



MAHATMA GANDHI UNIVERSITY, KERALA

NOTIFICATION

No.AcL/1/3017/SA-26

Priyadarshini Hills, dated 31-12-2019

AMENDMENT TO THE MAHATMA GANDHI UNIVERSITY STATUTES,1997. AMENDMENT NO.26

In exercise of the powers conferred by section 23(ii) of the Mahatma Gandhi University Act,1985,the Syndicate of the University at its meeting held on 18-03-2019 (item No.OA 06/19.02) passed the following amendments in Chapters 2,3,4,5 Part B, and also incorporated a new Chapter- Chapter 46 to the Mahatma Gandhi University Statutes,1997.

In the said Mahatma Gandhi University Statutes,1997 ,the following amendments were made as detailed below:

Existing Statutes	Amended Statutes
Chapter 2	Chapter 2
Officers of the University	
Statute 16(1) The emoluments of the Pro- Vice Chancellor shall be the maximum pay, the Dearness Allowance and the permissible allowances (excluding HRA) in the scale of pay of Professor of the University.	Statute 16(1) The Pay and allowances of the Pro Vice Chancellor shall be such as may be determined by Government from time to time.
Chapter 3	Chapter 3
Teachers of the University	
Statute 1. <i>Institution of Posts :</i>	Statute 1. <i>Institution of Posts:</i>

<p>The Syndicate shall be competent to institute Professorships, Readerships, Lectureships and such other teaching and research posts required by the University on the proposals of the Academic Council: Provided that no Professorship, Readership, Lectureship or other teaching or research post shall be instituted by the Syndicate without the previous approval of the Government if it involves expenditure in excess of the budgetary provision.</p>	<p>The Syndicate shall be competent to institute Professorships, Associate Professorships, Assistant Professorships and such other teaching and research posts required by the University on the proposals of the Academic Council: Provided that no Professorship, Associate Professorship, Assistant Professorship or other teaching or research post shall be instituted by the Syndicate without the previous approval of the Government if it involves expenditure in excess of the budgetary provision.</p>
<p>2. Abolition or suspension of posts : On the report from the Academic Council thereon; the Syndicate may suspend or abolish any Professorship, Readership, Lectureship or other teaching posts subject however to the condition that in the case of a post which is not permanently vacant at that time, no such suspension or abolition shall take effect until after six months' notice has been given to the permanent incumbent.</p>	<p>2. Abolition or suspension of posts: On the report from the Academic Council thereon, the Syndicate may suspend or abolish any Professorship, Associate professorship, Assistant Professorship or other teaching posts subject however to the condition that in the case of a post which is not permanently vacant at that time, no such suspension or abolition shall take effect until after six months' notice has been given to the permanent incumbent.</p>
<p>3. Appointment of teachers: Teachers of the University shall be appointed by the Syndicate after advertisement inviting applications as hereinafter provided. In making appointments by direct recruitment to posts in any class or category in each department under the University, the University shall <i>mutatis mutandis</i> observe the provisions of clauses (a), (b) and (c) of rule 14 and rules 15,16,17 and 17A of the Kerala State and Subordinate Services Rules,1958 as amended from time to time. For the purpose of observing these rules all the teaching departments under the University shall be</p>	<p>3. Appointment of teachers: Teachers of the University shall be appointed by the Syndicate after advertisement inviting application as hereinafter provided. In making appointments by direct recruitment to posts in any class or category department under the University, the University shall <i>mutatis mutandis</i> observe the provisions of clauses (a), (b) and (c) of rule 14 and rules 15, 16,17 and 17A of the Kerala State and Subordinate Services Rules, 1958, as amended from time to time. For the purpose of observing these rules all the teaching department under the university shall be treated as a single unit. It</p>

<p>treated as a single unit. It shall however be competent for the syndicate to appoint in exceptional cases Professors and Associate Professors without advertisement, if it is satisfied that persons already in the service of the University are suitable for the post.</p>	<p>shall however be competent for the Syndicate to appoint in exceptional cases Professors and Associate Professors, without advertisement, if it is satisfied that persons already in the service of the University are suitable for the post subject to the Regulations in this regard in force.</p>
<p>Statute 4 Selection Committee for appointment of teachers:</p>	<p>Statute 4 Selection Committee for appointment of teachers:</p>
<p>(1) When posts are proposed to be filled up by inviting applications by advertisement, the applications received shall be referred to a Selection Committee as specified below: (i) The Vice-Chancellor who shall be the ex-officio Chairman of the Committee; (ii)(a) For the Post of Professor / Associate Professor : For selection to the post of Professor /Associate Professor, there shall be a committee in addition to the Vice- Chancellor as Chairman and one academician who is the nominee of the Chancellor, three experts in the concerned subject/field nominated by the Vice- Chancellor out of the panel of names approved by the Syndicate of the university, the Dean of the Faculty, the Head/Chairperson of the Department/School and an academician representing SC / ST / O B C / Minority / Women / Differently-abled categories, if any of the candidates representing these categories, is an applicant, to be nominated by the Vice-Chancellor, if any of the members of the Selection Committee do not belong to that category. At least four members,including two outside subject experts,shall constitute the quorum. (b) For the posts of Assistant Professor etc: There shall be a committee in addition to the Vice-Chancellor as Chairman, three experts in the concerned subject nominated by the Vice- Chancellor out of the panel of names approved by the Syndicate of the University, the Dean of the concerned Faculty, the Head/Chairperson of the Department/ School,an academician nominated by the Chancellor and an academician representing SC /ST /O B C /Minority</p>	<p>1. Assistant Professor in the University: (a) The Selection Committee for the post of Assistant Professor in the University shall have the following composition;</p> <ol style="list-style-type: none"> 1. The Vice Chancellor shall be the Chairperson of the Selection Committee. 2. Three experts in the subject concerned nominated by the Vice - Chancellor out of the panel of names approved by the relevant statutory body of the university. 3. Dean of the Faculty concerned. 4. Head of the Department. 5. An academician nominated by the Chancellor 6. An academician representing SC / ST /OBC / Minority / Women / Differently- abled categories to be nominated by the Vice – Chancellor or Acting Vice-Chancellor, if any of the candidates representing these categories is the applicant and if any of the above members of the selection committee do not belong to that category. <p>(b). At least four members, including two outside subject experts shall constitute the quorum</p> <p>2. Associate Professor in the University (a) The Selection Committee for the post of Associate Professor in the University shall have the following</p>

