



GURU GOBIND SINGH INDRAPRASTHA UNIVERSITY
Sector-16C, Dwarka, New Delhi - 110075

F.No. IPV/JR(C)/Statute/Amend./2011/

Dated : 20.07.2011

Subject : Partial amendment in Statute 3 and Statute 31 of Guru Gobind Singh Indraprastha University Act, 1998 (9 of 1998)

The amendments in (i) the age of superannuation of the Vice Chancellor as prescribed in sub clause (6) of the statute 3(B) of the first statutes of the university under the heading – the Vice Chancellor and (ii) Notification No. F.1(26)/Stat/IPU/DRP/2004 dated 2nd December, 2004 related to service conditions including recruitment rules, incentives, increments and career advancement scheme, superannuation and re-employment of teachers as prescribed in clauses 8, 9, 10, 11 & 16 of Statute 31 is taken on records of the university with prior approval of the Chancellor on recommendations of the Board of Management.

A. SUB CLAUSE 6 OF FIRST STATUTE 3(B)

EXISTING PROVISION	APPROVED AMENDMENT
The Vice-Chancellor shall hold office for a term of five years from the date on which he enters upon his office and shall be eligible for reappointment for not more than one term.	The Vice-Chancellor shall hold office for a term of five years from the date on which he enters upon his office and shall be eligible for reappointment for not more than one term.
Provided that the person appointed as Vice-Chancellor shall, on completion of Sixty Five Years of age during his term of Office, cease to hold office.	Further provided that the person appointed as Vice-Chancellor shall, on completion of Seventy Years of age during his term of Office, cease to hold office.

B. CLAUSES 8, 9, 10, 11 & 16 OF STATUTE 31

EXISTING PROVISIONS	APPROVED AMENDMENT
<p>8. PAY AND ALLOWANCES</p> <p>8.1 The teachers appointed by the University shall be in the grades that is to say Professor, Reader or Lecturer in so far as they take part in the teaching in the University and shall, except in the case of re-employed teachers, be paid salaries on such pay scales or at such stage of such pay scales and allowances, as the Board of Management may adopt or decide from time to time in accordance with the AICTE / U.G.C. guidelines, if any.</p>	<p>The Pay & Allowances, Incentives for Higher Qualifications, Annual Increments, Counting of Past Services and Career Advancement Scheme, shall be governed by the University's Regulation/ Ordinance being formulated on the subject on the guidelines of the UGC's Regulations.</p>

G.G.S.I.P.U./JR (Coorv.)
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8.3 INCENTIVES FOR HIGHER QUALIFICATIONS :-

- 8.2.1** At the time of recruitment as Lecturers, four and two advance increments will be admissible to those of the Science/ Humanities faculty who hold Ph.D. and M.Phil. degrees respectively; and to those of the Technical faculty who hold Ph.D. and M.E./ M.Tech. degrees respectively. Candidates with D.Litt./ D.Sc. shall be given benefit on par with Ph.D. and M.Litt. on par with M.Phil.
- 8.2.2** One increment will be admissible to those Science/ Humanities teachers with M.Phil and to those Technical faculty with M.E./ M.Tech. who acquire Ph.D. within two years of recruitment.
- 8.2.3** A Lecturer with Ph.D. will be eligible for two advance increments when she/he moves into Selection Grade/ Reader.
- 8.2.4** A teacher will be eligible for two advance increments as and when she/ he acquires a Ph.D. degree in her/his service career.

9. ANNUAL INCREMENTS

- 9.1** An annual grade increment shall be granted to each teacher as a matter of course from the 1st of the month in which it falls due unless it is with-held. An increment may be with-held if his/her conduct has not been good or his/her work has not been satisfactory, in the opinion of the appointing authority. No increment shall, however, be with-held without assigning the specific reasons in writing and without following the procedure laid down in this regard. A teacher shall have the right to

appeal to the Board of Management against the decision to withhold his annual grade increment.

