

MAHARANA PRATAP HORTICULTURAL UNIVERSITY, KARNAL

Amendment No. 01/2022

NOTIFICATION

No. MHU/Regi/2022/11494

Dated: 24.06.2022

In pursuance of the decision taken by the Board of Management vide Item No. A-13 in its 7th meeting held on 08.06.2022, the Vice-Chancellor, MHU Karnal is pleased to include the following new Chapters related to Career Advancement Scheme for teachers in the Statutes of MHU, as per enclosures at overleaf:-

Sr. No.	Chapter No.	Topics	Page No.
1.	XXI	Statues regarding Career Advancement Scheme for Teachers w.e.f. 1.1.96 (27.7.1998)	153-158
2.	XXI-A	Statues regarding Career Advancement Scheme for Teachers w.e.f. 6.1.2012	159-164

Encl. As above


(Dr. Ajay Singh)
REGISTRAR

Endst. No. MHU/Regi/2022/11495-502

Dated:- 24.06.2022

A copy of the above is forwarded to the following for information and necessary action in the matter:-

1. The Additional Chief Secretary to Govt. Haryana, Agriculture & Farmers' Welfare Department, New Haryana Civil Secretariat, Sector-17, Chandigarh – 160017.
2. All Deans/Directors/Officers of the University, MHU
3. Secretary to Vice-Chancellor, MHU for kind information of worthy Vice-Chancellor
4. Controlling Officer, RMRC, Murthal
5. PS to Registrar, MHU
6. Joint Director, Local Audit, MHU, HTI, Uchani (Karnal)
7. Accounts Officer/ Superintendent/ Establishment Assistant, MHU
8. IT Instructor, MHU Karnal to upload the amendment on MHU website


Superintendent (E)
MHU, Karnal

CHAPTER XXI

STATUTES REGARDING CAREER ADVANCEMENT FOR TEACHERS w.e.f. 1.1.96 (27.7.1998)

Clause 1 Applicability	<p>These statutes shall apply for advancement of careers of :</p> <p>(i) Asstt. Professors/equivalents as Asstt. Professors Sr. Scale/equivalents.</p> <p>(ii) Asstt. Professors Sr. Scale/equivalents as Asstt. Professors Selection Grade/ equivalents.</p> <p>(iii) Asstt. Professors Sr. Scale/equivalents, Asstt. Professors Selection Grade/ equivalents as Associate Professors/ equivalents.</p> <p>(iv) Assoc. Professors/equivalents (directly recruited as well as promoted) as Professors/ equivalents</p>
Clause 2 Definition	<p>In these Statutes, unless the context otherwise requires :-</p> <p>(a) 'Act' means Maharana Pratap Horticultural University, Karnal Act, 2015 as amended from time to time.</p> <p>(b) Word 'Teacher' wherever occurring in these Statutes will have the same meaning as in the Statutes regarding the classification, the manner of appointments and Powers and Duties of the teachers of the University.</p> <p>(c) Words and expressions not defined in these Statutes and used in the Act shall have the meaning assigned to them in the Act.</p>
Clause 3 Definition	<p>Career Advancement</p> <p>(i) The career advancement of a teacher to the next higher position will be made on the basis of an assessment of his performance through a prescribed procedure and the post of Associate Professor and equivalent or the Professor and equivalent to which the career advancement is made shall be temporary addition to the cadre of Associate Professor or Professor/equivalent as the case may be.</p> <p>(ii) A teacher will be allowed career advancement only if he is found suitable by the assessment/screening committee.</p> <p>(iii) A teacher who has not been found suitable for career advancement after assessment/ screening, shall be entitled to offer himself for re-assessment after a lapse of 1 (one) year from the date of eligibility of last assessment/screening. The promotion/ placement in the next higher grade in such cases will be effective from the date he/she is found fit by the Selection Committee.</p> <p>(iv) There will be no higher or lower limit on the number of percentage of teachers allowed career advancement.</p>
Clause 4 Conditions of Career advancement	<p>The career advancement of Assistant Professors/equivalents as Assistant Professor Sr. Scale / equivalents, Assistant Professors Senior Scale / equivalents as Assistant Professor Selection Grade/equivalents, Assistant Professors/equivalents/ Assistant Professors Senior Scale/equivalents/ Assistant Professors selection grade/equivalents as Associate Professors/ equivalents and Associate Professors/ equivalents (directly recruited as well as promoted) as Professors/equivalents will be made by the Vice-Chancellor in the following manner :-</p> <p>(i) The qualifications and experience prescribed by the Vice-Chancellor with the approval of the Academic Council for various posts will not be relaxed except as provided here-inafter in these Statutes.</p> <p>(ii) The teacher shall do the work as assigned by the competent authority.</p>
Clause 5 Filling up of vacancies	<p>(i) When a teacher allowed career advancement leaves the University, the vacancy thus arisen shall be filled up at the original level position occupied by the teacher before career advancement in the manner prescribed in the Statutes regarding classification, manner of appointment and powers and duties of teachers of the University.</p> <p>(ii) All other teaching positions falling vacant in the University and all new posts created as a result of starting new schemes/projects shall continue to be filled up in accordance with the procedure laid down in the Statutes regarding the classification, the manner of appointment and powers and duties of the teachers of the University.</p>

