

## **Indian Institute of Teacher Education (Appointment of Teaching & other Academic Posts) Regulations 2019**

In exercise of the powers conferred under Section 6(16), 21(j) and 32(1) of the Indian Institute of Teacher Education Act, 2010 and fulfillment of Statue 24 of the Indian Institute of Teacher Education First Statute, 2018, the Executive Council of Indian Institute of Teacher Education, Gujarat has approved these regulations at its meeting dated 26 December, 2019 vide resolution no. 1, namely:

### **1. Applicability:**

- 1.1. These regulations may be called Indian Institute of Teacher Education (Appointment of Teaching & other Academic Posts) Regulations 2019. These Regulations shall apply to all recruitments made to the posts of teaching faculties and other Academic posts in the University.
- 1.2. These shall apply to every appointment made on teaching posts and other academic posts in the University and its Centres.
- 1.3. These shall come into force from the date of notification.
- 1.4. The Minimum Qualifications for appointment and other conditions of teaching and other academic posts shall be as provided in the Annexure to these Regulations.

### **2. Teacher**

- 2.1. Teaching and Academic Posts means as specified in UGC Regulations 2018, as notified by Government of Gujarat and as established by the University from time to time.
- 2.2. Teachers of the University means Principal, Professors, Associate Professors, Assistant Professors and such other persons as may be appointed for imparting instruction or conducting research in the University or in any Centre maintained by the University.
- 2.3. A teacher of the University shall be a whole-time salaried employee of the University and shall devote his/her whole-time to the University and does not include honorary, visiting, part-time, contractual and ad-hoc teachers.

### **3. Pay Scales, Pay Fixation, and Age of Superannuation**

- 3.1. Pay scales and age of superannuation as notified by the Government of Gujarat and as approved by the authorities of the University from time to time will be adopted by the University. The revised pay structure for different categories of teachers and equivalent positions shall be revised as per 7<sup>th</sup> CPC mentioned in UGC Regulations 2018, as and when notified by Government of Gujarat and University Grant Commission from time to time and adopted by the University. The date of implementation of the revision of pay shall be 1st January, 2016, as and when notified by Government of Gujarat.
- 3.2. Fitment Tables for fixation of pay of the existing incumbents, who were in position as on 01.01.2016, in various categories of posts shall be as indicated in the tables at Appenice-2, as and when notified by Government of Gujarat
- 3.3. All appointment shall be strictly in accordance with rules of the University, the guidelines prescribed by the Government of Gujarat and UGC, from time to time.

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- 3.4. Subject to the availability of vacant positions and fitness, teachers such as Assistant Professor, Associate Professor, Professor and Senior Professor only, may be re-employed on contract appointment beyond the age of superannuation, as applicable to the concerned University, college and Institution, up to the age in accordance with the guidelines prescribed by the UGC and Government of Gujarat, from time to time.

#### **4. Recruitment**

- 4.1. After the date of coming into force of these Regulations, all appointments on teaching and other academic posts shall be made in accordance with these Regulations, either
- 4.1.1. By direct appointment, or
  - 4.1.2. By promotion under the Career Advancement Scheme, or
  - 4.1.3. By deputation.
- 4.2. The University will issue advertisement for recruitment to the teaching and other academic posts in leading news papers and make appointments thereto.
- 4.3. The fees for processing application form shall be collected as prescribed by the University from time to time.
- 4.4. The in-service candidates should apply through Proper Channel.

#### **5. Qualification and experience for the post :**

- 5.1. The terms and conditions with regard to the minimum qualifications and other terms and conditions as prescribed in the UGC Regulations 2018 and NCTE Regulation 2014 and amended from time to time, shall be followed. The minimum qualifications required for the posts of Principal, Professor, Associate Professor, Assistant Professor and other Academic Posts are given at Appendices to these regulations.
- 5.2. In addition to the above, the Vice-Chancellor may prescribe, to the Executive Council such specification or any other condition as required for the post to be filled up.
- 5.3. A relevant grade which is regarded as equivalent of 55%, wherever the grading system is followed by a recognized university, at the Master's level shall also be considered valid.
- 5.4. The Ph.D. Degree shall be a mandatory qualification for appointment and promotion to the post of Professor.
- 5.5. The Ph.D. Degree shall be a mandatory qualification for appointment and promotion to the post of Associate Professor.
- 5.6. The Ph.D. Degree shall be a mandatory qualification for promotion to the post of Assistant Professor (Selection Grade/Academic Level 12) in Universities.
- 5.7. The Ph.D. Degree shall be a mandatory qualification for direct recruitment to the post of Assistant Professor in Universities with effect from 01.07.2021.
- 5.8. The time taken by candidates to acquire M.Phil. and / or Ph.D. Degree shall not be considered as teaching/research experience to be claimed for appointment to the teaching positions. Further the period of active service spent on pursuing Research Degree simultaneously with teaching assignment without taking any kind of leave,



