

# **SRI VENKATESWARA UNIVERSITY**

TIRUPATI - 517 502  
(Andhra Pradesh)

No. E.II(2)/2000

Dated: 23-02-2000

From

The Registrar,  
S.V.University,  
Tirupati.

To

- (1) The Principal, S.V.U. College of Arts & Sciences, Tirupati.
- (2) The Principal, S.V.U. College of Engineering, Tirupati.
- (3) The Special Officer, S.V.U P.G. Centre, Cuddapah / Kavali.
- (4) The Vice-Principals, SVU College of Arts & Sciences & Engineering, Tirupati.
- (5) The Deans of four schools, S.V.U.College, Tirupati.

Sir,

Sub:- S.V.University - Teaching Establishment -  
Circulation of Code of Conduct among  
teachers in the University - Regarding.

:oOo:

I am to inform that the Code of Conduct for Teachers framed by the University is not scrupulously followed by some of the faculty members.

I am therefore to send herewith a copy of Code of Conduct for Teachers for circulation among the Teaching faculty in the University Colleges for strict adherence in order to promote orderliness and to improve professional standards and Academic excellence in Teaching in the Colleges / P.G. Centres.

Yours faithfully,

  
REGISTRAR

Copy to all the Heads of Departments of S.V.U. College of Arts & Sciences, S.V.U. College of Engineering and S.V.U. P.G. Centres, Cuddapah and Kavali with a request to circulate among the teachers in their Departments.

(P.T.o)



## SRI VENKATESWARA UNIVERSITY :: TIRUPATI

On the suggestion of the University Grants Commission and based on the S.N. Sen Committee on Governance of Universities and Colleges, the Syndicate of this University at its meeting on 29-10-1976 prescribed the following Code of Conduct for its teachers enforceable with immediate effect.

November, 23, 1976

M.J. KESAVA MURTHY,  
REGISTRAR

### CODE OF CONDUCT FOR TEACHERS

1. It shall be a duty of every teacher to disseminate the knowledge he has in his special subject to all his students. He should keep abreast of the latest books, learned articles in journals etc., as they are published, digest the information and use it in the class either for lecturing or tutorials or discussion. He should carefully prepare himself for his daily work in the class and the laboratory and employ suitable techniques for teaching. He should provide an outline of his lecture with suggestive reading material. It should be his constant endeavour to continuously acquire new knowledge which alone will make him thorough and a specialist in his field, i.e., he should be a life-long student.

2. It shall also be a teacher's duty to discover new knowledge, for which he must constantly engage himself in research. He should encourage his students to do research and guide them to properly use new techniques and suitable methodology.

3. A teacher shall maintain high professional standards. A teacher's research publications, his writings and their impact, his skills and behaviour pattern with his students etc., are some of the many professional standards set for the members of the teaching profession.

4. A teacher is normally expected to have :-academic excellence, human sympathy, interest in work and environment.

5. The following lapses shall constitute improper Conduct on the part of University / College teachers:-

- i) Failure to perform academic duties, such as preparation lectures, demonstration, assessment, guidance invigilation etc.
- ii) Gross partiality in assessment of students, deliberately over-marking / under-marking or attempted victimisation on any ground.
- iii) Inciting students against other students, Colleagues or administration.
- iv) Raising questions of caste, creed, religion, race sex or region in his relationship with his colleagues and trying to use the above considerations for improvement of his prospects and depriving the prospects of others.
- v) Refusal to carry out the decisions by appropriate administrative and academic bodies and / or functionaries of the University.

6. Any violation of this Code shall be dealt with according to the relevant University Laws.

7. In a case where the Syndicate is satisfied that continuance of a teacher in service jeopardises the smooth and efficient functioning of the University, drastic measures shall be taken against such a teacher.



# SRI VENKATESWARA UNIVERSITY : TIRUPATI

No.E.II-(7)/Circular/2013

Date: 14-11-2013

## C I R C U L A R

Sub: S.V. University – Teaching Establishment - Conduct Rules of all the University Employees – Circulated – Reg.

