

ANNEXURE A

ORDINANCE 11.A.(1)

EXISTING ORDINANCE	AMENDMENT PROPOSED
<p>11.A.(1) ORDINANCE GOVERNING THE PROCEDURE TO BE FOLLOWED BY THE SELECTION COMMITTEE IN MAKING RECOMMENDATIONS FOR APPOINTMENT AGAINST THE POSTS OF PROFESSOR, ASSOCIATE PROFESSOR AND ASSISTANT PROFESSOR AND SUCH OTHER POSTS AS ARE DECLARED TEACHING POSTS BY THE ACADEMIC COUNCIL UNDER THE PROVISION OF STATUTE 27(2) OF THE BHU ACT AND STATUTES</p>	<p>No Change</p>
<p>I. Notification inviting applications</p>	<p>I. No Change</p>
<p>I.1) Rolling advertisement on the BHU Website</p>	<p>I.1) No Change</p>
<p>I.1.1) All the vacant teaching posts of permanent nature, plan posts, the temporary posts likely to continue, carrying pay scales of Rs.15600-39100 and above shall be advertised by the Recruitment & Assessment Cell (hereinafter called RAC) on the BHU website in the form of a composite rolling advertisement containing full details.</p>	<p>I.1.1) No Change</p>
<p>I.1.2) The composite rolling advertisement shall be updated every time when a new position is created or when an existing position falls vacant and the earlier advertised positions will be deleted if selections against them have already been made. The applicants can apply anytime of the year, but the applications will be processed after the cut-off dates indicated beforehand on the website.</p>	<p>I.1.2) No Change</p>
<p>I.1.3) Appropriate links to the rolling advertisement may also be provided on individual web pages of concerned Unit/Centre/School/Faculty/Institute/MMV/RGSC and any other appropriate site.</p>	<p>I.1.3) No Change</p>
<p>I.2) Reference Advertisement in Newspaper and Employment News and University website and publicity through Circulation.</p>	<p>I.2) No Change</p>
<p>I.2.1) Concurrent with first and subsequent updated composite</p>	<p>I.2.1) No Change</p>

rolling advertisement, a brief advertisement shall be published in at least 02 national newspapers and the Employment News (If published) [one insertion in each] at least 30 days prior to the cut-off date, providing reference to the BHU website for details.

I.2.2) Simultaneously, a brief advertisement providing reference to the BHU website for details, may also be published in one or two major identified research journals of the connected discipline, if the PPC of the Faculty/Department concerned so desires subject to approval of the Vice-Chancellor.

I.2.2) No Change

I.2.3) Based on the suggestion of the PPC of the concerned Faculty/Department, notices of the advertisement may also be sent to Universities/ reputed Colleges/ Laboratories and institutions of national importance /Major Industries/ PSUs/ Financial Institutions. For the purpose, the concerned Faculty/Department shall prepare a list of identified institutions from time to time and provide the same to RAC.

I.2.3) No Change

I.3) Cutoff date for submission of application.

I.3) No Change

I.3.1) There shall be two cutoff dates in a calendar year, 6 months apart. The applications received till the cutoff date shall be processed further for shortlisting and conduct of selection committee. The vacancies available, for which applications are under process will be so indicated on the website and they will be deleted from the website, only when they are filled up. The selection process of the applications received till one cutoff date shall generally be completed before the subsequent cutoff date.

I.3.1) No Change

I.3.2) Ordinarily, applications received by the respective cutoff dates shall be processed against the vacancies notified in the composite rolling advertisement. It shall be indicated in the

I.3.2) No Change

advertisement that applications received after the respective cutoff dates would be entertained against any vacancies available after completion of the selection process in hand.

I.3.3) Application received after the cutoff date shall be processed further during the next round of selection process subject to the condition that the vacancy continues in the composite rolling advertisement after completion of the selection process in hand and the application is found fulfilling the minimum eligibility requirement. The eligibility of an application shall be determined in accordance with the 'UGC Regulations on minimum qualifications for appointment of teachers and other academic staff in universities and colleges and measures for the maintenance of standards in higher education, 2010'. This will further be subject to shortlisting criteria which may be more stringent to shortlist better candidates.

I.3.4) Deleted

I.3.5) The quality of research, scholastic record, publications record, receipt of prestigious fellowships and/or awards etc will be the prime parameters to identify excellence and to provide a "Quality Score" to the applicant. The discipline-wise parameters determining the "Quality Score" of a candidate will be those as are defined by each Faculty, from time to time, and approved by the Vice-Chancellor of the University. The parameters determining the "Quality Score" along with score chart shall be placed on the BHU Website for information of prospective candidates.

II. Submission of application

II.1) Online mode of submission of applications shall be essential. Candidates must upload their applications online through the software available on the portal of Recruitment and Assessment Cell on the BHU website for uploading applications and calculating the Academic Performance Index (API).