shall be counted as teaching experience for the purpose of direct recruitment/ promotion.

**6. Relaxation in qualifications :**

- 6.1. 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 the 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. For the purpose of eligibility and for assessing academic record during direct recruitment, a relaxation of 5% is allowed at the master's level for the Scheduled Caste/Scheduled Tribe/PWD categories of the candidates.
- 6.2. A relaxation of 5% may be provided (from 55% to 50% of the marks) to the Ph.D. Degree holders, who have obtained their Master's Degree prior to 19 September, 1991.

**7. Reservation Policy:**

- 7.1. The rules and procedures prescribed by the Government of Gujarat and UGC in respect of the Reservation policy shall be applicable, as and when amended from time to time.
- 7.2. The statutory provision for relaxation prescribed by the Government of Gujarat & UGC in case of the candidates belonging to SC/ST/SEBC/EBC/PWD/Women categories will be made applicable to them.

**8. Short-listing of Applications for Direct Recruitment:**

- 8.1. The prescribed qualification and experience will be minimum, and the mere fact that a candidate possessing the same will not entitle him /her for being called for interview.
- 8.2. The University will have the right to restrict the number of candidates to be called for interview, based on the recommendations of the Screening Committee constituted as per the Regulations for this purpose, to a reasonable number on the basis of qualifications and experience higher than the minimum prescribed or by any other condition that it may deem fit.
- 8.3. The Screening Committee for applications may evolve criteria for short-listing the candidates to be called for the interview as per the UGC Guidelines in consultation with the Vice Chancellor.
- 8.4. The Screening Committee shall scrutinize all applications received, check the eligibility criteria and prepare a list of qualified candidates and shall submit it to the Vice Chancellor.

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**9. Screening-cum-Evaluation Committee for Direct Recruitment:**

9.1. For the purpose of the scrutiny of the applications received for direct recruitment to various posts of teachers and other Academic posts, Screening-cum-Evaluation Committee shall have the following composition:

9.1.1. Director of any Centre or a senior teacher of the IITE to be nominated by Vice Chancellor

9.1.2. Two subject experts to be nominated by Vice Chancellor.

9.1.3. Assistant Registrar (Establishment/Academic) or any University Officer to be nominated by Vice Chancellor.

9.2. Two members including a subject expert shall constitute the quorum.

**10. Selection Committee for Principal, Professor and Senior Professor**

10.1. The Committee for the selection of post of Professor in the University shall be as per Section 37 of the IITE Act, 2010.

**11. Selection Committee for Principal, Associate Professor, Assistant Professor and other Academic Posts**

11.1. The Selection Committee for the posts of Principal, Associate Professor, Assistant Professor and other Academic Posts of the University shall be as per norms of UGC Regulations 2018 and amended from time to time. Selection Committee shall have the following composition:

11.1.1. The Vice Chancellor or his/her nominee, who has at least ten years of experience as Professor, shall be the Chairperson of the Committee.

11.1.2. An academician not below the rank of Professor to be nominated by the Chancellor, wherever applicable.

11.1.3. Three experts in the subject/field concerned nominated by the Vice-Chancellor, out of the panel of names approved by the relevant statutory body of the university.

11.1.4. Director/Head/Chairperson of the Centre/Department/School

11.1.5. An academician representing SC/ST/OBC/ Minority/Women/Differently-abled categories, if any of candidates belonging to any of these categories is the applicant, to be nominated by the Vice Chancellor, if any of the above members of the selection committee does not belong to that category.

11.2. At least four members, including two outside subject experts, shall constitute the quorum.

**12. Selection Committees for Director of Physical Education and Sports and Librarian**

12.1. Selection Committees for the posts of Director of Physical Education and Sports and Librarians shall be as per norms of UGC Regulations 2018 and amended from time to time.