<p>/Women /Differently - abled categories to be nominated by the Vice-Chancellor, if any of the candidates representing these categories is an applicant and if any of the above members of the Selection Committee do not belong to that category.</p> <p>At least four members, including two outside subject experts shall constitute the quorum.</p> <p>(2) No member of the committee who is an applicant for the post or related to or is otherwise interested in any of the applicants for the post shall take part in the deliberations of the Committee, so far as that post is concerned.</p> <p>(3) The recommendations of the Selection Committee shall be placed before the Syndicate, which shall make the appointments.</p> <p>(4) Provided that when the Syndicate proposes to make the appointment otherwise than in accordance with the above provisions, the Syndicate shall record its reasons and submit its proposals for the sanction of the Chancellor.</p>	<p>composition;</p> <ol style="list-style-type: none"> 1) Vice-Chancellor to be the Chairperson of the Selection Committee. 2) An academician who is the nominee of the Chancellor. 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. 4) Dean of the faculty 5) Head of the Department. 6) An academician representing SC/ST/OBC/ Minority/ Women/ Differently-abled categories, if any of candidates representing these categories is the applicant, to be nominated by the Vice Chancellor, if any of the above members of the selection committee do not belong to that category. <p>b) At least four members, including two outside subject experts, shall constitute the quorum.</p> <p>3. Professor in the University</p> <p>The composition of the Selection committee for the post of Professor in the University shall be similar in composition as that for the post of Associate Professor set out in Statute 4 (2) above.</p>
<p>Statute 11. Higher starting pay:</p> <p>The Syndicate may fix a higher starting pay to a Professor, Reader or Lecturer or teacher on appointment, at any stage in the scale of pay applicable to that post, considering his higher qualifications and experience.</p>	<p>Statute 11. Higher starting pay:</p> <p>The Syndicate may fix a higher starting pay to a Professor, Associate Professor or Assistant Professor or teacher on appointment, at any stage in the scale of pay applicable to that post, considering his higher qualifications and experience.</p>
<p>Statute 18. Head of Department:</p> <p>The Professor, Reader or Lecturer in-charge of a department shall be the Head of the Department, The Head of the Department shall be nominated on a rotation basis for three years starting with the senior most teacher of the Department. The Syndicate shall nominate the senior most Professor as the Head of the</p>	<p>Statute 18. Head of Department:</p> <p>The Professor, Associate Professor or Assistant Professor of a department shall be the Head of the Department, The Head of the Department shall be nominated on a rotation basis for three years starting with the senior most teacher of the Department. The Syndicate shall nominate the senior most Professor as</p>

<p>Department for a period of Three years and at the end of the Three year the next senior most Professor shall be nominated. After all the Professors are given a turn, the rotation shall then be implemented among Readers as per seniority. It shall, however, be open to the teachers who have been nominated as Head of the Department to make a request that he shall be relieved of such responsibility for academic reasons. In such a case, the next senior most teacher of the department shall be the Head of the Department. The other members of the teaching staff shall work under the direction of the Head of the Department and shall assist him in the performance of his duties. In Departments which have no Professor or Reader, the Lecturer or Senior Lecturer, if there are more Lecturers than one shall be the Head of the Department.</p>	<p>the Head of the Department for a period of Three years and at the end of the Three year the next senior most Professor shall be nominated. After all the Professors are given a turn, the rotation shall then be implemented among Associate Professors as per seniority. It shall, however, be open to the teachers who have been nominated as Head of the Department to make a request that he shall be relieved of such responsibility for academic reasons. In such a case, the next senior most teacher of the department shall be the Head of the Department. The other members of the teaching staff shall work under the direction of the Head of the Department and shall assist him in the performance of his duties. In Departments which have no Professor or Associate Professor, the Assistant Professor or Senior Assistant Professor, if there are more Assistant Professors than one, shall be the Head of the Department.</p>
Chapter 45 PART B	Chapter 45 PART B
Conditions of service of teachers in Private Colleges	
<p>Statute 2. Appointment of teachers by direct recruitment</p> <p>For making appointments to the post of teachers by direct recruitment, the post shall be advertised in all editions of one national English daily and in all editions of two Malayalam daily newspapers having wide circulation in the area approved by the University and in the "University News", a weekly chronicle of higher education published by the Association of Indian Universities, AIU House 16 Kotla Marg, New Delhi-110002 giving a minimum period of thirty days for the aspirants to apply.</p>	<p>Statute 2. Appointment of teachers by direct recruitment :</p> <p>For making appointments to the post of teachers by direct recruitment, the post shall be advertised in an edition of one national English daily, and in a minimum of five editions, of which one in the district where the college situates, of two Malayalam daily newspapers having wide circulation in the area approved by the University and in the "University News", a weekly chronicle of higher education published by the Association of Indian Universities, AIU House 16 Kotla Marg, New Delhi-110002 giving a minimum period of thirty days for the aspirants to apply.</p>
<p>Statute 3. Constitution of Selection Committee for appointments:</p>	<p>Statute 3. Constitution of Selection Committee for appointments:</p>

<p>1. In order to ensure that appointments of teachers by direct recruitment are on the basis of merit, such appointments shall be made by the Educational Agency from a panel of three names for every vacancy recommended by a selection committee constituted by the Educational Agency and consisting of the following members, namely:-</p> <ol style="list-style-type: none"> a. two representatives of the Educational Agency nominated by it, one of whom shall be the Chairman of the Selection Committee; b. The Principal of the College; c. The Head of Department in the subject concerned; and d. one expert in the subject nominated by the Vice-Chancellor. <p>(2) Three members including the member referred to in item (d) shall constitute the quorum for a meeting of the Selection Committee.</p> <p>(3) Notwithstanding anything contained in clause (1) in the case of any Educational Agency which has voluntarily entered into a written agreement with the Government for the direct payment of salaries to the teachers and the non-teaching staff of its Arts, Science or Training Colleges, appointments of teachers, whether provisional or permanent, shall be made only from a list of persons prepared by a selection committee constituted by the Educational Agency and consisting of the following members namely:-</p> <ol style="list-style-type: none"> (a) two representatives of the Educational Agency nominated by it; (b) a person nominated by the Educational Agency from amongst the Principal, Heads of Departments and Professors of the College or where the Educational Agency has two or more colleges, from amongst the Principals, Heads of Departments and Professors of all those Colleges: <p>Provided that before making any such nomination, the</p>	<p><u>(A). Assistant Professor in Colleges including Private Colleges</u></p> <p>(a) The Selection Committee for the post of Assistant Professor in Colleges including Private Colleges shall have the following composition:</p> <ol style="list-style-type: none"> 1. Chairperson of the Governing Body of the college or his/her nominee from among the members of the Governing body to be the Chairperson of the Selection Committee. 2. The Principal of the College. 3. Head of the Department of the subject concerned in the College. 4. Two nominees of the Vice Chancellor of whom one should be a subject expert. In case of colleges notified/declared as minority educational institutions, two nominees of the Chairperson of the college from out of a panel of five names, preferably from minority communities, recommended by the Vice Chancellor from the list of experts suggested by the relevant statutory body of the college, of whom one should be a subject expert. 5. Two subject-experts not connected with the college to be nominated by the Chairperson of the governing body of the college out of a panel of five names recommended by the Vice Chancellor from the list of subject experts approved by the relevant statutory body of the university. In case of colleges notified/declared as minority educational Institutions, two subject experts not connected with the University to be nominated by the Chairperson of the Governing Body of the College out of the panel of five names, preferably from minority communities; recommended by the Vice Chancellor from the list of subject experts approved by the relevant statutory body of the College. 6. An academician representing SC /ST/ OBC/ Minority / Women / Differently-abled categories, if any of the candidates representing these categories is the
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<p>Educational Agency shall obtain the concurrence of the University;</p> <p>(c) one member chosen by the Educational Agency from amongst the officers of the Secretariat not below the rank of Joint Secretary to the Government and the District Collectors:</p> <p>Provided that if for any reason the Government consider that the Officer chosen by the Educational Agency cannot be deputed to the Selection Committee, the Education Agency shall choose another Officer from amongst the said categories;</p> <p>(d) one expert chosen by the Educational Agency from a subject-wise list of experts prepared by the University containing not less than five members and made available to the educational agency on its request at the beginning of each academic year:</p> <p>Provided that if the Educational Agency considers that the list is insufficient, it may request for more names to be included in the list and the University shall, as far as possible, comply with such request.</p> <p>(4) A representative of the Educational Agency referred to in item (a) of clause (3) or the member referred to in item (b) of that clause, as may be decided by the Educational Agency, shall be the Chairman and the Convener of the Selection Committee constituted under the said clause.</p> <p>(5) The selection committee constituted under clause (1) or clause (3) shall meet as often as is necessary and the decision of the majority taken at such meeting shall be final.</p>	<p>applicant, to be nominated by the Vice Chancellor, if any of the above members of the selection committee do not belong to that category.</p> <p>(b) At least five members, including two subject experts, should constitute the quorum.</p> <p>(c) For all levels of teaching positions in Constituent college(s) of the university, the selection committee norms shall be similar to that of the posts of departments of the university.</p> <p><u>(B) Associate Professor in Colleges including Private Colleges</u></p> <p>(a) The Selection Committee for the post of Associate Professor in Colleges including Private Colleges shall have the following composition:</p> <ol style="list-style-type: none"> 1. The Chairperson of the Governing Body or his or her nominee, from among the members of the Governing body to be the Chairperson of the Selection Committee. 2. The Principal of the College. 3. The Head of the Department of the subject concerned from the college. 4. Two University representatives nominated by the Vice Chancellor, one of whom will be the Dean of College Development Council or equivalent position in the University and the other must be expert in the subject concerned. In case of Colleges notified/declared as minority educational institutions, two nominees of the Chairperson of the College from out of a panel of five names, preferably from minority communities, recommended by the Vice-Chancellor from the list of experts suggested by the relevant statutory body of the college of whom one should be a subject expert.
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	<p>5. Two subject-experts not connected with the college to be nominated by the Chairperson of the governing body of the college out of a panel of five names recommended by the Vice Chancellor from the list of subject experts approved by the relevant statutory body of the university. In case of colleges notified/declared as minority educational Institutions, two subject experts not connected with the University to be nominated by the Chairperson of the Governing Body of the College out of the panel of five names, preferably from minority communities, recommended by the Vice Chancellor from the list of subject experts approved by the relevant statutory body of the College.</p> <p>6. An academician representing SC /ST/ OBC /Minority / Women / Differently-abled categories, if any of the candidates representing these categories is the applicant, to be nominated by the Vice Chancellor, if any of the above members of the selection committee do not belong to that category.</p> <p>(b) At least five members, including two subject experts, should constitute the quorum.</p>
<p>Statute 4.Quorum for meeting</p> <p>1. The quorum for the meetings of the selection committee constituted under clause (3) of Statute 3 shall be three and shall include the members referred to in item (c) and item (d) of the said clause.</p> <p>2. If the meeting fixed for a day cannot be held for want of quorum or owing to the absence of one or both of the members referred to in items (c) and (d) of the said clause, the meeting shall stand adjourned and shall be held on the same day in the following week at the same place and time and such adjourned meeting shall be considered to be valid even if either or both of the</p>	<p style="text-align: center;">Deleted</p>

<p>aforesaid members is or are not present</p> <p>3. If the member referred to in item (c) or item (d) of clause (3) of Statute 3 is likely to be absent on leave or otherwise so as to render him unable to attend two consecutive meetings of the committee, he shall intimate the Educational Agency and the Government or the University, as the case may be, sufficiently early and it shall be the duty of the Educational Agency to choose a substitute in the manner mentioned in the said item (c) or item (d), as the case may be, and no other meeting of the Selection committee shall be held until the substitute is chosen and notice of the next meeting is given to him.</p>	<p>Deleted</p>
<p>Statute 6. Selection Committee for appointment of Principal by Direct Recruitment:</p> <p>(1) For appointment of Principals by direct recruitment in private affiliated colleges, the Selection committee shall be constituted with the following members, namely:-</p> <p>(a) Two representatives of the Educational Agency nominated by it of whom one shall be the Chairman and Convener of the Selection Committee, as may be decided by the Educational Agency.</p> <p>(b) One member chosen by the Educational Agency from amongst officers of secretariat not below the rank of Joint Secretary to the Government and the District Collectors:</p> <p>Provided that if for any reasons the Government consider that the officer chosen by the Educational Agency cannot be deputed to the Selection Committee, Educational Agency shall choose another from amongst the said categories.</p> <p>(c) An Officer of the University not below the rank of Joint Registrar, nominated by the Vice-Chancellor.</p> <p>(d) An Officer of the Collegiate Education Department not below the rank of Deputy Director, nominated by the Director of Collegiate Education.</p> <p>(2) The quorum for the meeting of the selection committee constituted under this Statute shall be four and shall include the three members referred to in items (b),(c) and (d):</p>	<p>Statute 6. College Principal</p> <p>(a) The Selection Committee for the post of College Principal by direct appointment/promotion shall have the following composition:</p> <ol style="list-style-type: none"> 1. Chairperson of the Governing Body of the college as chairperson of the Selection Committee. 2. Two members of the Governing Body of the college to be nominated by the Chairperson of whom one shall be an expert in academic administration. 3. One nominee of the Vice Chancellor who shall be a Higher Education expert. In case of Colleges notified/declared as minority educational institutions, one nominee of the Chairperson of the College from out of a panel of five names, preferably from minority communities, recommended by the Vice-Chancellor of whom one should be a subject expert. 4. Three experts consisting of the Principal of a college, a Professor and an accomplished educationist not below the rank of a Professor (to be nominated by the Governing Body of the college) out of a panel of six experts approved by the relevant statutory body of the university. 5. a) An academician representing SC/ ST/ O B C / Minority / Women / Differently - abled categories, if any of the candidates representing these categories is the applicant, to be nominated by the Vice-Chancellor , if any of the above members of the selection committee do not belong to that

<p>Provided that if the meeting cannot be validly held for want of the minimum number of members required to be present under this Statute, it "shall be necessary to hold another meeting of the Committee as soon as possible with sufficient notice to the members and the decision of the majority taken at such meeting shall be valid".</p>	<p>category.</p> <p>b) At least five members, including two subject-experts, should constitute the quorum.</p> <p>c) All the selection procedures of the selection committee shall be completed on the day of the selection committee meeting itself, wherein, minutes are recorded along with the scoring Proforma and recommendation made on the basis of merit with the list of selected and wait-listed candidates / Panel of names in order of merit, duly signed by all members of the selection committee.</p> <p>d) The term of appointment of the College Principal shall be five years with eligibility for reappointment for one more term only after a similar Selection Committee process which shall take into account an external peer review, its recommendations and its outcomes. The framework of the external peer review shall be specified by the UGC.</p> <p>e) The constitution of the external peer review committee shall be :</p> <p>i) Nominee of the Vice- Chancellor of the University</p> <p>ii) Nominee of the Chairman, University Grants Commission</p> <p>The nominees shall be nominated from the Principals of the colleges with excellence/college with potential for excellence/Autonomous colleges/NAAC "A+" accredited colleges.</p> <p>The report of the above peer review committee shall be the main basis for re-appointment of the Principal.</p>
<p>Statute 13 First Appointment of a Teacher: The first appointment of a teacher in a private /Aided Arts and Science College shall be only as a Lecturer. Provided that persons who are working as Lecturers in Colleges under (an) Educational Agency / Government and whose appointment /promotions as Lecturer has been approved by the University shall be eligible to be appointed as Lecturer in a College under (another)</p>	<p>Statute 13 First Appointment of a Teacher: The first appointment of a teacher in a private /Aided Arts and Science College shall be only as a Assistant Professor. Provided that persons who are working as Assistant Professor in Colleges under (an) Educational Agency / Government and whose appointment / promotions as Assistant Professor has been approved by the University shall be eligible to be appointed as</p>

Educational Agency.	Assistant Professor in a College under (another) Educational Agency.
Statute 46 Constitution of selection committee for appointments	Statute 46 Constitution of selection committee for appointments (Applicable only for employees drawing non U G C Scales of pay)
Note to Statute 46	Deleted
NOT IN EXISTING STATUTE	Chapter 46 Terms and conditions of Selection and Promotion of teachers of the University teaching departments and affiliated colleges.
NOT IN EXISTING STATUTE	Statute 1. RE-DESIGNATION OF POSTS: All the existing teaching posts in the University teaching departments and affiliated colleges are re designated as and limited to three posts viz; Assistant Professor, Associate Professor and Professor.
NOT IN EXISTING STATUTE	Statute 2. Selection Committees for the posts of Directors, Deputy Directors, Assistant Directors of Physical Education and Sports, Librarians, Deputy Librarians and Assistant Librarians shall be the same as that of Professor, Associate Professor and Assistant Professor respectively, except that the expert concerned in Physical Education and Sports or Sports Administration or Library, practicing Librarian/Physical Director, as the case may be, shall be associated with the Selection Committee as one of the subject experts.
NOT IN EXISTING STATUTE	Statute 3. SELECTION PROCEDURES: 1. The overall selection procedure shall incorporate transparent, objective and credible methodology of analysis of the merits and credentials of the applicants based on weightages given to the performance of the candidate in different relevant dimensions and his/her performance on a scoring system Proforma-based on the Academic Performance Indicators (A P I) as provided in the regulations issued from time to time. In order to make the system more credible, the selection committee shall assess the ability for teaching and/or research aptitude through a seminar or lecture in a class room situation or discussion on the capacity to use latest

technology in teaching and research at the interview stage. These procedures can be followed for both direct recruitment and CAS promotions wherever selection committees are prescribed in the Regulations.

2. Academic Performance Indicator (API) based Performance Based Appraisal System (PBAS) at the institutional level for University Departments and their Constituent colleges/affiliated colleges (Government/ Government-aided/ Autonomous / Private Colleges) to be followed transparently in all the selection processes. The University shall follow the proformas prescribed in the regulations or may devise its own self assessment cum Performance appraisal forms for teachers without changing any of the categories or scores of the API. The University can increase the minimum required score or devise appropriate additional criteria for screening of candidates at any level of recruitment.

3. In all the Selection Committees of direct recruitment of teachers and other academic staff in universities and colleges provided in the Statutes, an academican representing Scheduled Caste/ Scheduled Tribe/ OBC/ Minority / Women /Differently-abled categories, if any of the candidates representing these categories is the applicant and if any of the members of the selection committee do not belong to that category, shall be nominated by the Vice Chancellor or Acting Vice Chancellor of the University, and in case of a college Vice Chancellor or Acting Vice Chancellor of the University to which the college is affiliated to. The academican, so nominated for this purpose, shall be one level above the cadre level of the applicant, and such nominee shall ensure that the norms of the State Government, in relation to the categories mentioned above, are strictly followed during the selection process.

4. (i) The University shall identify the journals subject-wise through subject expert committees and forward the recommendations to UGC in the format prescribed by the UGC for approval of of the Standing Committee. The journals approved from this list, by the UGC Standing Committee, shall be included in the "List of Journals" notified by the UGC. The UGC Standing Committee shall give its recommendations within 60 working days of the receipt of the list from the University. The UGC Standing Committee may also, *suo motu*, recommend journals for inclusion in the " List of

Journals".

(ii) In respect of Indian language publications, equivalence in quality shall be prescribed by a Co-ordination Committee of experts to be constituted by the Chancellor.

(iii) At the time of assessing the quality of publications of the candidates during their appointments/promotions, the selection committees shall have to be provided with the above two lists which could be considered by the selection committees along with the other discipline-specific databases.

5. The process of selection of Associate Professor should involve the bio-data with the duly filled Performance Based Appraisal System (PBAS) proforma developed by the university based on the API criteria provided in the Regulations. Without prejudice, to the requirements provided for the selection of Associate Professor, the prescription of research publications for promotion from the post of Assistant Professor to Associate Professor in colleges shall be as follows;

- (a) For those who possess a Ph.D. Degree, a minimum of one publication made during the period of service as Assistant Professor;
- (b) For those with an M.Phil. Degree, a minimum of two publications made during the period of service as Assistant Professor; and
- (c) For those without Ph.D. or M.Phil, degree, at least three publications during the period of service as Assistant Professor.

Provided that in so far as teachers in Universities are concerned, three publications shall be required to be submitted for all the three categories mentioned above for consideration of promotion from Assistant Professor to Associate Professor.

Provided further that such publications shall be provided to the subject experts for assessment before the interview and the evaluation score of the

publications provided by the experts shall be factored into the weightage scores while finalizing the outcome of selection by the selection committee.

6. The process of selection of Professor shall involve inviting the bio-data with duly filled Performance Based Appraisal System (PBAS) proforma developed by the university based on the API criteria based PBAS and reprints of five major publications of the candidates.

Provided that such publications submitted by the candidate shall have been published subsequent to the period from which the teacher was placed in the Assistant Professor stage II .

Provided further that such publications shall be provided to the subject experts for assessment before the interview and the evaluation of the publications by the experts shall be factored into the weightage scores while finalizing the outcome of selection.

