

THE MANNER OF APPOINTMENT AND REMOVAL ON TEACHING POSTS

- ⌚ The teachers of the University shall be appointed by the Vice-chancellor on the recommendation of selection committee with the approval of the Chancellor.
- ⌚ The Academic Council may, by a special resolution passed by a majority of not less than two-thirds of the members present and voting, withdraw recognition of a teacher:

Provided that no such resolution shall be passed until a notice in writing has been given to that teacher calling upon him to show cause, within such time as may be specified in the notice as to why such resolution should not be passed and until his explanation, if any, received within specified time limit has been considered by the Academic Council.

- ⌚ No person shall be appointed or recognized as a teacher of the University for the Regular Post except on the recommendations of a Selection Committee constituted for the purpose.
- ⌚ The Vice-chancellor shall be authorized to make need based adhoc/ contract appointments for a period not exceeding Eleven Months.
- ⌚ There shall be Selection Committees for making recommendations for appointments to the posts of the Professor, Associate Professor, Reader , Assistant Professor, Lecturer.
- ⌚ Wherever not provided in the Act or the Statutes, every such Selection Committee shall consist of (i) the Vice-Chancellor who shall be the Chairman thereof, and (ii) person(s) nominated by the Society. In addition, the Selection Committee shall have additional members as given below:

For the post of Professor/ Associate Professor

- a. Dean of Concerned Faculty
- b. The Head of the Department concerned if he is Professor.
- c. Three experts not employee of the University, nominated by the Chancellor, out of a panel of the names recommended by the Vice Chancellor for their special knowledge of or in the subject with which the Professor will be concerned.

For the post of Assistant Professor/Reader/ Lecturer

- a. Dean of Concerned Faculty

- b. The Head of the Department concerned if he is Professor.
- c. Two experts nominated by the Chancellor out of a panel of the names recommended by the Vice Chancellor for their special knowledge of or in the subject with which the Assistant Professor or Lecturer will be concerned.

For the post of Librarian.—

Three members from among the Deans/ Principals/ Directors/ Professors connected with the University, to be nominated by the Chancellor.

The recommendations of the Selection Committee shall be subject to the regulations issued by the University Grants Commission or other regulatory bodies as the case may be, from time to time, with regard to appointment and promotion of Professors, Associate Professors, Reader Lecturers and administrative posts of the University.

TERMS AND CONDITIONS OF SERVICE OF THE TEACHING POSTS

- ⌚ All the teachers and other academic staff of the University shall, in the absence of any agreement to the contrary, be governed by the terms and conditions of service as are specified in the Statutes made by the University from time to time.
- ⌚ The emoluments of members of the academic staff shall be such as may be specified in the Statutes made by the University from time to time.
- ⌚ Every teacher and member of the academic staff of the University shall be appointed on a written contract, the form of which shall be specified in the Statutes made by the University subsequently.
- ⌚ A copy of every contract referred to in above clause shall be endorsed to the Registrar for University records.
- ⌚ Any dispute arising out of a contract between the University and those mentioned in above clause shall, at the request of the teacher or the officer or employee concerned, or at the instance of the University, be referred to the Chancellor, who will decide the case in a manner he deems fit and the decision of the Chancellor shall be final.

REMOVAL OF TEACHERS

- ⌚ Where there is an allegation of misconduct against a teacher, the Vice-Chancellor may, if he thinks fit, by order in writing place the teacher under suspension and shall forthwith report to the Chancellor the circumstances under which the order was made:

Provided that the Chancellor may, if he is of the opinion that the circumstances of the case do not warrant the suspension of the teacher, revoke that order.

- ⌚ Notwithstanding anything contained in terms of his contract of service or of his appointment, the Chancellor shall be entitled to remove a teacher on the ground of misconduct.
- ⌚ Save as aforesaid, the Chancellor shall be entitled to remove a teacher after giving one months notice in writing or payment of one months salary in lieu of notice.
- ⌚ No teacher shall be removed until he has been given a reasonable opportunity to show cause with in the specified time limit against the action proposed to be taken with regard to him.
- ⌚ The removal of a teacher shall take effect from the date on which the order of removal is made:

Provided that where a teacher is under suspension at the time of his removal, the removal shall take effect on the date on which he was placed under suspension.

- ⌚ Notwithstanding anything contained in these Statutes, a teacher shall be entitled to resign by giving one months notice in writing to the Vice-Chancellor, and will cease to be a teacher of the University from the date his resignation is accepted or one months period, whichever is earlier.

THE MANNER OF APPOINTMENTS OF NON-TEACHING POSTS

- ⌚ The appointments on other non-teaching posts shall be made by the Vice- Chancellor on the recommendations of the Selection committee consisting of:—

Nominee of the Vice Chancellor - Chairperson;

(two members nominated by the Chancellor; and

the Registrar.....Member Secretary.

- ⌚ The member Secretary of the committee shall keep record of its proceedings and shall perform such other functions as may be assigned to him by the Vice-Chancellor.

TERMS AND CONDITIONS OF SERVICE OF THE NON-TEACHING POSTS

- ⌚ All the employees of the University, other than the teachers and other academic staff shall, in the absence of any contract to the contrary, be governed by the terms and conditions of service as are specified in the Statutes made by the University subsequently.
- ⌚ The manner of appointment and emoluments of employees, other than the teachers and other academic staff, shall be such as may be specified in the Statutes made by the University subsequently.

REMOVAL OF EMPLOYEES OTHER THAN A TEACHER.

- ⌚ Notwithstanding anything contained in terms of his contract of service or of his appointment, an employee, other than a teacher, may be removed by the authority which is competent to appoint the employee if he has incurred any disqualifications such as;

- a. he is of unsound mind and stands so declared by a competent authority;
- b. he is an un-discharged insolvent;
- c. he has been convicted by the court of law of any criminal offence or an offence involving moral turpitude; and/ or
- d. he is otherwise guilty of proven misconduct:

Provided that no employee shall be removed without the approval of the chancellor.

- ⌚ No employee shall be removed from service until he has been given a reasonable opportunity to show cause against the action proposed to be taken with regard to him.
- ⌚ Where the removal from service of an employee is for a reason other than that specified, he shall be given one month notice in writing or paid one month salary in lieu of notice, provided the employee is a permanent regular employee. In case of employee who is on probation only one month notice from either side is required.
- ⌚ Notwithstanding anything contained in these Statutes, an employee, other than a teacher, shall be entitled to resign if he gives a one month notice in writing to the appointing authority or pays to the University three months' salary in lieu of notice if he is a permanent employee; and/ or gives a one months' notice in writing to the appointing authority or pays to the University one month salary in lieu thereof in any other case.

Sept 2012

Registrar