<p>Clause 6.1 Eligibility for career advancement</p>	<p>Eligibility for career advancement as Assistant Professor Sr. Scale. An Assistant Professor/equivalent shall be eligible for placement in the senior scale of Rs. 10000-325-15200, if she/he has :</p> <p>(a) (i) Completed 6 years of service, OR (ii) Completed 4 years of service having Ph.D. degree at the time of appointment as Assistant Professor/ equivalent. OR (iii) completed 4 years of service and obtains Ph.D. degree while in service, OR (iv) completed 5 years of service having M.Phil. degree at the time of appointment as Assistant Professor/ equivalent, OR (v) completed 5 years of service and obtains M.Phil degree while in service.</p> <p>(b) earned consistently satisfactory appraisal reports, (c) participated in one orientation course and one refresher course of not less than 3-4 weeks duration each but in all not less than 7 weeks (49 days). Such courses should not normally be less than 10 days. Those with Ph.D. degree would be exempted from one refresher course, OR engaged in other appropriate continuing education programmes of comparable quality as may be specified or approved by the ICAR.</p> <p>Note : The conditions at (b) and (c) shall be mandatory requirement. The teachers may still be placed in the senior scale even if they do not fulfil the requirement at (c) above but they will have to fulfil the same by 31.12.2018. However the placement of the teachers in the senior scale under CAS be considered only when they fulfil the condition of refresher course by 31.12.2018 but the promotions will be given w.e.f. due date. In case they fulfil the condition after 31.12.2018 they will be considered for promotion from the date they fulfil the condition after 31.12.2018. That the grant of senior scale will be made from due date only after the teacher fulfils the condition of refresher courses/summer institutes by 31.12.2018.</p> <p>Note: Where senior scale has been granted subject to the condition that a teacher will fulfil the requirement by 31.12.2018 and if such condition is not fulfilled by this date, his Sr. Scale will be withdrawn consistent with the guidelines of the ICAR</p>
<p>Clause 6.2</p>	<p>Eligibility for career advancement as Assistant Professor Selection Grade An Assistant Professor Sr. Scale/equivalent will be placed in the selection grade of Rs. 12000-420-18300, if she/he has</p> <p>(i) (a) completed 5 years of service in the senior scale, provided that the requirement of 5 years service will be relaxed if total service of the Assistant Professor/equivalent is not less than 11 years or as on 27.7.98 whichever is later. (b) Joined service with M.Phil and has completed a total of 10 years service or as on 27.7.98 whichever is later.</p> <p>(ii) made some mark in the area of scholarship and research as evidenced by self-assessment, reports of referees, quality of publication, contribution to the educational renovation, design of new courses and curricula etc.</p> <p>(iii) after placement in senior scale, participated in at least two refresher courses of not less than 3-4 weeks duration each but in all not less than 7 weeks (49) days. Such courses should not normally be less than 10 days. OR engaged in other appropriate continuing education programme of comparable quality as may be specified or approved by the ICAR, after placement in the senior scale.</p> <p>(iv) earned consistently good appraisal reports.</p> <p>Note 1. The conditions at (iii) & (iv) shall be mandatory requirement. The teachers may still be placed in the selection grade even if they do not fulfil the requirement at (iii) above but they will have to fulfil the same by 31.12.2018. However, the placement of the teachers in the selection grade under CAS be considered only when they fulfil the condition of refresher course by 31.12.2018 but the promotions will be given w.e.f. due date. In case they fulfil the condition after 31.12.2018 they will be considered for promotion from the date they fulfil the condition after 31.12.2018. That the grant of selection grade will be made from due date only after the teacher fulfils the</p>



	<p>condition of refresher courses/summer institutes by 31.12.2018.</p> <p>Note: Where selection grade has been granted subject to the condition that a teacher will fulfil the requirement by 31.12.2018 and if such condition is not fulfilled by this date, his selection grade will be withdrawn consistent with the guidelines of the ICAR.</p> <p>Note 2. The teachers may, however, opt to attend two seminars/conferences in their subject area and present paper as one aspect of their promotion/ selection to higher level or attend refresher course to be offered by ASCs for this level.</p>
Clause 6.3	<p>Eligibility for career advancement of Asstt. Professors Sr. Scale/equivalents, Asstt. Professors Selection Grade/equivalents as Associate Professors/equivalents</p> <p>An Assistant Professor/equivalent in the Senior Scale, Assistant Professor Selection Grade/equivalent will be eligible for promotion to the post of Associate Professor/equivalent in the pay scale of Rs. 12000-420-18300, if she/he has :</p> <p>(i) Obtained a Ph.D. degree.</p> <p>(ii) Completed 5 years service in the Senior Scale, provided that the requirement of 5 years service will be relaxed if the total service of Assistant Professor/equivalent is not less than 9 years or as on 27.7.98 whichever is later.</p> <p>(iii) Joined service with Ph.D. qualifications, he will be considered eligible for promotion as Associate Professor/equivalent on completion of total eligibility service of 9 years as Asstt. Prof./equivalent, or as on 27.7.98 whichever is later.</p> <p>(iv) Completed Ph.D. within after joining the service, he will be considered eligible for promotion as Assoc. Prof./equiv. on completion of 9 years service as Asstt. Prof./equivalent as on 27.7.98 whichever is later.</p> <p>(v) Made some mark in the area of scholarship/ research/extension as evidenced by self assessment, reports of the referees, quality of publications, contributions to the educational renovation, design of new courses and curricula etc.</p> <p>(vi) After placement in Selection Grade/Sr. Scale participated in at least two refresher courses/summer institutes of not less than 3-4 weeks duration each but in all not less than 7 weeks (49 days). Such courses should not normally be less than 10 days.</p> <p>OR</p> <p>Engaged in other appropriate continuing education programme of comparable quality as may be specified/approved by the ICAR, after placement in the senior scale.</p> <p>(vii) Earned consistently good appraisal reports.</p> <p>Note-1. The conditions at (vi) and (vii) shall be mandatory requirement. The teachers may still be placed for promotion as Associate Professor/equivalent even if they do not fulfil the requirement at (vi) above but they will have to fulfil the same by 31.12.2018. However, the placement of the teachers for promotion as Associate Professor/ equivalent under CAS be considered only when they fulfil the condition of refresher course by 31.12.2018 but the promotions will be given w.e.f. due date. In case they fulfil the condition after 31.12.2018 they will be considered for promotion from the date they fulfil the condition after 31.12.2018.</p> <p>That the grant of promotion as Associate Professor will be made from due date only after the teacher fulfils the condition of refresher courses/summer institutes by 31.12.2018.</p> <p>Note: Where promotion as Associate Professor has been granted subject to the condition that a teacher will fulfil the requirement by 31.12.2018 and if such condition is not fulfilled by this date, his promotion as Associate Professor will be withdrawn consistent with the guidelines of the ICAR.</p> <p>Note-2. The teachers may, however, opt to attend two seminars/conferences in their subject area and present paper as one aspect of their promotion/ selection to higher level or attend refresher course to be offered by ASCs for this level.</p>
Clause 6.4	<p>Eligibility for career advancement of Associate Professors/equivalents (directly recruited as well as promoted) as Professors/equivalents.</p> <p>An Associate Professor/equivalent (directly recruited as well as promoted) shall be eligible for promotion as Professor/equivalent in the scale of Rs. 16400-450-20900-500-22400, if she/ he has:</p> <p>(i) obtained a Ph.D. degree.</p> <p>(ii) completed 8 years service as Associate Professor (directly recruited as well as promoted).</p> <p>(iii) made some mark in the area of scholarship/ research/extension as evidenced by self assessment, report of the referees, quality of publications, contributions to the educational</p>