6A. In the case of selection of Professors who are from outside the academic stream as specified in the Regulation, the university statutory bodies must lay down clear and transparent criteria and procedures so that only outstanding professionals who can contribute substantially to the university knowledge system are selected in any discipline as per the requirements.

7. The Academic Performance Indicator (API) scoring system in the process of selection of Principal shall be similar to that of directly recruited College Professors. In addition, the selection committee shall assess the following dimensions with the weightages given below:

- a) Assessment of aptitude for teaching, research and administration (20%);
- b) Ability to communicate clearly and effectively (10%);
- c) Ability to plan institutional programmes, analyze and discuss curriculum development and delivery, research support and college development/administration (20%);
- d) Ability to deliver lecture programmes to be assessed

by requiring the candidate to participate in a group discussion or exposure to a class room situation by a lecture (10%); and

e) Analysis of the merits and credentials of the candidates on the basis of the Performance Based Appraisal System (PBAS) proforma developed by the University based on the Regulations (deduced to 40% of the total API score).

8. In the selection process for posts involving different nature of responsibilities in certain disciplines/ areas, such as Music and Fine Arts, Visual arts and Performing arts, Physical education and Library, greater emphasis may be laid on the nature of deliverables indicated against each of the posts in the Regulations which need to be taken up by the institution concerned while developing API based PBAS proforma for both direct recruitment and CAS promotions.

99. The Internal Quality Assurance Cell (IQAC) shall be established in the University/Colleges as per the UGC/ National Assessment Accreditation Council (NAAC) guidelines with the Vice Chancellor, as Chairperson (in the case of university), and Principal, as Chairperson (in case of colleges). The IQAC shall act as the documentation and record-keeping Cell for the institution including assistance in the development of the API criteria based PBAS proforma using the indicative template separately developed by UGC. The IQAC may also introduce, wherever feasible, the student feedback system as per the NAAC guidelines on institutional parameters without incorporating the component of students' assessment of individual teachers in the PBAS.

9A. For reckoning in the process of various posts under CAS / Direct recruitment, the API score shall be calculated in accordance with the norms laid down in the Regulations.

10. A teacher who wishes to be considered for promotion under CAS may submit in writing to the university/college, with three months in advance of the

due date, that he/she fulfils all qualifications under CAS and submit to the university/college the Performance Based Appraisal System proforma as evolved by the university "duly supported by all credentials as per the API guidelines set out in the Regulations. In order to avoid delays in holding Selection Committee meetings in various positions under CAS, the University/College should immediately initiate the process of screening/selection, and shall complete the process within six months from the date of application.

11. Candidates who do not fulfill the minimum score requirement under the API Scoring System proposed in the Regulations or those who obtain less than 50% in the expert assessment of the selection process will have to be re-assessed only after a minimum period of one year. The date of promotion shall be the date on which he/she has successfully got re-assessed.

12. The "Screening cum Evaluation Committee" for CAS promotion of Assistant Professors/equivalent cadres in Librarians/Physical Education from one AGP to the other higher AGP shall consist of:

12.1. For University teachers:

- a) The Vice Chancellor as the Chairperson of the Selection Committee;
- b) The Dean of the Faculty concerned;
- c) The Head of the Statutory Teaching Department and
- d) One subject expert in the subject concerned nominated by the Vice Chancellor from the University panel of experts.

12.2. For College teachers:

- a) The Principal of the college;
- b) Head of the department concerned from the college;
- c) Two subject experts in the subject concerned nominated by the Vice Chancellor from the

	<p>university panel of experts;</p> <p>12.3. The quorum for these committees in both categories mentioned above shall be three including the one subject expert/ university nominee need to be present.</p> <p>20.13. All the selection procedures outlined above, shall be completed on the day of the selection committee meeting, wherein the minutes are recorded along with PBAS scoring proforma and recommendation made on the basis of merit and duly signed by all members of the selection committee in the minutes.</p> <p>14. CAS promotions being a personal promotion to the incumbent teacher holding a substantive sanctioned post, on superannuation of the individual incumbent, the said post shall revert back to its original cadre.</p> <p>15. The incumbent teacher must be on the role and active service of the University/Colleges on the date of consideration by the Selection Committee for Selection/CAS Promotion.</p> <p>16. Candidates shall offer themselves for assessment for promotion, if they fulfill the minimum API scores indicated in the appropriate API system tables by submitting an application and the required PBAS proforma. They can do so three months before the due date if they consider themselves eligible. Candidates who do not consider themselves eligible can also apply at a later date. In any event, the university shall send a general circular twice a year calling for applications for CAS promotions from eligible candidates.</p> <p>17.</p> <p>(a) If a candidate applies for promotion on completion of the minimum eligibility period and is successful, the date of promotion will be from that of minimum period of eligibility.</p> <p>(b) If, however, the candidates find that he/she fulfills the eligibility conditions at a later date and applies on that date and is successful, his/her promotion</p>
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will be effected from that date of application fulfilling the criteria.

