

03.	Faculty of Science	(1) Physical Sciences (2) Chemical Sciences (3) Mathematical & Computational Sciences (4) Life Sciences (5) Earth Sciences
04.	Faculty of Physical Education	Physical Education
05.	Faculty of Education	Education Technology

### 16.3 Social Development, Skill Development and Career Orientation Programmes

16.3.1 The University shall undertake programmes of social development, skill development and career orientation programmes in addition to the above mentioned academic programmes in any of the above faculties and the respective departments.

16.3.2 University shall also undertake developmental programmes relevant to the State, as integral part of its operation.

16.3.3 The University shall not depend on student fee for conduct of such programmes and shall draw funds from other means.

## STATUTE No. 17

### APPOINTMENT OF ACADEMIC STAFF

[Refer Section 26 (1) (d), (e) & (f) of Chhattisgarh Private Universities (Establishment and Operations) Act, 2005]

17.1 The University shall fill-up all the teaching posts within a reasonable period, as directed by Chhattisgarh Private Universities Regulatory Commission and the prescribed qualifications for teachers shall be as per the recommendations of the concerned Regulatory bodies.

### 17.2 Minimum Qualifications for Appointment of Academic Staff

- The University shall meet the minimum qualification requirements for teachers as prescribed by the UGC Regulations 2010 and subsequent amendments on Minimum Qualifications for appointment of Teachers and Other Academic Staff in Universities and Colleges and Measures for Maintenance of Standards in Higher Education
- The University shall also meet other minimum conditions of appointment mandated by the UGC. For the teachers of technical subjects, conditions of

appointment shall be as prescribed by AICTE. Similarly for the other subjects the minimum eligibility criteria shall be as prescribed by the concerned regulatory bodies.

### 17.3 Selection Committees for Appointment of Academic Staff

- (i) There shall be a Selection Committee for making recommendations for appointment to the posts of Professors, Associate Professors, Assistant Professors, research staff and other academic posts other than Visiting Teachers for each School.
- (ii) The Vice Chancellor shall be the approving authority for all academic staff appointments
- (iii) A Selection Committee for Appointment of Academic Staff shall consist of the following members:
  1. Vice-Chancellor, Chairman
  2. One member of the Regulatory Commission to be nominated by the Chairman of the Regulatory Commission
  3. Two subjects experts to be nominated by the Vice Chancellor from a panel of experts approved by the Regulatory Commission
  4. One member nominated by the Chancellor / Sponsoring Body.
  5. The Registrar as Member Secretary

If the approval of the panel of experts, submitted by the University, is not received from the Regulatory Commission within three weeks from the date of submission of the panel by the University, the Vice Chancellor will nominate two subject experts from the submitted panel.

#### 17.3.1 Meetings of the Selection Committees

- (i) The meetings of the Selection Committee shall be convened by the Chairman of the Selection Committee as and when necessary.
- (ii) Four members of the Selection Committee shall form the quorum.
- (iii) The Chairman of the Selection Committee shall have both a deliberative and a casting vote.
- (iv) The device and methodology of selection shall be as prescribed in UGC Regulations, from time to time, in this regard.

### 17.4 Special Mode of Appointment

Notwithstanding anything contained in the section 17.3 of this Statute:

1. The Vice – Chancellor may invite a person of high academic distinction and professional attainments to accept the post of Pro-Vice Chancellor, Professor or Associate Professor or any other academic post in the University, on such terms and conditions as the Vice – Chancellor deems fit, and on the person agreeing to do so, appoint him or her to the post for up to one year. However, this appointment has to be approved by the Governing Body.
2. The Vice – Chancellor may on the recommendation of the concerned Dean of School / Head of the Department and the concerned Dean appoint a Visiting Teacher for a period up to one year Subject to approval of Governing Body.
3. The Vice – Chancellor may appoint a teacher or any other academic staff working in any other university or organization to undertake a joint project subject to approval of the Governing Body.

#### **17.5 Remuneration Policy for Faculty**

The pay and other allowances payable to all the categories of employees shall be in such pay scales or at such stage of such pay scales as the Board of Management may adopt or decide from time to time, in accordance with the U.G.C. guidelines, wherever applicable.

#### **17.6 Code of Conduct**

All members of the faculty shall adhere to the code of conduct established by the University as outlined within the rules and regulations.

#### **17.7 Provident and Pension Funds**

The University shall constitute for the benefit of its employees such provident or pension funds or provide such insurance schemes as it may deem fit.

#### **17.8 Arbitration of Disputes between the University and Employees**

- (i) Any dispute, controversy or claim arising out of or in connection with the contract between the University and any employee, or the breach, termination or invalidity thereof, or between the University and its officers, teachers, employees, and students shall, at the request of the employee or the person concerned, be referred to a tribunal of arbitration consisting of one member nominated by the Vice Chancellor, one member nominated by the employee or the person concerned and a Chair selected by the two nominated members.
- (ii) Every request made by the employee or the person concerned under sub-section (i) shall be deemed to be a submission to arbitration upon the terms of this section within the meaning of the Arbitration and Conciliation Act, 1996.
- (iii) The procedure for regulating the work of the Tribunal shall be prescribed by the University.

**17.9 Right to Appeal**

Every employee or student of the University or an Institution maintained by the University shall have a right to appeal, within such time as may be prescribed by the Statutes, to the Vice Chancellor against the decision of any Officer or Authority of the University or of the Institution, as the case maybe, and thereupon, the Vice Chancellor may confirm, modify or reverse the decision appealed against.

**17.10 Special Provision for Existing Employees**

Every teacher holding a regular post in the University at the time of notification of the Statute, other than those teachers who are on deputation, shall, on such notification be deemed to have been appointed under the provisions of this Statute and will be required to sign the agreement as prescribed, in case he intends to continue.

**STATUTE No. 18****APPOINTMENT OF NON-TEACHING STAFF**

[Refer Section 26 (1) (c),(e) & (f) of Chhattisgarh Private Universities (Establishment and Operations) Act, 2005]

**18.1 Minimum Qualifications for Appointment of Non-Teaching Staff**

- (a) The University shall meet the minimum qualification requirements for Non Teaching staff as prescribed by the UGC.
- (b) The University shall also meet other minimum conditions of appointment mandated by the UGC.

**18.2 Selection Committees for Appointment of Non-Teaching Staff**

- (a) There shall be a selection Committee for the Appointment of senior administrative / senior non teaching staff ( other than the Registrar and Chief Finance and Accounts Officer which is defined in Statutes no. 4&5 respectively). The Committee shall consist of following members:

- (i) The Vice Chancellor- Chairman
- (ii) One Professor or Associate Professor nominated by the Vice Chancellor
- (iii) Two outside experts nominated by the Governing Body
- (iv) Registrar as Member Secretary

- (b) University Selection Committee for Appointment of other administrative /Non- Teaching Staff

There shall be a Selection Committee for the appointment of other administrative /Non Teaching Staff of the University consisting of the following members: