant shall not be confirmed in the service of the  
University till he has submitted the necessary documents in proof of his age and  
qualifications and the same has been accepted by the Executive Council.

3. That after confirmation the University shall continue the executant services in the  
scale of Rs.....

Provided that no increment of the executant shall be withheld or postponed  
save by a resolution of the Executive Council on reference made to it by the Kulpati  
after the executant has been given sufficient opportunity to make his representation  
and the same has been duly considered by the Kulpati.

4. That the executant will be entitled to the benefit of the new Pension Scheme in  
accordance with the Statute No.4 of the University for the time being in force, and  
as amended from time to time.
5. That the age of superannuation shall be sixty two years.
6. That the executant shall be entitled to such leave as may be due in accordance with  
the rules of the University for the time being in force, and as amended from time to  
time.
7. That the executant shall devote his whole time to the duties of his appointment and  
shall not engage, directly or indirectly, in any trade or business without the sanction  
of the Executive Council, or take up any occupation which, in the opinion of the  
Kulpati, is likely to interfere with the duties of this appointment.

- 8. After confirmation, the service of the executant can be terminated only on the following grounds:-
  - (a) Misconduct
  - (b) Permanent physical or mental unfitness to be determined by a Medical Board constituted by the Executive Council.
  - (c) Breach of any of the terms of the contract.
  - (d) Abolition of the post.
  
- 9. Except when termination of service has taken place under clause 8(a) above, neither the executant nor the University shall terminate this agreement when entitled to terminate it, except by giving to the other party three months notice of his intention to do so, or a sum equivalent to three times the monthly salary, which the executant is then earning, in lieu thereof, unless in a special case the Executive Council agrees to release the executant of his obligation under this clause. The period of three months notice on the part of the executant may, however, be reduced or waived altogether by the Executive Council.
  
- 10. Notwithstanding anything contained in the aforesaid terms, the executant shall/be bound by the provisions of the various sections of the Act, Statutes, Ordinances and Regulations for the time being in force and as framed and amended from time to time.

Signed this .....day of .....19 .....  
 in the presence of :-

(1) .....  
 (2) ..... ( Signature )  
 ( witnesses with names and address )

In the presence of :-

.....  
 ( Registrar )  
 (1).....  
 (2).....  
 ( witnesses with names and address )