Statute 4

STAGES OF PROMOTION UNDER CAREER ADVANCEMENT SCHEME OF INCUMBENT AND NEWLY APPOINTED ASSISTANT PROFESSORS / ASSOCIATE PROFESSORS / PROFESSORS

1. Entry level Assistant Professors (Stage 1) would be eligible for promotion under the Career Advancement Scheme (CAS) through two successive stages (stage 2 and Stage 3), provided they are assessed to fulfill the eligibility and performance criteria as laid down in the Regulation.
2. An entry level Assistant Professor, possessing Ph. D. Degree in the relevant discipline shall be eligible, for moving to the next higher grade (stage 2) after completion of four years service as Assistant Professor.
3. An entry level Assistant Professor possessing M.Phil. Degree or post-graduate Degree in professional courses, approved by the relevant statutory body, such as LL.M. / M. Tech., etc. shall be eligible for the next higher grade (stage 2) after completion of five years service as Assistant Professor.
4. The upward movement from the entry level grade (stage 1) to the next higher grade (stage 2) for all Assistant Professors shall be subject to their satisfying the API based PBAS conditions laid down in the UGC Regulations.
5. Assistant Professors who have completed five years of service in the second grade (stage 2) shall be eligible, subject to meeting the API based PBAS requirements laid down by the Regulations, to move up to next higher grade (stage 3).
6. Assistant Professors completing three years of teaching in third grade (stage 3) shall be eligible, subject to the qualifying conditions and the API based

PBAS requirements prescribed by the Regulations, to move to the next higher grade (stage 4) and to be designated as Associate Professor.

7. Associate Professor completing three years of service in stage 4 and possessing a Ph.D. Degree in the relevant discipline shall be eligible to be appointed and designated as Professor and be placed in the next higher grade (stage 5), subject to (a) satisfying the required credit points as per API based PBAS methodology provided in the Regulations, and (b) an assessment by a duly constituted selection committee as suggested for the direct recruitment of Professor. Provided that no teacher, other than those with a Ph.D., shall be promoted or appointed as Professor.

8. Ten percent of the positions of Professors in a university, with a minimum of ten years of teaching and research experience as professor either in the pre-revised scale of Professor's pay or the revised scale of pay will be eligible for promotion to the higher grade of Professorship (stage 6), on satisfying the required API score through the PBAS methodology stipulated in the Regulations through a duly constituted Expert committee, and such teachers promoted to the higher grade shall continue to be designated as 'Professor'. As this AGP elevation for Professor is applicable to only university departments, additional credentials are to be evidenced by:

- i. Post-doctoral research outputs of high standard;
- ii. awards / honours /and recognitions;
- iii. Additional research degrees like D.Sc, D.Litt., LID, etc.; patents and IPR on products and processes developed / technology transfer achieved in the case of teachers in science and technology.

The selection is to be conducted by the university by receiving duly filled PBAS proformas from eligible professors based on seniority, three times in number of the available vacancies in each faculty. In case the number of candidates available is less than three times

the number of vacancies, the zone of consideration will be limited to the actual number of candidates available. The assessment process shall be through an Expert-Committee evaluation of all credentials submitted as stipulated in the Regulations for teachers in University departments. No separate interview need to be conducted for this category.

Provided that the creation of higher grades in Professorship, which incurs additional financial commitments shall be done with prior concurrence of the State Government.

Statute 5

PROFESSORS IN UNDER GRADUATE AND POST GRADUATE COLLEGES:

(1) Ten percent of the number of the posts of Associate Professor in an Under Graduate College shall be that of Professors and shall be subject to the same criterion for selection / appointment as that of Professors in Universities,

Provided that there shall be no more than one post of Professor in each Department;

Provided further that one-fourth (25%) of the posts of Professor in Under Graduate Colleges shall be directly recruited or filled on deputation by eligible teachers and the remaining three-fourths (75%) of posts of Professors shall be filled by CAS promotion from among eligible Associate Professors of the relevant department of the Under Graduate College.

For avoidance of doubt, it is clarified that sanctioned posts include the posts approved under both direct recruitment and CAS promotion.

(2) Identification of posts of Professor in an Under Graduate College for being filled through direct recruitment / deputation shall be carried out by the University in consultation with the College. Where the number of posts of Professor worked out as a percentage of the number of posts of Associate Professor for CAS promotion or direct recruitment /

deputation is not an integer, the same shall be rounded off to the next higher integer. The selection process is to be conducted by the university by receiving PBAS proformas from eligible Associate Professors based on seniority and three times in number of the available vacancies. In case the number of candidates available is less than three times the number of vacancies, the zone of consideration will be limited to the actual number of candidates available. The selection shall be conducted through the API scoring system with PBAS methodology and selection committee process stipulated in the Regulations for appointment of Professors. For direct recruitment of the 25% of the posts, the "Rota-Quota system" shall be followed starting with promotions and the **direct** recruitment quota shall be rotated in an alphabetical order.

(3) There shall be one post of Professor in each Department of a Post-Graduate College which shall be subject to the same criterion for selection / appointment as that of Professors in University, provided that one-fourth (25%) of the posts of Professor shall be filled on deputation/direct recruitment from among eligible teachers and the remaining three-fourths (75%) of posts shall be filled through merit promotion from among the eligible Associate Professors in the relevant department of the Post-Graduate college. Identification of posts of Professor in a Post-Graduate College for being filled through direct recruitment/deputation shall be carried out by the University in consultation with the College. The decision regarding whether the posts of professor will be for CAS promotion or direct recruitment/deputation shall be within the competence of the University in consultation with the College. Where the number of posts of professor for CAS promotion or **direct** recruitment / deputation worked out as a percentage of the total number of posts in a Post Graduate College is not an integer, the same shall be rounded off to the next higher integer.

(4) The selection process is to be conducted by the university by receiving PBAS proforma from eligible Associate Professors based on seniority and three times

in number of the available vacancies. In case the number of candidates available is less than three times the number of vacancies, the zone of consideration will be limited to the actual number of candidates available. The selection shall be conducted through the API score system with PBAS methodology, selection committee process stipulated in the Regulations for appointment of Professors. For direct recruitment of the 25% of the posts, the 'Rota-Quota System' shall be followed starting with promotion and the direct recruitment quota shall be rotated in an alphabetical order.