**13. CAS Promotion of Teachers**

13.1. Teachers will be eligible for promotion under the Career Advancement Scheme (CAS), provided they are assessed to fulfill the eligibility and performance criteria as laid down in UGC Regulations 2018 and amended from time to time.

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- 13.2. CAS Promotion of Teachers shall be carried out as per policy and regulations of the University. For this purpose, norms of Government of Gujarat and UGC Regulations 2018 shall be followed from time to time.
- 13.3. The "Screening-cum-Evaluation Committee" for CAS promotion of Teachers shall be as per norms of UGC Regulations 2018 and amended from time to time.
- 13.4. Screening, Evaluation, Assessment and Selection for CAS promotion of Teachers shall be done as per norms of UGC Regulations 2018 and amended from time to time.

#### **14. Counting of Past Services for Direct Recruitment and Promotion under CAS**

- 14.1. Previous regular service as Assistant Professor, Associate Professor or Professor or equivalent should count for the direct recruitment and promotion under the CAS of a teacher as Assistant Professor, Associate Professor, Professor or any other nomenclature as per norms prescribed by the Government of Gujarat and UGC and amended from time to time.

#### **15. Period of Probation and Confirmation**

- 15.1. The period of probation for the appointment under these regulations shall be minimum one year and maximum two years, extendable by a maximum period of one more year in case of unsatisfactory performance.
- 15.2. The probation and confirmation rules shall be applicable only at the initial stage of recruitment, issued from time to time, by the Government of Gujarat.

#### **16. Physical fitness**

- 16.1. Every teacher appointed shall produce a medical certificate of health in specified format either before he is appointed substantively to a permanent post in University or before he completes six months' service from the date of his appointment. If an employee is found unfit for retention in service at all by the appropriate Medical Authority, his services will be terminated forthwith.
- Provided that where an appointment is made by promotion or transfer of a person already in service, no medical test shall ordinarily be required.

#### **17. Disqualification for enlisting support**

- 17.1. Any Endeavour, on the part of a candidate or on the part of any relative of the candidate to enlist support by direct or indirect methods for his application for appointment or for promotion at the University, shall be held to disqualify the candidate for the appointment or promotion.

#### **18. Passing of examination after appointment**

- 18.1. Any person appointed under these regulations shall be required to pass required examinations of computer competencies, language proficiency and such other examinations as may be prescribed by the University and Government of Gujarat.

#### **19. Teaching Days**

- 19.1. The rules and conditions governing minimum number of teaching days shall be as prescribed by the UGC, NCTE, Government of Gujarat or any other Authority as and when applicable.

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**20. Workload**

- 20.1. The rules and conditions governing workload of the teachers in full employment shall be as prescribed by the UGC, NCTE, Government of Gujarat or any other Authority as and when applicable.

**21. Code of Professional Ethics**

- 21.1. Any person appointed under these regulations shall follow code of professional Ethics prescribed under UGC Regulations 2018 and amended time to time.

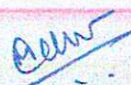
**22. Miscellaneous**

- 22.1. The other conditions of service or any matter which are not covered above shall be as prescribed by the University Grants Commission/Government of Gujarat and University from time to time.
- 22.2. In case of any dispute or discrepancy regarding interpretation of any matter under these regulations, the decision of the Vice Chancellor of IITE shall be final and binding.



**Appendices-1: Minimum qualification and other norms for various Academic Posts**

Principal/ Head	
1) <i>Name of the post</i>	Principal/ Head
1) <i>Academic Level in Pay Matrix as per 7<sup>th</sup> Pay</i>	14
2) <i>Basic Pay</i>	1,44,200/-
2) <i>Educational and other Qualification</i>	<ul style="list-style-type: none"><li>• Academic and Professional Qualifications will be as prescribed for the post of lecturer.</li><li>• Ph. D. in Education and</li><li>• Fifteen years teaching experience out of which at least five years teaching experience in a Secondary Teacher Education Institution.</li></ul> <p>Provided that, in the event of non- availability of eligible and suitable candidates for appointment as Principal/ Head as per above eligibility criteria, it would be permissible to appoint retired Professor/ Head in Education on Contract basis for a period not exceeding one year at a time, till such time the candidates complete sixty five years of age.</p>
3) <i>Method of Recruitment, whether by direct recruitment or by promotion or by deputation and percentage of the posts to be filled by various methods.</i>	<ul style="list-style-type: none"><li>• As per norms of the University applicable time to time.</li></ul>