	<p>renovation, design of new courses and curricula etc.</p> <p>(iv) earned consistently good appraisal reports.</p> <p>(v) after promotion as Assoc. Prof./equiv. participated in at least two refresher courses/summer institutes of not less than 3-4 weeks duration each but in all not less than 7 weeks (49 days). Such courses should not normally be less than 10 days.</p> <p>OR</p> <p>engaged in other appropriate continuing education programme of comparably quality as may be specified/approved by the ICAR, after placement in the senior scale.</p> <p>Note-1. The conditions at (iii), (iv) and (v) shall be a mandatory requirement. However, if the requirement of orientation courses/refresher courses remains incomplete, the grant of promotion as Professor/equivalent would not be held up, but these must be completed by 31.12.2018. However, the placement of the teachers for promotion as Professor/equivalent under CAS be considered only when they fulfil the condition of refresher course by 31.12.2018 but the promotions will be given w.e.f. due date. In case they fulfil the condition after 31.12.2018 they will be considered for promotion from the date they fulfil the condition after 31.12.2018.</p> <p>That the grant of promotion as Professor will be made from due date only after the teacher fulfils the condition of refresher courses/summer institutes by 31.12.2018.</p> <p>Note: Where promotion as Professor has been granted subject to the condition that a teacher will fulfil the requirement by 31.12.2018 and if such condition is not fulfilled by this date, his promotion as Professor will be withdrawn consistent with the guidelines of the ICAR.</p> <p>Note-2. The teacher may, however, opt to attend two seminars/conferences in their subject areas and present papers or attend refresher courses to be offered by ASCs for this level.</p> <p><i>Proviso :</i> Provided that for computing the specified periods for career advancement, the following period(s) shall be included :-</p> <p>(a) All periods of regular appointments.</p> <p>(b) (i) Deputation with GOI/State Govt./any Govt./Semi-Govt. organisation within or outside India</p> <p>(ii) Deleted.</p> <p>(iii) Period spent on trainings/fellowship/PDF/ scholarship or any other academic pursuit on leave/leave of the kind due/extra ordinary leave where it counts for increment, but not exceeding 3 years will count for promotion as Assoc. Prof./equiv.</p> <p>Likewise the period spent in trainings/ fellowship/PDF/scholarship or any other academic pursuit on leave of the kind due / extra ordinary leave where it counts for increment, but not exceeding 2 years will count for promotion from Assoc. Prof./ equiv. to Prof./equiv.</p> <p>Note: The cases of promotion of teachers falling after 7.2.2005 would be considered in the light of the above decision.</p> <p>Note:(i) Previous service, without any break as an Asstt. Prof. Or equivalent in a University, College, National Laboratory, or other scientific organizations, e.g. CSIR, ICAR, DRDO, UGC, ICSSR, ICHR and as a UGC Research Scientist, should be counted for placement of Asstt. Prof./equiv. in Senior Scale/Selection Grade provided that:</p> <p>i) The post was in an equivalent grade/scale of pay as the post of an Asstt. Prof./equiv.</p> <p>ii) The qualification for the post were not lower than the qualifications prescribed by the University for the post of Asstt. Prof. / equiv.</p> <p>iii) The candidates who apply for direct recruitment should apply through proper channel.</p> <p>iv) The concerned Asstt. Prof./equivalent possessed the minimum qualifications prescribed by the University for appointment as Asstt. Prof./equivalent</p> <p>v) The post was filled in accordance with the prescribed selection procedure as laid down by the University/ State Govt./Central Government/ Institution's regulations.</p> <p>vi) The appointment was not adhoc or in a leave vacancy of less than one year duration. Adhoc service of more than one year duration can be counted. Provided.</p> <p>a) The adhoc service was of more than one year duration.</p> <p>b) The incumbent was appointed on the recommendation of duly constituted selection committee; and</p> <p>c) The incumbent was selected to the permanent post in continuation to the adhoc service, without any break.</p> <p>Note:(ii) The benefit of counting of past service shall be allowed for promotion as Assoc.</p>
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	<p>Professor/Professor./equivalent under Career Advancement Scheme subject to fulfilment of condition as laid down under Note (i) above.</p> <p>Note(iii): A teacher possessing Ph.D/M.Sc. degree must have rendered atleast two years/four years' service respectively in the MHU and the remaining on equivalent or higher post or grade in other University/Institute of higher learning as specified above subject to the satisfaction of the Vice-Chancellor.</p>
<p>Clause 7</p>	<p>Procedure</p> <p>(i) (a) Every teacher who fulfils the criteria regarding eligibility for career advancement as laid down under Clause 6 above and where promotion of a teacher falls due between 1st January to 30th June, he must furnish information with a copy to Registrar, regarding his bio-data and service in the MHU in the prescribed proforma to <u>the Head of the Department/Controlling Officer (till HOD is appointed)</u> by 30th Sept. (31st December if he is abroad). The Head of the Department/ Controlling Officer shall certify the correctness of the particulars mentioned in the proforma by the teacher concerned and forward it to the Registrar by 31st October/31st January <u>through the Dean/Director/Controlling Officer concerned.</u></p> <p>(b) Where a teacher's promotion is due from 1st July to 31st December he/she will furnish information with a copy to Registrar, regarding his/her biodata and service in MHU in the prescribed proforma to <u>the Head of the Department/Controlling Officer (till HOD is appointed)</u> by 31st March (30th June if he is abroad). <u>The Head of the Department/Controlling Officer (till HOD is appointed)</u> shall certify correctness of the particulars mentioned in the proforma by the teacher concerned and forward it to the Registrar by 30th April/31st July <u>through the Dean /Director /Controlling Officer concerned.</u></p> <p>(c) The schedule referred to above for applying for promotion must be adhered to failing which the teacher concerned will be considered/assessed for promotion from a date he applies for the same.</p> <p>(d) In case any enquiry is pending/in progress at the time when he is due for promotion he may be required to apply within six months from the completion of the enquiry/final orders.</p> <p>(e) The Vice-Chancellor may condone the delay upto 6 months in submission of cases by the teachers where the reasons for delay are genuine, beyond the control of teacher concerned and to the satisfaction of the Vice-Chancellor.</p> <p>(ii) In Case of career advancement for Associate Professor/ equivalent (directly recruited as well as promoted) as Professor/equiv., the Registrar will place the following information received from <u>the Deans/Directors/Controlling Officer concerned</u> before the Assessment Committee to be constituted by the Vice-Chancellor to consider the suitability of the teacher for promotion as Professor.</p> <p>(a) Self-appraisal reports;</p> <p>(b) Research contribution/books/articles published;</p> <p>(c) any other academic contributions. The reprints of three major publications, of which could be a book or research report (as defined by the teacher), may be sent in advance to three external experts to review before selection. The assessment report of these three experts shall also be placed before the assessment committee at the time of interview/selection.</p> <p>(d) Seminars/conferences attended;</p> <p>(e) Contribution to the teaching/academic environment/institutional corporate life; and</p> <p>(f) Extension and field outreach activities. The Committee will include members by designation <u>from the State Universities/ICAR institutes including retired professors concerned</u> and at least two eminent outside experts. The Vice-Chancellor will act as Chairman of the Assessment Committee.</p>