Provided that the creation of Professorship, which incurs additional financial commitments shall be done with prior concurrence of the State Government from time to time.

Statute 5

STAGES OF PROMOTION UNDER THE CAREER ADVANCEMENT SCHEME FOR ASSISTANT LIBRARIANS, ETC.

(1) Assistant University Librarian/College Librarian in the entry level grade, possessing Ph.D. in Library Science after completing service of four years in the lowest grade, if otherwise eligible as per API scoring system and PBAS methodology laid down by the UGC in the Regulations, shall become eligible for the higher grade (stage 2).

(2) Assistant University Librarian/ College Librarian in the entry level grade, not possessing Ph.D, but only M.Phil, in Library Science, after completing service of five years in the lowest grade, if otherwise eligible as per API scoring system and PBAS methodology laid down in the Regulations, shall become eligible for the next higher grade (stage 2)

(3) Assistant Librarian/College Librarian in the entry level grade, without the relevant Ph.D. or M.Phil, after completing six years in the lowest grade, if otherwise eligible as per API scoring system and PBAS methodology laid down in the Regulations, shall become

eligible for the next higher grade (stage 2).

(4) On completion of service of five years, Assistant Librarian (Sr. Scale) / College Librarian (Sr. Scale) shall be eligible for the post of Deputy Librarian/ equivalent posts and being placed in the next higher grade(stage 3) , subject to their fulfilling other conditions of eligibility (such as Ph.D. Degree, etc. for Deputy Librarian), as per API scoring system based PBAS methodology laid down by the UGC for CAS promotion in the Regulations. They shall be designated as Deputy Librarian / Assistant Librarian (Selection Grade) / College Librarian (Selection Grade), as the case may be.

(5) After completing three years in the above grade, Deputy Librarians /equivalent positions shall move to the next higher grade(stage 4), subject to fulfilling other conditions of eligibility as per API scoring system and PBAS methodology laid down by the UGC for CAS promotion in the Regulations.

Statute 6

STAGES OF PROMOTION UNDER CAREER ADVANCEMENT SCHEME FOR PHYSICAL EDUCATION AND SPORTS PERSONNEL

1. Assistant DPE&S in the entry level grade/College DPE&S, at the entry level grade, possessing Ph.D. in Physical Education, after completing service of four years in the entry level stage (stage 1), and if otherwise eligible as per API scoring system and PBAS methodology prescribed by the UGC for CAS promotion in the Regulations, shall become eligible for the next higher grade (stage 2).

2. Assistant DPE&S/College DPE&S in the entry level grade, possessing M.Phil, in Physical Education, after completing service of the five years in the entry level (stage 1) , and if otherwise eligible as per API scoring system and PBAS methodology prescribed by the UGC for CAS promotion in the Regulations, shall become

	<p>system and PBAS methodology prescribed by the UGC for CAS promotion in the Regulations, shall become eligible for the next higher grade (stage 2).</p> <p>3. Assistant DPE&S/ College DPE&S in the entry level grade, without the relevant Ph.D.and M.Phil, shall, after completing service of six years as Assistant DPE&S/College DPE&S in the entry level stage, and if otherwise eligible as per API scoring system and PBAS methodology prescribed by the UGC for CAS promotion in the Regulation shall become eligible for the next higher grade(stage 2).</p> <p>4. After completing service of five years in the second stage and subject to satisfying API scoring system and PBAS methodology prescribed by the UGC and made in the Regulations, Assistant DPE&S (Senior Scale) / College DPE&S (Senior scale) shall be promoted to the next higher grade (stage 3). They shall be designated as Deputy DPE&S; Assistant DPE&S (Selection Grade) / College DPE&S (Selection Grade), as the case may be.</p> <p>5. After completing service of three years in stage 3 and subject to satisfying API/ scoring system and PBAS methodology prescribed in the Regulations, Deputy DPE&S / Assistant DPE&S (Selection Grade) / College DPE&S (Selection Grade) shall move to the next higher grade (stage 4). They shall continue to be designated as Deputy DPE&S/Assistant DPE&S (Selection Grade) / College DPE&S (Selection Grade).</p>
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The above amendments to the Mahatma Gandhi University Statutes, 1997 were assented to by the the Hon'ble Chancellor on 02.12.2019 as intimated by the Secretary to Governor vide his letter No.GS-5-3017/2019 dated 02.12.2019. These amendments shall be deemed to have come into force with effect from 18th September 2010, the date of publication of the UGC Regulations in the Government of India Gazette.



[Handwritten Signature]
REGISTRAR

1. The Director of Government Press, Thiruvananthapuram (with covering letter for publishing in the Gazette)
2. The Principal Secretary to Government, Higher Education Department, Thiruvananthapuram (with C/L)
3. The Secretary to Governor (with Covering Letter)
4. The Director of Collegiate Education, Thiruvananthapuram.
5. The Deputy Director, Collegiate Education, Ernakulam/Kottayam.
6. The Registrar, High Court of Kerala.
7. The Registrars, All Universities in Kerala
8. Standing Counsel of the University
9. Legal Advisor for the University.
10. The Members of the Syndicate.
11. The Principals of the affiliated colleges of the University.
12. P.S to V.C./P.V.C
13. P.A to Registrar/Controller of Examinations/Finance Officer/DCDC
14. All Sections of the University.
15. Public Relations Officer-for issuing a press release
16. Content Management Section for publication in the University Website
17. University Information Centres
18. Record Section
19. Stock file / File Copy.