Professor	
3) <i>Name of the post</i>	Professor Sub. : Education
4) <i>Academic Level in Pay Matrix as per 7<sup>th</sup> Pay</i>	14
5) <i>Basic Pay</i>	1,44,200/-
6) <i>Educational and other Qualification (Direct Recruitment/ Promotion/ Deputation)</i>	<ul style="list-style-type: none"> <li>• Post Graduate Degree in Arts/ Humanities/ Sciences/ Commerce with a minimum of 55% marks (or an equivalent grade in a point scale wherever grading system is followed)</li> <li>• P.G. Degree in Education (M.Ed.) with minimum 55% marks (or an equivalent grade in a point scale wherever grading system is followed).</li> <li>• Ph.D. Degree in Education.</li> <li>• An Associate Professor or above who has a minimum 10 years of teaching experience in Department of Education at University level/ College of Education. and/ or as a Teacher Educator in Institution of Teacher Education with PG Teacher recognition and/ or research experience at equivalent level at the University/ National Level Institutions with evidence of having successfully guided doctoral candidates.</li> </ul> <p>Or</p> <p>An outstanding professional having a Ph.D. degree in the relevant/ allied/ applied disciplines, from any academic institutions, Industry, who has made significant contribution to the knowledge in the field of Education. supported by documentary evidence provided he/she has ten years experience.</p> <ul style="list-style-type: none"> <li>• Published work of high quality, actively engaged 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, Table -2, UGC Regulations-2018.</li> </ul>
7) <i>Method of Recruitment, whether by direct recruitment or by promotion or by deputation and percentage of the posts to be filled by various methods.</i>	<ul style="list-style-type: none"> <li>• As per norms of the University applicable time to time.</li> </ul>

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Professor	
1) Name of the post	Professor Sub. : Core Subject
8) Academic Level in Pay Matrix as per 7 <sup>th</sup> Pay	14
9) Basic Pay	1,44,200/-
2) Educational and other Qualification (Direct Recruitment/ Promotion/ Deputation)	<ul style="list-style-type: none"> <li>• Post Graduate Degree in Concern Subject with a minimum of 55% marks ( or an equivalent grade in a point scale wherever grading system is followed).</li> <li>• Degree in Education (B.Ed.)with minimum 55% marks(or an equivalent grade in a point scale wherever grading system is followed)..</li> <li>• Ph.D. Degree in the discipline relevant to the area of specialization or Ph. D. in Education.</li> <li>• An Associate Professor or above who has a minimum 10 years of teaching experience in University level/ College level with PG Teacher recognition and/ or research experience at equivalent level at the University/ National Level Institutions with evidence of having successfully guided doctoral candidates.</li> </ul> <p>Or</p> <p>An outstanding professional having a Ph.D. degree in the relevant/ allied/ applied disciplines, from any academic institutions, Industry, who has made significant contribution to the knowledge in the field of Education supported by documentary evidence provided he/she has ten years experience.</p> <ul style="list-style-type: none"> <li>• Published work of high quality, actively engaged 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, Table -2, UGC Regulations-2018.</li> </ul>
3) Method of Recruitment, whether by direct recruitment or by promotion or by deputation and percentage of the posts to be filled by various methods.	<ul style="list-style-type: none"> <li>• As per norms of the University applicable time to time.</li> </ul>