- (iii) In case of career advancement of Assistant Professor/ equivalent, Assistant Professor Sr. Scale/equivalent and Assistant Professor Selection Grade/equivalent as Associate Professor/equivalent, the Registrar will place the information received from the Deans/Directors/ Controlling Officer concerned before the Assessment Committee to be constituted by the Vice-Chancellor to consider the suitability of the teacher for promotion. The Committee will include members (by designation) from the State Universities/ICAR Institutes including retired Professors concerned and at least two eminent outside experts. The Vice-Chancellor will act as Chairman.
- (iv) In case of career advancement as Assistant Professor Senior Scale/Assistant Professor Selection Grade, the Registrar will place the information received from the Dean / Director/Controlling Officer concerned before the Screening Committee consisting of the following to consider suitability of the teacher concerned :
- (a) Vice-Chancellor/Deans/Directors/Controlling Officer concerned;
 (b) Head of Department/Controlling Officer (till HOD is appointed) concerned;
and
 (c) One person to be nominated by the Vice-Chancellor from amongst the Professors of the State Universities/ICAR Institutes including retired Professors concerned;

Note: The Vice-Chancellor/Dean/ Director concerned shall act as Chairman of the Selection Committee as approved by the Vice-Chancellor.

- (v) The Screening/Assessment Committee will take into consideration the following factors while making its recommendations :
- (a) Material furnished in the Assessment proforma submitted by the teacher concerned.
 (b) Work done by the teacher.
 (c) Self-Assessment Report of the teacher concerned.
 (d) Personal discussion, if so desired by the teacher concerned.
 (e) Any other additional information which the Assessment Committee may like to call from the teacher concerned.

However, in case of Associate Professors/ equivalent (directly recruited as well as promoted) as Professor/equivalent, the best 3 written contributions of the teacher (as defined by her/ him) shall be sent in advance to the experts to review before taking their cases to the Assessment Committees.