9.2 The following services in the stages of full time scale shall count for increment :

- (i) Period of duty
- (ii) Service in another post, other than the post carrying less pay, whether in substantive or officiating capacity.
- (iii) All kinds of leave other than extraordinary leave.
- (iv) Extraordinary leave granted
 - (a) On medical certificate.
 - (b) Otherwise than on medical certificate due to inability of the employee to join duty on account of civil commotion or a similar reason;
 - (c) For prosecuting higher technical and scientific studies.
 - (v) Deputation out of India
 - (vi) Foreign service
 - (vii) Joining time
 - (viii) Period of training before appointment.

10 CAREER ADVANCEMENT

10.1.1 Minimum required length of service for eligibility for appointment on promotion as lecturer (senior scale) shall be four years for those with Ph.D., five years for those with M.Phil, and six years for others as lecturer, and for eligibility to move into the grade of lecturer (selection grade) or reader, the minimum required length of service as lecturer (senior scale) shall be five years.

10.1.2 For movement into the post of Reader and above, the minimum eligible criteria would be Ph.D . Those without Ph.D. can go upto the

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level of Lecturer (Selection grade).

10.1.3 A reader with a minimum of eight years of service in that grade will be eligible to be considered for appointment as Professor.

10.1.4 The selection committees for career advancement shall be the same as those for direct recruitment for each category.

10.2 LECTURER (SENIOR SCALE)

A lecturer will be eligible for placement in a senior scale through a procedure of selection, if she/he has :

- (i) completed six years of service after regular appointment with relaxation of one year and two years respectively for M.Phil and Ph.D;
- (ii) participated in at least one orientation course and at least one refresher course of approved duration, or engaged in other appropriate continuing education programmes of comparable quality as may be specified or approved by the University; provided that those with Ph.D. degree shall stand exempted from the refresher course; and
- (iii) has consistently satisfactory performance appraisal reports.

10.3 LECTURER (SELECTION GRADE)

A lecturer in the Senior scale who does not have a Ph.D. degree or equivalent published work and who does not meet the scholarship and research standards, but fulfills the other eligibility criteria for the post of reader and has a good record in teaching and, preferably,

the institution, examination work, or extension activities, will be placed in the selection grade, subject to the recommendations of the selection committee which is the same as for promotion to the post of Reader. He shall be designated as lecturer in the selection grade. He can offer himself for fresh assessment after obtaining the degree of Ph.D. and/or fulfilling other requirements for promotion as reader and, if found suitable, could be given the designation of reader.

10.4 READER (PROMOTION)

10.4.1 A Lecturer in the senior scale will be eligible for promotion to the post of Reader if he/she has :

- (i) completed five years of service in the senior scale;**
- (ii) obtained a Ph.D. degree or has equivalent published work;**
- (iii) made some mark in the areas of scholarship and research as evidenced, for example, by self assessment, reports of referees, quality of publications, contribution to educational innovation, design of new courses and curricula and extension activities.**
- (iv) after placement in the senior scale, participated in at least two refresher courses or summer institutes of approved duration, or engaged in other appropriate continuing education programmes of comparable quality as may be specified or approved by the University Grants Commission, and**
- (v) consistently good**

performance appraisal reports.

10.4.2 Promotion to the post of reader will be through a process of selection by a selection committee set up under statute 16 of the University.

10.5 PROFESSOR (PROMOTION)

In addition to the sanctioned posts of professors which will be filled in through direct recruitment through all India advertisement, promotion may also be made from readers to the post of professor after 8 years of service as reader.

10.6 The Selection Committee for promotion to the post of professor shall be the same as that for direct recruitment. For promotion from reader to the post of professor, the following method of promotion shall be followed :-

The candidate shall present himself / herself before the selection committee with the following :

- (a) Self-appraisal reports.
- (b) Research contribution/books/articles published
- (c) Any other academic contributions.
- (d) (Three sets of the best three written contributions of the teacher (as defined by him/her) shall be submitted by the candidate in advance alongwith the application.)
- (e) Records of seminars/conferences attended.
- (f) Contribution to teaching or academic environment, institutional or corporate life.
- (g) Extension and field outreach activities.

10.7 The requirement of

participation in orientation/refresher courses / summer institutes as prescribed, each of at least 3 to 4 weeks duration and consistently satisfactory performance appraisal reports, shall be a mandatory requirement for career advancement from lecturer to lecturer (senior scale) and from lecturer (senior scale) to lecturer(selection grade).