Ref: Letter No. APSCHE/UM-738/Commt-Model Statutes-Report/2013 Dated. 25-09-2013.

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A copy of the “Conduct Rules of all the University Employees” is communicated to all the Teachers of the University, for information.

Sd/ Prof. K. SATHYAVELU REDDY  
REGISTRAR

To

Copy to the Principal, SVU College of Arts, Tirupati to circulate among the faculty of the departments

Copy to the Principal, SVU College of Sciences, Tirupati to circulate among the faculty of the departments

Copy to the Principal, SVU College of Engineering, Tirupati to circulate among the faculty of the departments

Copy to the Principal, SVU College of Commerce, Management & Computer Science, Tirupati to circulate among the faculty of all the departments.

Copy to the Director, Academic Staff College, SVU, Tirupati to circulate among the teachers.

Copy to the Dean, University Development, SVU, Tirupati

Copy to the Dean, College Development Council, SVU, Tirupati

Copy to the Director, Directorate of Distance Education, SVU, Tirupati to circulate among the faculty.

Copy to the PS to VC/Rector/Registrar, SVU, Tirupati.

//t.c.f.b.o//

*N. Kesavaiah*  
JOINT REGISTRAR

## The following are conduct rules for the University Employees

### 1. Title and application

- (c) These rules may be called "The----- University Employees Conduct Rules".
- (d) These rules shall apply to all university employees under the control of the university whether on duty leave, foreign assignment in or outside India, paid any salary or not. In case of those employees who are on contractual appointment, part time basis, on payment of honorarium or allowances, the extent to which these rules shall apply will be determined by the Executive Council either for each category of appointment or in individual cases.

### 2. Definitions

- (d) 'University Employee' means any person who holds a post in the university including the teachers of the university as defined in the Andhra Pradesh Universities Act, 1991 (Act 4 of 1991), and all the supporting staff appointed by the university.
- (e) 'University' means-----University.
- (f) 'Member of a university employee's family' includes the spouse, son, daughter, and such other relatives as defined and recognized for the purpose by the government, and are dependent on the employee.

### 3. General

- (a) Every university employee shall be sincere, devoted to duty, and maintain integrity, discipline, impartiality and sense of propriety. He/She shall always endeavor to maintain good relations with colleagues and students.
- (b) No university employee shall behave in a manner, which is derogatory to the prestige, decency and decorum of the University.
- (c) No University employee shall behave in a manner that places himself/herself in any kind of embarrassment.

### 4. Gifts

No university employee shall accept, or permit any member of his/her family to accept, any gift from any person, which places the employee in any form of official obligation.

## **5. Subscriptions**

No university employee shall, without obtaining prior sanction of the competent authority in the university, ask for or accept or participate in the raising of any subscription or other pecuniary assistance in pursuance of any objective whatsoever except for farewell and felicitation functions connected with the university.

## **6. Tuition**

No university employee shall engage himself/herself in private tuitions either at home or in any private colleges/institutes/coaching centers etc.,

## **7. Private employment or work not connected with the University**

- a. No university employee shall undertake any employment or accept remunerative or honorary work not connected with the university, without the permission of the competent authority in the university.
- b. The university employee may accept membership in bodies like academic senate, executive council, professional academic bodies, governing body/executive committee of an educational institution or any organization connected with literary/scientific activities, or may undertake honorary position/work of a cultural/charitable/artistic nature, by intimating the competent authority in the university provided that such membership do not suffer his/her official duty. However, he/she shall not undertake or shall discontinue such work if so directed by the Vice-Chancellor.

## **8. Private Trade, Business or Investment**

- (c) No university employee shall, except with the previous sanction of the Vice-Chancellor, engage directly or indirectly in any trade, business and money lending.
- (d) A university employee may take part in the registration, promotion or management of a registered co-operative society or a literary scientific/charitable society, provided that such activity do not suffer the university work.

## **9. Communication of official documents or information**

It shall be the duty of every employee of the university to honor the confidence reposed in him/her by the university. The employee should not divulge any information, known to him/her during the course his/her official duties, to any unauthorized person or to make any improper use thereof.



#### **10. Connection with the Press**

- i. No University employee shall, except with or during the continuance of the previous sanction of the Vice-Chancellor, own wholly or in part or conduct or participate in the editing or management of any newspaper/periodical/magazine etc, except those published by the university departments/associations.
- ii. An employee of the university may, with prior intimation to the competent authority in the university, brief the media about his/her academic achievement and scientific findings.

#### **11. Discussion on University Policies**

University employees shall not indulge in any public criticism of the university administration as is repugnant to the dignity of the university employee, and cause or is likely to cause embarrassment to the administration in its relations with its staff or the students of the university or the Government or any other agency.

#### **12. Taking part in Politics**

No university employee shall, while being on duty, take active part in politics which includes holding elective or nominated positions in any political party, contesting in election to the State Legislature or the Parliament or take part in any other election. Provided that a university teacher may contest elections from the Graduates or Teachers constituency by taking leave on loss of pay for the entire period of his/her election campaign and also, if he is elected for the entire period for which he/she is elected.

#### **13. Vindication of acts and character of the University Employees**

A university employee may not, without the previous sanction of the Executive Council, have recourse to any court or to the press for vindication of his/her public acts or character from defamatory attacks. In granting sanction to the recourse to a court, the Executive Council will in each case, decide whether university will itself bear the costs of the proceedings or whether the university employee will institute the proceedings at his/her own expense and if so, whether in the event of a decision in him/her favour the university will reimburse to him/her the extent of the whole or any part of the costs. Nothing in this rule will limit or otherwise affect the right of any university employee to vindicate his/her private acts or character.

#### **14. Taking part in strikes or similar activities**

No University employee shall take part in any agitation or movement such as strike, incitement thereto or similar activity in connection with any matter pertaining to his/her service or to any other matter, which tends to bring the university to disrepute.

#### **15. Bigamous Marriage**

No University employee who has a surviving spouse shall contract another marriage, notwithstanding that such subsequent marriage is permissible under the personal law applicable to him/her for the time being.

#### **16. Influencing superior authorities for furtherance of interest**

No University employee shall bring or attempt to bring any kind of influence to bear on any superior officer or a member of any university authority to further his/her interests in respect of matters pertaining to his/her service in the university.

#### **17. Any action of Criminal nature**

No university employee shall involve in corruption or any action of criminal nature, which is punishable under the general or special laws.

18. The Vice-Chancellor shall decide the cases of infringement of the above rules of this Ordinance after giving the employee concerned, a reasonable opportunity to explain his/her case.

19. In addition to, and independent of the rules mentioned above, and wherever necessary, the provisions of Andhra Pradesh Civil Services (conduct) Rules, 1964, along with the Government Orders and amendments issued thereon from time to time, shall apply to all the university employees.

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## CODE OF CONDUCT OF THE EMPLOYEES

- ☞ Every employee shall be devoted to his / her duty and shall maintain absolute integrity, discipline, impartiality and a sense of propriety.
- ☞ No employee shall behave in a manner, which is unbecoming of such employee or derogatory to the prestige of the Government / Council.
- ☞ No employee shall act in a manner, which will place his / her official position under any kind of embarrassment.
- ☞ No employee to evade his responsibilities by seeking instructions from or approval of, as official superior where, such instructions are not necessary under the scheme of distribution of powers and responsibilities.
- ☞ No employee shall join, or continue to be a member of, an association the object or activities of which are prejudicial to the interests of the sovereignty and integrity of India or public order.
- ☞ No employee shall - (a) in the performance of his official duties, act in a discourteous manner; (b) in his official dealings with the public or otherwise adopt dilatory tactics or willfully cause delay in disposal of the work assigned to him."
- ☞ No employee shall in the performance of his official duties act in a discourteous and discriminate manner with any working women or indulge in sexual harassment either directly or by implication"
- ☞ An employee who habitually fails to perform the task assigned to him / her within the time set for the purpose and with the quality of performance expected of him / her shall be deemed to be lacking in devotion to duty."
- ☞ No employee shall participate in any strike or similar activities or incitement thereto.
- ☞ No employee shall absence from duty or work without permission.
- ☞ No employee shall engage directly or indirectly in any trade or business save in the course of his official duties.
- ☞ No employee shall , except with the previous sanction of Government negotiate for or undertake any employment or work other than that connected with the official duties.
- ☞ No employee shall neglect of duty with the object of compelling any superior officer or Government to take or omit to take any official action;