- (vi) **In case of Associate Professors and Professors**

On receipt of recommendations of the Assessment Committee, the Vice-Chancellor will place the same before the Board of Management for approval. Before doing so, however, the Vice-Chancellor may, if he considers it necessary, refer it back to the Committee for reconsidering its recommendations. In case the Committee re-affirms its recommendations, the Vice-Chancellor will place the same before the Board of Management alongwith such comments as he may like to give.

- (vii) **In case of Asstt. Professors Selection Grade and Assistant Professors Senior Scale/equivalents.**

On receipt of recommendations of assessment/ screening committee, the Vice-Chancellor will consider the same for acceptance. The Vice-Chancellor may, however, if he considers it necessary, refer the recommendations back to the committee for reconsidering its recommendations. In case the Committee re-affirms its recommendations, the Vice-Chancellor will accept the same.

CHAPTER – XXI-A

STATUTES REGARDING CAREER ADVANCEMENT SCHEME FOR TEACHERS w.e.f. 6.1.2012

<p>Clause 1</p>	<p>These statutes shall apply for advancement of careers of :</p> <ul style="list-style-type: none"> (i) Asstt. Professors/equivalents (Stage-I) as Asstt. Professors (Stage-II) /equivalents. (ii) Asstt. Professors (Stage-II)/equivalents as Asstt. Professors (Stage-III)/equivalents. (iii) Asstt. Professors (Stage-III)/equivalents, as Associate Professors/equivalents (Stage IV) (iv) Assoc. Professors/equivalents (directly recruited as well as promoted) (Stage IV) as Professors/ equivalents (Stage V) (v) Ten per cent of Professors/equivalents (directly recruited as well as promoted) (Stage V) with 10 years' service as Professor /equivalent as (Senior) Professors/ equivalents in higher GP of Rs.12000 (Stage VI) in order of university level seniority.
<p>Clause 2</p>	<p>In these Statutes, unless the context otherwise requires:-</p> <ul style="list-style-type: none"> (a) 'Act' means Maharana Pratap Horticultural University, Karnal Act, 2015 as amended from time to time. (b) Word 'Teacher' wherever occurring in these Statutes will have the same meaning as in the Statutes regarding the classification, the manner of appointments, powers and duties of the teachers of the University. (c) Words and expressions not defined in these Statutes and used in the Act shall have the meaning as assigned to them in the Act.
<p>Clause 3</p>	<p>Career Advancement</p> <ul style="list-style-type: none"> (i) The promotion of a teacher to the next higher position will be made on the basis of assessment/screening of his performance through the prescribed procedure and the post of Assoc. Prof./ equivalent, the Prof./equiv. and Senior Professor/equivalent to which the personal promotion is made shall be temporary addition to the cadre of Associate Prof. or Prof. as the case may be (ii) A teacher will be allowed career advancement only if he/she is found suitable by the assessment/screening committee. (iii) A teacher who has not been found suitable for career advancement after assessment/ screening, shall be entitled to offer himself/ herself for re-assessment after a lapse of 1 (one) year from the date of eligibility of last assessment/screening. The promotion/ placement in the next higher grade in such cases will be effective from the date he/she is found fit by the Selection Committee. <p>There will be no higher or lower limit on the number of percentage of teachers allowed career advancement except in the case of Professors to be granted higher Grade Pay of Rs.12000 as (Senior) Professors/equivalents which will be limited to ten per cent of the Professors/ equivalents in order of University level seniority.</p>
<p>Clause 4</p>	<p>The career advancement of Assistant Professors (Stage-I)/equivalents as Assistant Professors (Stage-II) / equivalents, Assistant Professors (Stage-II) / equivalents as Assistant Professors (Stage-III)/ equivalents, Assistant Professors (Stage-III) equivalents / Associate Professors/ equivalents, Associate Professors/ equivalents (directly recruited as well as promoted) as Professors/equivalents and Professors/ equivalents as Senior Professors/equivalents in higher grade pay of Rs.12000/-will be made by the Vice-Chancellor in the following manner :-</p> <ul style="list-style-type: none"> (i) The qualifications and experience prescribed by the Vice-Chancellor with the approval of the Academic Council for various posts will not be relaxed except as provided herein-after in these Statutes. (ii) The teacher shall perform such duties after his/her Career Advancement as assigned by the competent authority
<p>Clause 5</p>	<ul style="list-style-type: none"> i) When a teacher allowed career advancement leaves the University, the vacancy thus arisen shall be filled up at the original level position occupied by the teacher before career advancement in the manner prescribed in the Statutes regarding classification, manner of appointment and