10.8 The provisions of career advancement scheme as in clauses 10.1 to 10.7 shall stand modified, wherever necessary in so far as these are at variance with the norms and guidelines laid down by the All India Council for Technical Education for career advancement in respect of such teachers as are governed by the norms prescribed by A.I.C.T.E.

11. COUNTING OF PAST SERVICE

11.1 Previous service, if any, without any break as a lecturer 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, shall be counted for placement of lecturer in senior scale/ selection grade provided that

11.1.1 the post had an equivalent grade/scale of pay as that of a lecturer in the University.

11.1.2 the qualifications for the post were not lower than the qualifications prescribed by the University for the post of lecturer.

11.1.3 the teachers applied to the University for appointment through proper channel.

11.1.4 the concerned lecturer possesses the minimum qualifications prescribed by the University for appointment as lecturer.

11.1.5 the post at which he is currently working in the University was filled in accordance with the prescribed selection procedure as laid down by the University.

11.1.6 the appointment was not ad-hoc or against a leave vacancy of less than one year's duration. Ad-hoc service of more than one year's duration can be counted provided that

(g) The incumbent was appointed on the recommendation of a duly constituted selection committee; and

(h) The incumbent was selected to the permanent post in continuation to the ad-hoc service without any break.

(i) Provisions of clause 11.1 above will also be applicable mutatis mutandis while considering eligibility for promotion to the posts of reader (promotion) and professor (promotion).

16. SUPERANNUATION AND RE-EMPLOYMENT OF TEACHERS

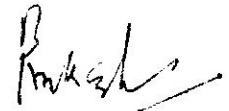
16.1 Teachers in the permanent whole time service of the University shall retire on superannuation on completing the age of 62 years. While a teacher whose date of birth falls on any day other than the first day of the month, shall retire on superannuation on the last day of that month, one whose date of birth is the first day of a month, shall retire on superannuation on the last

16.1 Teachers in the permanent whole time service of the University shall retire on the age of 65 years. However, there shall be a comprehensive review of the services rendered by the teachers by an Expert Committee after the age of 62 years. If on review it is found that the teacher has not performed well then he/she would automatically stand superannuated at the age of 62

<p>date of the previous month.</p> <p>16.2 The Board of Management may, on the recommendation of the Vice-Chancellor, re-employ a distinguished superannuated teacher after he has attained the age of 62 years for a suitable period according to the guidelines framed by the UGC up to the age of 65 years, if the Board of Management is satisfied that the services of such teacher are required in the interest of the University.</p>	<p>years. While a teacher whose date of birth falls on any day other than the first day of the month, shall retire on superannuation on the last day of that month, one whose date of birth is the first day of a month, shall retire on superannuation on the last date of the superannuation month.</p> <p>16.2 The Board of Management may, on the recommendation of the Vice-Chancellor, reemploy a superannuated distinguished teacher on contractual basis beyond the age of 65 years and upto to the age of 70 years. Reemployment beyond the age of superannuation shall, however, be done selectively, for a limited period of 3 years in the first instance and then for another further period of two years purely on the basis of merit, experience, area of specialization on year to year basis and if the Board of Management is satisfied that the services of such teacher are required in the interest of the University.</p>
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The above amendments shall come into force with effect from the date of approval of the Chancellor of the University, i.e., 11th April 2011.

The same is under process of gazette notification.

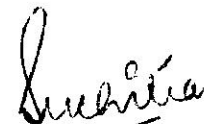


(Dr. B.P. Joshi)
Registrar

F.No. IPV/JR(C)/Statute/Amend./2011/

Dated : 20.07.2011

- (i) All Deans, University Schools of Studies, GGSIP University
- (ii) Principal/ Directors of all affiliated Institutes of GGSIP University
- (iii) Controller of Finance, GGSIP University
- (iv) Controller of Examination, GGSIP University
- (v) All Directors, GGSIP University.
- (vi) Principal, IGIT, GGSIP University, Kashmere Gate, Delhi
- (vii) JR – Affiliation/ Academics, GGSIP university
- (viii) DR – Planning, GGSIP University
- (ix) Finance Officer, GGSIP University
- (x) In-charge, Server room for uploading on the University website.



(Dr. Suchitra Kumar)
Jt. Registrar (Coordination)