- ☞ No employee shall, by any public utterance, written or otherwise, criticise any policy or action of Government or any other State Government the Central Government; nor shall he participate in any such criticism;
- ☞ No employee shall deal, in his official capacity, with any matter which directly or indirectly concerns himself / herself or any of his relatives or dependents.
- ☞ No employee shall while on duty, be under the influence of such drinks or drugs to such an extent as to render him incapable of discharging his duty properly and efficiently;
- ☞ No employee shall appear in a public place in a state of intoxication or consume such drinks or drugs in excess.
- ☞ No employee shall bring or attempt to bring any extraneous influence to bear upon any authority for the furtherance his / her interests.
- ☞ No employee shall sell, buy, transport, possess, consume or otherwise deal with any such intoxicating liquor or drink, narcotic drug or psychotropic substance.
- ☞ Every employee shall report to the Government if any member of his / her family is engaged in trade and business or owns or manages an insurance agency or Commission agency.
- ☞ No employee shall concerted or organized refusal on the part of Government employees to receive their pay.
- ☞ No employee shall accept, or permit any member of his family to accept from any person any gift, the receipt of which, or any service the performance of which will place such employee under any kind of official obligation or embarrassment in relation to any person if, however, the offer of a gift cannot be refused without giving undue offence to the donor, it may be accepted and the matter reported to the Government.
- ☞ Every Employee shall intimate to the Competent Authority within fifteen days from the date of receipt of any foreign currency or foreign goods from any person by him or by any person of his family or by any person on their behalf.
- ☞ No employee shall, except after previous permission / intimation to Government, acquire or dispose of or permit any member of his family to acquire or dispose of, any immovable property by exchange, purchase, sale, gift or otherwise either by himself or through others.
- ☞ No employee shall speculate in any investment.

- ☞ No employee shall make, or permit any member of his family to make, any investment likely to embarrass or influence him in the discharge of his Official duties.
- ☞ No Employee shall, except in accordance with any general or special order of Government, communicate directly or indirectly any official document or any of its contents or any official information, to any Government employee not authorized to receive the same, or to any non-official person or the Press.
- ☞ No employee shall, without the previous permission of Government, publish any book, which is not purely of a literary artistic or scientific character.
- ☞ No employee shall, except with the previous sanction of Government or any authority empowered by them in this behalf or in the course of discharge of his official duties, participate in a Radio broadcast or Drama or Tele-serial or Feature Film or contribute any article or write any letter in his / her own name or anonymously, pseudonymously or in the name of any other person to a newspaper or periodical.
- ☞ No employee shall, in any writing published by him, or in any communication made by him to the press, or in any public utterance delivered by him, make any statement of fact or opinion which is likely to embarrass the State / Central Governments.
- ☞ No employee shall give evidence in connection with any inquiry conducted by any committee, Commission or other authority.
- ☞ No employee shall be a member of, or be otherwise associated with, any political party or any organisation in respect of which there is slightest reason to think that the organisation has a political aspect and takes part in politics; nor shall he participate in, subscribe in aid of, or assist in any other manner, any political movement or activity.
- ☞ No employee shall, except with the previous sanction of Government, have recourse to the press or any court for the vindication of his official act which has been the subject matter of adverse criticism or an attack of a defamatory character in public.

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EXECUTIVE COUNCIL RESOLUTION DATED 30-04-2019

C - 1 (1) Ratification of adoption of the G.O.Ms.No.14, Higher Education (UE) Department dated 13-02-2019 to the Teaching Staff of the University with effect from 01-01-2016 in toto.

(2) Ratification of the Ordinance for Minimum Qualification for Appointment of Teachers, Emoluments and maintenance of Standards in Higher Education of Sri Venkateswara University, Tirupati, sent to the APSCHE, Tadepalli, Guntur, with affixing the signatures of the Vice Chancellor and the Registrar, SVU.

(No.E-II(4) / RPS - 16 / 2019)

Resolved that the action taken by the Vice Chancellor be ratified.

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17/5/19

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Deputy Registrar (Acad)  
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**GOVERNMENT OF ANDHRA PRADESH  
ABSTRACT**

UNIVERSITIES AND COLLEGES – Implementation of UGC Revised Pay Scales, 2016 to the Teaching staff in the Universities and Colleges with effect from 01.01.2016 – Orders – Issued.

**HIGHER EDUCATION (UE) DEPARTMENT**

G.O.Ms.No.14,

Dated:13.02.2019.  
Read the following:-

1. G.O.Ms.No. 14 Higher Education (UE.II) Department, Dated:20.2.2010.
2. G.O.Ms.No 38, Higher Education(U.E.II) Department, Dated: 23.6.2016
3. Govt.Lr.No. 2398/UE/A1/2017 Dated:29.6.2017 with UGC Regulations 2016
4. MHRD Govt. of India F.No.1-7/2015-U.II(1) Dated:2.11.2017
5. Secretary, UGC F.No.23-4/2017(PS), Dated:31.1.2018
6. UGC Regulations F.No.1-2/2017(EC/PS), Dated:18.7.2018
7. G.O.Rt.No.267 Higher Education (UE) Department Dated:27.11.2018
8. Report of the Committee, Dated: 23.1.2019.

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**ORDER :**

In the G.O. first read above, orders have been issued extending the UGC Revised Pay Scales of 2006 which are analogous to the University Grants Commission Scales of pay to the Teachers, Librarians and Physical Education personnel in the Universities and Colleges in the State.

2. In the G.O. second read above and letter 3<sup>rd</sup> read above, orders were issued substituting the appendix of G.O.Ms.No.14, to that of UGC Regulations 2010 and communicated the UGC Regulations, 2016.

3. In the reference 4<sup>th</sup> and 5<sup>th</sup> read above, Government of India has revised the UGC Scales for University and College Teachers with effect from 01.01.2016 and communicated the same by the University Grants Commission to all State Governments for immediate action in a time a bound manner. It is stated, among other things, that the Government of India will provide financial assistance to the State Governments who wish to adopt and implement the revision of Pay scales subject to the following terms and conditions:

- (a) The Central Government will provide financial assistance to the State Governments for the period from 1.1.2016 to 31.3.2019, which have opted for these revised pay scales, to the extent of 50% of the additional expenditure involved in the implementation of the revision.
- (b) The State government will meet the remaining 50% of the expenditure from their own sources for the period from 1.1.2016 to 31.3.2019 and the entire liability on account of revision of pay scales, etc., of University and college teachers would be taken over by the State Government w.e.f. 1.4.2019.

#### 4.4 Code of Professional Ethics

##### I. Teachers and their Responsibilities:

Whoever adopts teaching as a profession assumes the obligation to conduct himself / herself in accordance with the ideal of the profession. A teacher is constantly under the scrutiny of his students and the society at large. Therefore, every teacher should see that there is no incompatibility between his precepts and practice. The national ideals of education which have already been set forth and which he/she should seek to inculcate among students must be his/her own ideals. The profession further requires that the teacher should be calm, patient and communicative by temperament and amiable in disposition.