	<p>powers and duties of teachers of the University.</p> <p>(ii) All other teaching positions falling vacant in the University and all new posts created as a result of starting new schemes/projects shall continue to be filled up in accordance with the procedure laid down in the Statutes regarding the classification, the manner of appointment and powers, duties of the teachers of the University.</p>
Clause 6.1	<p>Eligibility for career advancement of Assistant Professor/equiv. (Stage-I) as Assistant Professor (Stage-II) in the pay scale of Rs. 15600-39100+Grade Pay Rs.7000</p> <p>An Assistant Professor/equivalent(Stage-I) shall be eligible for placement as Assistant Professor(Stage-II)/equiv. in the pay scale of Rs. 15600-39100+ Grade Pay Rs.7000, if he/she has:</p> <p>(a) (i) completed 4 years of service having Ph.D. degree at the time of appointment as Assistant Professor/ equivalent in the pay scale of Rs.15600-39100+GP Rs.6000/- OR (ii) completed 4 years of service and obtains Ph.D degree while in service. OR (iii) completed 5 years of service having M.Phil./Master's level professional degree at the time of appointment as Assistant Professor/ equivalent in the pay scale of Rs.15600- 39100+GP Rs.6000/- OR (iv) completed 5 years of service having M.Phil degree while in service OR (v) completed 6 years of service as Asstt. Prof.(Stage-I)/equiv. with non-professional degree at Master's level in the pay scale of Rs.15600- 39100+GP Rs.6000/-</p> <p>(b) earned consistently satisfactory appraisal reports/ Self-Assessment Reports</p> <p>(c) participated in one orientation and one refresher/research methodology course of not less than 2-3 weeks duration. But in all not less than 6 weeks (42 days). Such courses should not normally be less than 10 days.</p> <p>(d) The Career Advancement will be allowed after analyzing merits and credentials of the teacher based on weightages given to the performance of the candidate in different relevant dimensions and his/her performance on a scoring system proforma based on Academic Performance Indicators (API) and Performance Based Appraisal System (PBAS) methodology</p>
Clause 6.2	<p>Eligibility of Asstt. Prof. (Stage-II) for career advancement as Assistant Professor (Stage-III) - in the pay scale of Rs. 15600-39100+ Grade Pay Rs.8000</p> <p>An Assistant Professor (Stage-II)/equivalent will be placed as Asstt. Professor (Stage-III)/ equivalent in the pay scale of Rs. 15600-39100+ Grade Pay Rs.8000, if he/she has :</p> <p>(a) completed 5 years of service as Asstt. Professor(Stage-II) in the pay scale of Rs.15600-39100+GP Rs.7000.</p> <p>(b) participated in one refresher course / methodology workshop/training/ and Faculty Development Programme of not less than 2-3 weeks' duration. But in all not less than 6 weeks (42 days). Such courses should not normally less than 10 days.</p> <p>(c) earned consistently good appraisal reports/ Self-Assessment Reports.</p> <p>(d) The Career Advancement will be allowed after analyzing merits and credentials of the teacher based on weightages given to the performance of the candidate in different relevant dimensions and his/her performance on a scoring system proforma based on Academic Performance Indicators (API) and Performance Based Appraisal System (PBAS) methodology.</p>
Clause 6.3	<p>Eligibility of Asstt. Professors (Stage-III)/ equivalents for career advancement as Associate Professors/equivalents(Stage-IV)- in the pay scale of Rs.37400-67000+ Grade Pay Rs.9000.</p> <p>An Assistant Professor (Stage-III)/ equivalent will be eligible for promotion to the post of Associate Professor/equivalent in the pay scale of Rs. 37400- 67000+ Grade Pay Rs.9000, if he/she has :</p> <p>(i) completed 3 years' service as Asstt. Prof. (Stage(III) /equivalent in the pay scale of Rs.15600-39100+ AGP Rs. 8000.</p>

	<p>(ii) participated in one refresher course/ training/Faculty Development Programme of not less than one week duration.</p> <p>(iii) earned consistently good appraisal reports/ Self-Assessment Reports.</p> <p>(iv) at least three publications in the entire period of Assistant Professor/equivalent (12 years)</p> <p>(v) The Career Advancement will be allowed after analyzing of the merits and credentials of the teacher based on weightages given to the performance of the candidate in different relevant dimensions and his/her performance on a scoring system proforma based on Academic Performance Indicators(API) and Performance Based Appraisal System(PABS) methodology.</p>
Clause 6.4	<p>Eligibility for career advancement of Associate Professors / equivalents (directly recruited as well as promoted) (Stage-IV) as Professors/ equivalents (Stage-V) in the pay scale of Rs. 37400-67000+ Grade Pay Rs.10000.</p> <p>An Associate Professor/equivalent (directly recruited as well as promoted) will be eligible for promotion as Professor/equivalent in the scale of Rs. 37400-67000+ Grade Pay of Rs.10,000/- if he/ she has :</p> <p>a) (i) obtained a Ph.D. degree.</p> <p>(ii) completed 3 years' service as Associate Professor (directly recruited as well as promoted) (Stage-IV) in the scale of Rs.37400- 67000+GP of Rs.9000.</p> <p>b) earned consistently good appraisal reports/ Self-Assessment Reports</p> <p>c) minimum of five (5) publications since the period the teacher is placed in Stage-II.</p> <p>d) The Career Advancement will be allowed after analyzing merits and credentials of the teacher based on weightages given to the performance of the candidate in different relevant dimensions and his/her performance on a scoring system proforma based on Academic Performance Indicators (API) and Performance Based Appraisal System (PABS) methodology.</p>
Clause 6.5	<p>Eligibility for career advancement of ten per cent of Professors/ equivalents(directly recruited as well as promoted) (Stage V) with 10 years' service as Professor /equivalent as (Senior) Professors/equivalents in higher GP of Rs.12000 (Stage VI) in order of university level seniority.</p> <p>A Professor/equivalent (directly recruited as well as promoted) will be eligible for promotion as Senior Professor/equivalent in the scale of Rs. 37400-67000+ Grade Pay of Rs.12,000/- if he/ she has :</p> <p>a) (i) obtained a Ph.D. degree.</p> <p>(ii) completed 10 years' service as Professor (directly recruited as well as promoted) (Stage-V) in the scale of Rs.37400-67000+ Grade Pay of Rs.10000.</p> <p>b) earned consistently good appraisal reports/ Self-Assessment Reports.</p> <p>c) The Career Advancement will be allowed after analyzing merits and credentials of the teacher based on weightages given to the performance of the candidate in different relevant dimensions and his/her performance on a scoring system proforma based on Academic Performance Indicators (API) and Performance Based Appraisal System (PABS) methodology.</p> <p>Proviso: Provided that for computing the specified periods for career advancement, the following period(s) shall be included :-</p> <p>(a) All periods of regular appointments.</p> <p>(b)(i) Deputation with GOI/State Govt./any Govt./Semi-Govt. organisation within or outside India at an equal or higher position. Provided that deputation liabilities for the entire period of deputation are received in MHU.</p> <p>(ii) Period spent on trainings/ fellowships/ scholarships or any other academic pursuit on study leave/ leave of the kind due including extra-ordinary leave where it counts for increment shall not exceed three years during the entire service including past service if counted for promotion under Career Advancement Scheme.</p> <p>Note (i) Previous regular service, whether national and international as Assistant Professor, Associate Professor or Professor or equivalent in a University, College, National Laboratories or other scientific/professional</p>