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Associate Professor	
1) <i>Name of the post</i>	Associate Professor Sub. : Education
2) <i>Academic Level in Pay Matrix as per 7<sup>th</sup> Pay</i>	13A
3) <i>Basic Pay</i>	1,31,400/-
4) <i>Educational and other Qualification (Direct Recruitment/ Promotion/ Deputation)</i>	<ul style="list-style-type: none"> <li>• Post Graduate Degree in Arts/ Humanities/ Sciences/ Commerce with a minimum of 55% marks (or an equivalent grade in a point scale wherever grading system is followed)</li> <li>• P.G. Degree in education (M.Ed.) with minimum 55% marks(or an equivalent grade in a point scale wherever grading system is followed).</li> <li>• Ph.D. Degree in Education.</li> <li>• An Assistant Professor or above who has a minimum 08 years of teaching experience in Department of Education at University level/ College of Education and/or as a Teacher Educator in Institution of Teacher Education with PG Teacher recognition and/ or research experience at equivalent level at the University/ National Level/ State Level Institutions with evidence of having successfully guided doctoral candidates and/ or equivalent research work.</li> <li>• A minimum of 7 publications in the peer-reviewed or UGC listed journals and a total research score of 75 as per the criteria given in Appendix II, Table-2, UGC Regulations-2018.</li> </ul>
5) <i>Method of Recruitment, whether by direct recruitment or by promotion or by deputation and percentage of the posts to be filled by various methods.</i>	<ul style="list-style-type: none"> <li>• As per norms of the University applicable time to time.</li> </ul>

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Associate Professor	
1) <i>Name of the post</i>	Associate Professor Sub. : Core Subject
6) <i>Academic Level in Pay Matrix as per 7<sup>th</sup> Pay</i>	13A
7) <i>Basic Pay</i>	1,31,400/-
2) <i>Educational and other Qualification (Direct Recruitment/ Promotion/ Deputation)</i>	<ul style="list-style-type: none"> <li>• Post Graduate Degree in Concern Subject with a minimum of 55% marks ( or an equivalent grade in a point scale wherever grading system is followed).</li> <li>• Degree in Education (B.Ed.)with minimum 55% marks(or an equivalent grade in a point scale wherever grading system is followed)..</li> <li>• Ph.D. Degree in the discipline relevant to the area of specialization or Ph. D. in Education.</li> <li>• A minimum of 08 years or experience of teaching equivalent to that of assistant professor in a University, College and/ or research experience at equivalent level at the University/ National Level/ State Level Institutions with evidence of having successfully guided doctoral candidates and/ or equivalent research work.</li> <li>• A minimum of 7 publications in the peer-reviewed or UGC listed journals and a total research score of 75 as per the criteria given in Appendix II, Table-2, UGC Regulations-2018.</li> <li>• Desirable : M. Ed.</li> </ul>
3) <i>Method of Recruitment, whether by direct recruitment or by promotion or by deputation and percentage of the posts to be filled by various methods.</i>	<ul style="list-style-type: none"> <li>• As per norms of the University applicable time to time.</li> </ul>

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Assistant Professor	
1) <i>Name of the post</i>	Assistant Professor Sub. : Education
2) <i>Academic Level in Pay Matrix as per 7<sup>th</sup> Pay</i>	10
3) <i>Basic Pay</i>	57,700/-
4) <i>Educational and other Qualification (Direct Recruitment/ Promotion/ Deputation)</i>	<ul style="list-style-type: none"> <li>• Post Graduate Degree in Arts/ Humanities/ Sciences/ Commerce with a minimum of 55% marks (or an equivalent grade in a point scale wherever grading system is followed)</li> <li>• P.G. Degree in education (M.Ed.) with minimum 55% marks(or an equivalent grade in a point scale wherever grading system is followed).</li> <li>• National Eligible Test or Gujarat State level Eligibility Test or Doctor of Philosophy in Education as prescribed by UGC Regulation, 2018.</li> </ul>
5) <i>Method of Recruitment, whether by direct recruitment or by promotion or by deputation and percentage of the posts to be filled by various methods.</i>	<ul style="list-style-type: none"> <li>• As per norms of the University applicable time to time.</li> </ul>

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Assistant Professor	
1) Name of the post	Assistant Professor Sub. : Core Subject
6) Academic Level in Pay Matrix as per 7 <sup>th</sup> Pay	10
7) Basic Pay	57,700/-
2) Educational and other Qualification (Direct Recruitment/ Promotion/ Deputation)	<ul style="list-style-type: none"> <li>• Post Graduate Degree in Concern Subject with a minimum of 55% marks ( or an equivalent grade in a point scale wherever grading system is followed).</li> <li>• Degree in Education (B.Ed.) with minimum 55% marks (or an equivalent grade in a point scale wherever grading system is followed).</li> <li>• National Eligible Test or State level Eligibility Test or Doctor of Philosophy in Subject Concern as prescribed by UGC Regulation, 2018.</li> <li>• Desirable : M.Ed. or M.A. Education</li> </ul>
3) Method of Recruitment, whether by direct recruitment or by promotion or by deputation and percentage of the posts to be filled by various methods.	<ul style="list-style-type: none"> <li>• As per norms of the University applicable time to time.</li> </ul>

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Director Physical Education and Sports	
1) <i>Name of the post</i>	Director Physical Education and Sports
10) <i>Academic Level in Pay Matrix as per 7<sup>th</sup> Pay</i>	14
11) <i>Basic Pay</i>	1,44,200/-
2) <i>Educational and other Qualification</i>	<ul style="list-style-type: none"> <li>• Ph.D. in Physical Education.</li> <li>• Experience of at least ten years as University Deputy Director or fifteen years as University Assistant DPEs/ College (selection grade).</li> <li>• Participation in at least two national / international seminars / conferences.</li> <li>• Consistently good appraisal reports.</li> <li>• Evidence of organizing competitions and conducting coaching camps of at least two week's duration.</li> <li>• Evidence of having produced good performance teams/athletes for competitions like state / national / inter-university/combined university or comparable experience.</li> </ul>
3) <i>Method of Recruitment, whether by direct recruitment or by promotion or by deputation and percentage of the posts to be filled by various methods.</i>	<ul style="list-style-type: none"> <li>• As per norms of the University applicable time to time.</li> </ul>

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Librarian	
1) Name of the post	Librarian
2) Pay Matrix level as per 7 <sup>th</sup> Pay	11
3) Basic Pay	67,700/-
4) Educational and other Qualification (Direct Recruitment/ Deputation)	<ul style="list-style-type: none"> <li>• 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 the grading system is followed.</li> <li>• 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.</li> <li>• Evidence of innovative library services, including the integration of ICT in a library.</li> <li>• A Ph.D. Degree in library science/information science/documentation /archives and manuscript-keeping.</li> </ul>
5) Method of Recruitment, whether by direct recruitment or by deputation and percentage of the posts to be filled by various methods.	<ul style="list-style-type: none"> <li>• As per norms of the University applicable time to time.</li> </ul>

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Director	
4) <i>Name of the post</i>	Director
12) <i>Academic Level in Pay Matrix as per 7<sup>th</sup> Pay</i>	14
13) <i>Basic Pay</i>	1,44,200/-
5) <i>Educational and other Qualification</i>	<ul style="list-style-type: none"> <li>• A good academic record, with a Ph.D. Degree.</li> <li>• A Master's Degree with at least 55% marks (or an equivalent grade in a point-scale, wherever the grading system is followed).</li> <li>• Principal in the institute of Higher Education with at least 3 years of experience as Principal in the institute of Higher Education.</li> </ul> <p>OR</p> <ul style="list-style-type: none"> <li>• Professor with a minimum 10 years of teaching experience in the institute of Higher Education and with at least 3 years of Administrative Experience at Group A or equivalent post in the institute of Higher Education</li> </ul> <p>OR</p> <ul style="list-style-type: none"> <li>• An Associate Professor or above who has a minimum 10 years of teaching experience in University level/ College level with PG Teacher recognition out of which at least 3 years experience as an Associate Professor or equivalent and at least 3 years of Administrative Experience at Group A or equivalent post in the institute of Higher Education.</li> </ul> <p>OR</p> <ul style="list-style-type: none"> <li>• An Assistant Professor or above who has a minimum 10 years of teaching experience in University level/ College level with PG Teacher recognition and at least 6 years of Administrative Experience at Group A or equivalent post in the institute of Higher Education.</li> </ul>
6) <i>Method of Recruitment, whether by direct recruitment or by promotion or by deputation and percentage of the posts to be filled by various methods.</i>	<ul style="list-style-type: none"> <li>• As per norms of the University applicable time to time.</li> </ul>

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## Appendix-2: 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.) 1	57,700	68,900	79,800	1,31,400	1,44,200	1,82,200
2	59,400	71,000	82,200	1,35,300	1,48,500	1,87,700
3	61,200	73,100	84,100	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	1,82,100	
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	
15	87,200	1,04,200	1,20,600	1,98,700	2,18,200	
16	89,800	1,07,300	1,24,200	2,04,100		
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					

*Delw*