##### Teacher should:

- (i) Adhere to a responsible pattern of conduct and demeanor expected of them by the community;
- (ii) Manage their private affairs in a manner consistent with the dignity of the profession;
- (iii) Seek to make professional growth continuous through study and research;
- (iv) Express free and frank opinion by participation at professional meetings, seminars, conferences etc., towards the contribution of knowledge;
- (v) Maintain active membership of professional organisations and strive to improve education and profession through them;
- (vi) Perform their duties in the form of teaching, tutorials, practicals, seminars and research work, conscientiously and with dedication;
- (vii) Discourage and not indulge in plagiarism and other non ethical behaviour in teaching and research;
- (viii) Abide by the Act, Statute and Ordinance of the University and to respect its ideals, vision, mission, cultural practices and tradition;
- (ix) Co-operate and assist in carrying out the functions relating to the educational responsibilities of the college and the university, such as: assisting in appraising applications for admission, advising and counselling students as well as assisting the conduct of university and college examinations, including supervision, invigilation and evaluation; and
- (x) Participate in extension, co-curricular and extra-curricular activities, including the community service.

## **II. Teachers and Students**

### **Teachers should:**

- (i) Respect the rights and dignity of the student in expressing his/her opinion;
- (ii) Deal justly and impartially with students regardless of their religion, caste, gender, political, economic, social and physical characteristics;
- (iii) Recognise the difference in aptitude and capabilities among students and strive to meet their individual needs;
- (iv) Encourage students to improve their attainments, develop their personalities and at the same time contribute to community welfare;
- (v) Inculcate among students scientific temper, spirit of inquiry and ideals of democracy, patriotism, social justice, environmental protection and peace;
- (vi) Treat the students with dignity and not behave in a vindictive manner towards any of them for any reason;
- (vii) Pay attention to only the attainment of the student in the assessment of merit;
- (viii) Make themselves available to the students even beyond their class hours and help and guide students without any remuneration or reward;
- (ix) Aid students to develop an understanding of our national heritage and national goals; and
- (x) Refrain from inciting students against other students, colleagues or administration.

## **III. Teachers and Colleagues**

### **Teachers should:**

- (i) Treat other members of the profession in the same manner as they themselves wish to be treated;
- (ii) Speak respectfully of other teachers and render assistance for professional betterment;
- (iii) Refrain from making unsubstantiated allegations against colleagues to higher authorities; and
- (iv) Refrain from allowing considerations of caste, creed, religion, race or sex in their professional endeavour.



#### **IV. Teachers and Authorities :**

##### **Teachers should:**

- (i) Discharge their professional responsibilities according to the existing rules and adhere to procedures and methods consistent with their profession in initiating steps through their own institutional bodies and / or professional organisations for change of any such rule detrimental to the professional interest;
- (ii) Refrain from undertaking any other employment and commitment, including private tuitions and coaching classes which are likely to interfere with their professional responsibilities;
- (iii) Co-operate in the formulation of policies of the institution by accepting various offices and discharge responsibilities which such offices may demand;
- (iv) Co-operate through their organisations in the formulation of policies of the other institutions and accept offices;
- (v) Co-operate with the authorities for the betterment of the institutions keeping in view the interest and in conformity with the dignity of the profession;
- (vi) Adhere to the terms of contract;
- (vii) Give and expect due notice before a change of position takes place; and
- (viii) Refrain from availing themselves of leave except on unavoidable grounds and as far as practicable with prior intimation, keeping in view their particular responsibility for completion of academic schedule.

#### **V. Teachers and Non-Teaching Staff :**

##### **Teachers should :**

- (i) Treat the non-teaching staff as colleagues and equal partners in a cooperative undertaking, within every educational institution;
- (ii) Help in the functioning of joint-staff councils covering both the teachers and the non-teaching staff.

#### **VI. Teachers and Guardians**

##### **Teachers should:**

- (i) Try to see through teachers' bodies and organisations, that institutions maintain contact with the guardians, their students, send reports of their performance to the guardians whenever necessary and meet the guardians in meetings convened for the purpose for mutual exchange of ideas and for the benefit of the institution.