	<p>Organization such as the CSIR, ICAR, DRDO, UGC/AICTE (as the case may be), ICSSR, ICHR, ICMR, DBT etc. funded by State/Central Government, should be counted for direct recruitment and promotion under CAS of a teacher as Assistant Professor/ equivalent, Associate Professor/equivalent, Professor/ equivalent or any other nomenclature these posts are described provided that:-</p> <p>a. The essential qualifications of the post held were not lower than the qualification prescribed by the "University/UGC/ AICTE as the case may be" for Assistant Professor/ equivalent, Associate Professor/ equivalent and Professor/equivalent as the case may be.</p> <p>b. The post is/was in an equivalent grade or of the pre-revised scale of pay as the post of Assistant Professor (Lecturer) Associate Professor (Reader) and Professor.</p> <p>c. The candidate for direct recruitment has applied through proper channel only.</p> <p>d. The concerned Assistant Professor/ equivalent, Associate Professor/ equivalent and Professor/equivalent should possess the same minimum qualifications as prescribed by the "University/ UGC/AICTE as the case may be" for appointment to the post of Assistant Professor/equivalent, Associate Professor/ equivalent and Professor/ equivalent as the case may be.</p> <p>e. The post was filled in accordance with the prescribed selection procedure as laid down in the Regulations of University/ State Government/ Central Government/ Concerned Institutions, for such appointments.</p> <p>f. The previous appointment was not as guest lecturer for any duration, or as an ad hoc or in a leave vacancy of less than one year duration. Ad hoc or temporary service of more than one year duration can be counted provided that:</p> <p>i) the period of service was of more than one year duration.</p> <p>ii) the incumbent was appointed on the recommendation of duly constituted Selection Committee and</p> <p>iii) the incumbent was selected to the permanent post in continuation the ad hoc or temporary service, without any break.</p> <p>g. No distinction should be made with reference to the nature of management of the institution where previous service was rendered (private/ local body/ Government), was considered for counting past services under this clause.</p> <p>Note (ii) The benefit of counting of past service shall be allowed for promotion under Career Advancement Scheme subject to fulfillment of condition as laid down under Note(i) above</p> <p>Note (iii) A teacher possessing Ph.D/M.Phil or Master's level (professional degree)/ Master's degree must have rendered atleast two years/three years/four years' service respectively in the MIIU and the remaining on equivalent or higher post and grade pay in other University/Institute of higher learning as specified above, subject to the satisfaction of the Vice-Chancellor.</p>
<p>Clause 7</p>	<p>Procedure</p> <p>(i) (a) Every teacher who fulfils the criteria regarding eligibility for career advancement as laid down under Clause 6 above and where promotion of a teacher falls due between 1st January to 30th June, he must furnish information with a copy to Registrar, regarding his bio-data and service rendered on the post in the prescribed proforma alongwith PBAS Proforma duly supported by all credentials/documents as per API guidelines atleast two months in advance from the actual date of eligibility to the <u>Head of the Department/ Controlling Officer (till HOD is appointed). The Head of the Department/ Controlling Officer (till HOD is appointed)</u> shall certify the correctness of the particulars mentioned in the proforma by the teacher concerned and forward it to the Registrar by 31st August through the <u>Dean/Director/ Controlling Officer concerned.</u></p> <p>(b) Where the promotion of the teacher is due from 1st July to 31st December he/she will furnish information with a copy to Registrar, regarding his/her biodata and service rendered on the post in the prescribed proforma alongwith PBAS Proforma duly supported by all credentials/documents as per API guidelines atleast two months in advance from the actual date of eligibility to <u>the Head of the Department/ Controlling Officer (till HOD is appointed). The Head of the Department/ Controlling Officer (till HOD is appointed)</u> shall certify correctness of the particulars mentioned in the proforma by the teacher concerned and forward it to the Registrar by 28th February through <u>the Dean/Director/ Controlling Officer concerned.</u></p> <p>(c) The schedule referred to above for applying for promotion must be adhered to failing which the teacher concerned will be considered/assessed for promotion from a date he/she applies for the same.</p> <p>(d) In case any enquiry is pending/in progress at the time when he /she is due for promotion</p>



he/she may be required to apply within six months from the completion of the enquiry / final orders.

