

Executive Council meeting of 17 August 2013

Observations on the following agenda items in the Executive:

1. A Committee was constitute by the VC to prepare draft of the amendments to statutes and ordinances regarding service conditions for teachers including appointment, promotions, leave rules, screening criterion, selection committees, workload etc. Only Annexure 1 (item no 2A.1-1-4 was placed before the AC. The following important sections were not placed before the Academic Council:
 - I. Annexure No 12 (item 15-3 of EC agenda), which deals Leave Rules for permanent and college teachers
 - II. Annexure No 13 (item No 15-4 of EC agenda), proposed guidelines for screening/shortlisting of candidates for appointment to the teaching posts in the university and its colleges
 - III. Annexure No 14 (item No 15-5 of the EC agenda), which deals with amendments of various statutes and ordinances in light of the UGC guidelines including composition of selection committees and workload norms.

These important provisions have implications for the academic environment of the University and should have been considered along with Annexure 1.

2. **Item 6B-1** proposes amendments to the New Recruitment Rules for non-teaching employees and **Item 6H-1** proposes amendments to the Non-Teaching Employees Rules.

The items do not make reference to any Committee which might have been responsible for drafting the proposed amendments. This information should be provided. Further, it was important to provide the EC members the gazette notifications, which form the basis of the amendments stipulated by Item 6B-1/ and 6H-2, so that the amendments could be cross-checked.

3. **Item 15-3, Annexure 12:**

In the Clause 2. 13 under Study Leave the following Note should be added

Note: In case the Study Leave has been availed towards doing Ph.D., the "completion of studies" should not be construed to mean "submission of Thesis."

AbhaDev

Ajay Kumar

Explanation: Addition of this Note is a must to stop harassment of faculty members. As teachers who have been involved both in doing research and guiding research, we wish to underline that to demand that research will be completed leading to submission in a stipulated time span goes against the very spirit of research. The Study Leave is an enabling provision and if the periodic reports which are submitted to the institutional authorities are found to be satisfactory, there is no reason to conclude that the period of Study Leave was not used towards research. The formal culmination of research in the submission of the thesis leading up to the defense and award of degree is, as a general matter of experience, variable from discipline to discipline and person to person. This cannot be held against a teacher who has otherwise been gainfully invested in research in accordance with the rules governing the formal programme of research, and sufficient proof regarding it has been furnished to the institution. Also, setting a limited time-period for the completion of research militates against the very openness of research. While there are always institutional limits set on the maximum period within which a scholar enrolled in a particular research programme is required to submit his/her Thesis, the study leave period should not impose extra constraint. The insistence at doing so may prove to be detrimental to the quality of research being undertaken.

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Ajaykumar

We, the undersigned, propose the following amendments to Ordinance XXIV

1. Clause vii in pg 32 should be read as follows:

“The period of time taken by candidates to acquire M.Phil and/or PhD shall not be considered as research experience to be claimed for appointment to the teaching positions”; (the word ‘teaching’ should be dropped from the original proposal).

2. In pg 61 of CAS 2010, clause vi should be read as follows:

“Assistant Professors with completed service of 5 years at the AGP of 7000 shall be eligible, subject to other API requirements, to move up to the AGP of 8000, provided that the requirement of 5 years will be relaxed if the total service of the incumbent is not less than 11 years (9 years with PhD and 10 years with M.Phil)”.

3. In pg 62 of CAS 2010, clause ix should be read as follows;

“Assistant Professors completing 3 years of service in the AGP of 8000 shall be eligible, subject to the prescribed qualifying conditions to move to the Pay Band IV of 37,400 -67,000 with AGP of 9000 and shall be designated as Associate Professor, provided that the requirement of 3 years will be relaxed if the total service of the incumbent is not less than 14 years (12 years with PhD and 13 years with M.Phil)”.

4. IX (Page 55): This provision be added: “The experience norm for University Librarian should be at par with that of the University Professor.”

5. The following explanation be added:

i. Service means teaching experience of undergraduate or postgraduate classes of the University of Delhi or its colleges or any other recognized University/College/Institution (in India or abroad) and/or research experience in National Laboratories or R&D Organisations (CSIR/ICAR, DRDO, UGC etc.)

ii. It will include teaching experience as Lecturer/Assistant Professor/Director of Phys. Ed. (Colleges)/Asst. Director of Phys. Ed. (University) (Permanent/Temporary/Ad-hoc) and research experience as Research Scientist/Research Associate.

iii. Teaching experience includes all period spent on leave except EOL for non-academic purposes.

AbhaDev

Ajaykumar

We, the undersigned, propose the following amendments:

Proposed Scores for API in Recruitments and CAS:

Table for API Calculation under Category 1:

The following note be added:

Under 4c, the teacher is only required to give a proof that she administered an anonymous feedback questionnaire wherein the students can give their assessment of the quality of her teaching. She would be entitled to the points irrespective of the feedback. The comments given by the students may not be used against the teacher in this exercise. (Ref: UCG Regulations, 2nd Amendment, 2013. Note 5, Page: 5)

AbhaDev

Ajay Kumar

*The above
the Recommendation note was added on
of the hour. AbhaDev*

We, the undersigned, propose the addition of the following Notes in the proposed CAS 2010:


1. The API based PBAS for Category I and Category II will be progressively and prospectively rolled out from the date of the approval of the amendments by the Executive Council. (Ref: 6.3.0 and Note 2 and 3 of the Gazette of India Notification of UGC Regulations on 30th June, 2010, Pages 7886 and 7953)
2. A teacher should acquire the required minimum aggregate score for Category III over two previous stages, taken together. (Ref: Note 5 of the Gazette of India Notification of UGC Regulations on 30th June, 2010, Page 7953)
2. The University/College shall complete the process of screening/selection for various positions under CAS within six months from the date of application of a teacher. (Ref: 6.3.0 the Gazette of India Notification of UGC Regulations on 30th June, 2010, Page 7886)

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Accepted by
the House

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Ajay Kumar

 We, the undersigned, propose the following amendments in the item on Workload:

i. The 2nd line of Clause 1 of Ordinance XIII. General, reads as:

“It shall be necessary for the teacher to be available for at least 5 hours daily in the University/College.”

The following clause be added with this line

“for which necessary space and infrastructure should be provided by the University/college.”
(Ref: 15.1 of the Gazette of India Notification of UGC Regulations on 30th June, 2010, Page 7906)

ii. The following clause be added:

“No whole time teacher appointed by the University or by any College shall be required to do teaching work, whether lecturing or tutorial, or laboratory work, for a number of working periods of fifty five minutes each exceeding stipulated sixteen hours for Assistant Professor and 14 hours for Associate Professor and Professor in all during each week .

Provided that the foregoing provisions may in case of College and institutions imparting instruction for degree in Professional Course be modified by the Vice-Chancellor to the extent he deems fit in each case.” (Ref: Ordinance XIII)

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Ajay Kumar

We, the undersigned, propose the following amendment:

Following Note be added to item No X, CAS 2010 (Page: 62):

Provided that incumbent Readers who have already been placed in the Associate Professor and existing Associate Professors appointed directly shall be given one time option to opt for either the Old Scheme or the CAS 2010 to apply for promotion as Professor taking into account the experience as Associate Professor from the date of her promotion to Associate Professor.

AbhaDev

Ajaykumar