- (b) Conduct himself/herself with transparency, fairness, honesty, highest degree of ethics and decision making that is in the best interest of the college;
- (c) Act as steward of the College's assets in managing the resources responsibility, optimally, effectively and efficiently for providing a conducive working and learning environment;
- (d) Promote the collaborative, shared and consultative work culture in the college, paving way for innovative thinking and ideas;
- (e) Endeavour to promote a work culture and ethics that brings about quality, professionalism, satisfaction and service to the nation and society.
- (f) Adhere to a responsible pattern of conduct and demeanor expected of them by the community;
- (g) Manage their private affairs in a manner consistent with the dignity of the profession;
- (h) Discourage and not indulge in plagiarism and other non ethical behaviour in teaching and research;
- (i) Participate in extension, co-curricular and extra-curricular activities, including the community service.
- (j) Refrain from allowing considerations of caste, creed, religion, race, gender or sex in their professional endeavour.

**Director Physical Education and Sports (University/College)/Librarian (University/College) should;**

- (a) Adhere to a responsible pattern of conduct and demeanor expected of them by the community;
- (b) Manage their private affairs in a manner consistent with the dignity of the profession;
- (c) Discourage and not indulge in plagiarism and other non ethical behaviour in teaching and research;
- (d) Participate in extension, co-curricular and extra-curricular activities, including the community service.
- (e) Refrain from allowing considerations of caste, creed, religion, race, gender or sex in their professional endeavour.

**4.5 Maintenance of Standards in Higher-Education Institutions:**

In order to maintain the academic standards in higher education, the following recommendations shall be adopted by the respective Universities/ Colleges/ Institutions:

- (i) The process of evaluation for Ph.D shall be uniform in all the universities in accordance with the respective UGC Regulations and their amendments from time to time, in this regard. The Universities shall adopt these Regulations within six months of their notification.
- (ii) There shall be special provision of supernumerary Ph.D seats not exceeding 10% of the total seats available in the department, if there is no vacant seat available with the eligible Supervisors in that department, to the in-service teachers for encouraging the faculty members of colleges and universities for getting a Ph.D. degree.
- (iii) In order to encourage research and increase country's research output, Universities shall accord permission and provide need-based facility for college teachers to supervise Ph.D./M.Phil. scholars. Universities shall amend their Statutes and Ordinances accordingly.
- (iv) All newly-recruited faculty members shall be provided one-time seed money/start up grant/research grant for establishing a basic research/computational facility as per the provisions laid down in these regulations.
- (v) The Ph.D. degree shall be made a mandatory requirement for recruitment and promotions in accordance with the provisions laid down in these Regulations.
- (vi) Research clusters shall be created amongst the universities/colleges/research institutions within the state for sharing research facilities, human resources, skills and infrastructure to ensure optimal utilisation of resources and to create synergies among higher education institutions.
- (vii) An induction programme of one month shall be introduced for all newly-recruited Assistant Professors in the universities /colleges/institutions ideally before the starting of their teaching work, but definitely within one year of the recruitment of the new faculty member. In addition to the Human Resource Development Centres of the UGC, Universities/Institutions with the Pandit Madan Mohan Malviya National Mission on Teachers and Teaching(PMMMNTT) scheme shall also organize such induction programmes as per their mandate.
- (viii) These induction programmes shall be treated at par with the Orientation Programmes already being run by the Human Resource Development Centres of the UGC for the purpose of the CAS requirements. Universities/Colleges/Institutions shall send the faculty members to such programmes in a phased manner so that the teaching work does not suffer.
- (ix) All short-term and long-duration capacity-building programmes for teachers/faculty ranging from one week to one month as well as seminars, workshops in different pedagogic and discipline-specific areas being conducted by centres such as Schools of Education (SoEs), Teaching Learning Centres (TLCs), Faculty Development Centres (FDCs), Centres for Excellence in Science and Mathematics (CESMEs), Centres for Academic Leadership and Education Management (CALEMs) under the PMMMNMTT scheme shall be taken into consideration for fulfilment of the requirements as laid down in Career Advancement Scheme of these Regulations.