- (c) The Vice-Chancellor may condone the delay upto 6 months in submission of case by the teacher where the reasons for delay are genuine, beyond the control of teacher concerned and to the satisfaction of the Vice-Chancellor.

ii) In case of Career Advancement from:

A) Assistant Professor/equivalent (GP Rs.8000/-) as Associate Professor / equivalent (GP Rs.9000/-)

B) Professor (GP Rs.9000/-) as Professor/equivalent (GP Rs.10000/-)

C) Professor/equivalent (GP Rs.10000/-) / as Senior Professor (GP Rs.12000/-) The Registrar will place the following information received from the Deans/ Directors/ Controlling Officer concerned before the Assessment Committee to be constituted by the Vice-Chancellor to consider the suitability of the teacher for promotion to the next higher position.

(a) SARs/API/PBAS

(b) Research contribution/books/ articles published;

(c) any other academic contributions.

The reprints of three major publications (for promotion of Asstt. Professor (stage-I, Stage-II & Stage-III) to Stage IV as Associate Professor) and reprints of five major publications of Stage-II and IV for promotion from Associate Professor to Professor and Professor to Senior Professor, of which could be a book or research paper (as defined by the teacher), may be sent in advance to three external experts to review/ evaluation scoring before selection. The assessment report of these three experts and API+PBAS Proformas shall also be placed before the assessment committee at the time of interview. However, there will be no interview for career advancement from Grade Pay Rs.10000/- to Grade Pay Rs.12000/-

(d) Seminars/conferences attended;

(e) Contribution to the teaching/ academic environment/ institutional corporate Life; and

(f) Extension and field outreach activities. The Committee will include members by designation from the State Universities/ICAR Institutes including retired Professors concerned and at least two eminent outside experts. The Vice-Chancellor will act as Chairman of the Assessment Committee.

(g) In addition to above, for promotion of Professor as Sr.Professor the following factors will also be taken into consideration by the Committee:-

a. post-doctoral research outputs of high standard;

b. awards/honours/ and recognitions

c. Additional research degrees like D.Sci., D.Litt., LID, etc.; patents and IPR on products and processes developed/ technology transfer achieved in the case of teachers in science and technology.

(iii) In case of career advancement of;

A) Assistant Professor(Stage-I)(GP Rs.6000/) as Assistant Professor(Stage-II)/ equivalent(GP Rs.7000/)/ equivalent..

B) Assistant Professor(Stage-II)(GP Rs.7000/) as Assistant Professor (Stage-III)/ equivalent (GP Rs.8000/-).

The Registrar will place the information received from the Deans/ Directors / Controlling Officer concerned before the Screening Committee consisting of the following to consider suitability of the teacher concerned :

(a) Vice-Chancellor/ Deans/Directors/ Controlling Officer concerned;

(b) Head of Department/ Controlling Officer (till HOD is appointed) concerned; and

(c) One person to be nominated by the Vice-Chancellor from amongst the Professors /

Sr.Professors/ equivalents from the State Universities/ ICAR Institutes including retired Professors concerned:

Note: The Vice-Chancellor/Dean/Director/Controlling Officer concerned shall act as Chairman of the Screening Committee as approved by the Vice-Chancellor.

(iv) **The Screening/Assessment Committee will take into consideration the following factors of API Scoring including the PBAS while making its recommendations :**

- (a) Material furnished in the Assessment proforma submitted by the teacher concerned.
- (b) Work done by the teacher.
- (c) SAR/API/PBAS Reports of the teacher concerned.
- (d) Personal discussion by the teacher concerned
- (e) Any other additional information which the Assessment Committee may like to call from the teacher concerned. However, in case of:
 - i) Assistant Professor/equivalent (Stage-I, Stage-II, Stage-III) to Associate Professor/equivalent - three major publications shall be required to be submitted for all the three categories for consideration of promotion from Asstt. Professor to Assoc. Professor i.e. Stage-I, Stage-II & Stage-III.
 - ii) Associate Professor/equivalent as Professor/equivalent - Five major publications shall be required to be submitted provided that such publications published subsequent to the period from which the teacher was placed in Asstt. Prof. (Stage-II).

The best written contributions (3 or 5 as the case may be) of the teacher (as defined by him/ her) shall be sent in advance to the experts to review/ evaluation scoring before taking his/her case to the Assessment Committee

v) **In case of Associate Professors, Professors and Senior Professors**

On receipt of recommendations of the Assessment Committee, the Vice-Chancellor will place the same before the Board of Management for approval. Before doing so, however, the Vice-Chancellor may, if he considers it necessary, refer it back to the Committee for reconsidering its recommendations. In case the Committee re-affirms its recommendations, the Vice-Chancellor will place the same before the Board of Management along with such comments as he may like to give.

(vi) **In case of Asstt. Professors (Stage-III) and Assistant Professors (Stage-II) / equivalents.**

On receipt of recommendations of assessment/ screening committee, the Vice-Chancellor will consider the same for acceptance. The Vice-Chancellor may, however, if he considers it necessary, refer the recommendations back to the committee for reconsidering its recommendations. In case the Committee re-affirms its recommendations, the Vice-Chancellor will accept the same. (vii) Those teachers who on the day of assessment are on leave/abroad, their cases for placement/promotion under Career Advancement Scheme will be screened/ assessed in absentia on the written request of the teacher concerned without giving the marks of interview.

(viii) In case any teacher is on long leave on the due date of promotion, he will be entitled for promotion from the due date but actual benefit will be allowed from date of joining after return from leave.

(ix) The incumbent teachers must on the rolls of active service of the University on the due date of eligibility for promotion for consideration by the Screening / Assessment Committee.