I.3.3) Application received after the cutoff date shall be processed further during the next round of selection process subject to the condition that the vacancy continues in the composite rolling advertisement after completion of the selection process in hand and the application is found fulfilling the minimum eligibility requirement. The eligibility of an application shall be determined in accordance with the 'UGC Regulations on minimum qualifications for appointment of teachers and other academic staff in universities and colleges and measures for the maintenance of standards in higher education, 2018'. This will further be subject to shortlisting criteria which may be more stringent to shortlist better candidates.

I.3.4) Deleted

I.3.5) The parameter of Academic/Research score and Short-listing score shall determine the eligibility of the post of Professor, Associate Professor and Assistant Professor respectively as prescribed under Appendix-II Table-2 and Table 3A of UGC Regulations, 2018 which has been mentioned in the amended Short-listing Guidelines.

II. No Change

II:1) Online mode of submission of applications shall be essential. Candidates must upload their applications online through the software available on the portal of Recruitment and Assessment Cell on the BHU website for uploading applications and calculating the Academic /Research score and Short-listing score.

<p>II.2) Individuals desirous of offering their candidature for a given post shall first register on the RAC portal on the BHU Website. Thereafter, they can fill up the prescribed electronic application form online through the software available on the said portal. Applications submitted on the portal shall be deemed to have been entered in the Application Register prescribed for the purpose and will be acknowledged through a system generated e-mail on the candidate's e-mail id.</p>	<p>II.2) No Change.</p>
<p>II.3) The date of successful online submission of a complete application on the RAC portal shall be treated as the date on which an application (soft copy) is received by the University. Incomplete application or application without supporting documents (either soft copy/hard copy) for the claims made in the application may not be considered.</p>	<p>II.3) No Change</p>
<p>II.4) Separate applications shall be submitted if the candidate desires to be considered for different positions, option for which shall be available on the website.</p>	<p>II.4) No Change</p>
<p>II.5) Candidates already in employment should submit their application through proper channel. Those applications are not forwarded through proper channel and are short-listed for interview by the FAC would be required to submit a "No Objection Certificate" from the employer prior to the interview, failing which they may not be considered further.</p>	<p>II.5). No Change</p>
<p>II.6) Applicants may update their qualifications and other academic achievements etc. (for API/Quality score) by logging in the portal using their login ID and password till the cut-off date as prescribed under the particular Rolling advertisement. Applicants are not allowed to update their application beyond the cut-off date. However, if the post remains unfilled till the next cut-off date, the candidates will be permitted to update their applications by the cut-off date. The eligibility of candidate for a particular round of selection shall be decided as on the cut-off date of that</p>	<p>II.6). Applicants may update their qualifications and other academic achievements etc. (for Academic/Research score/ Short-listing score) by logging in the portal using their login ID and password till the cut-off date as prescribed under the particular Rolling advertisement. Applicants are not allowed to update their application beyond the cut-off date. However, if the post remains unfilled till the next cut-off date, the candidates will be</p>

round.

Any application received directly by the Vice-Chancellor, Registrar, Director/Dean/Principal, MMV etc. for consideration for a Faculty position will be forwarded to the concerned HOD/COS/COC. The concerned department may ask the applicant to submit a formal application online as above. (amended vide ECR No.141 dated 17.08.2013)

permitted to update their applications by the cut-off date. The eligibility of candidate for a particular round of selection shall be decided as on the cut-off date of that round.

Any application received directly by the Vice-Chancellor, Registrar, Director/Dean/Principal, MMV etc. for consideration for a Faculty position will be forwarded to the concerned HOD/COS/COC. The concerned department may ask the applicant to submit a formal application online as above. (amended vide ECR No.141 dated 17.08.2013)

II.7) A non-refundable Application Fee of Rs. 1000/- through online from the candidates of Gen. and OBC categories for Teaching posts shall be charged. No application fees shall be charged from the candidates of SC, ST and PwBDs categories. The application fee is to be paid through the payment gateway by online Internet Banking/Debit Card/Credit Card.

III. Short-listing of Candidates for interview

All the uploaded applications will be automatically transferred to the concerned Unit/Centre/School/Department, with a copy to the Recruitment and Assessment Cell (RAC) for record. Short-listing of Applications will be done at the level of Department/ School/ Centre/ Unit by the Faculty Affairs Committee.

III. No Change

III.1) Faculty Affairs Committee (hereinafter called FAC)

III.1) No Change

III.1.1) Constitution

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- i). Director/Dean-Chairperson.
- ii) Head/Coordinator of Department/School/ Centre/Unit- Convener.
- iii). Deleted
- iv). One each of Professor, Associate Professor and Assistant Professor in the Department/School/Centre/Unit on two years rotation on basis of seniority:

The constitution of FAC shall be as follows:

- i) No Change
- ii) No Change
- iii) Deleted
- iv) No Change
- v) No Change

<p>Members</p> <p>v). Coordinator of UGC-SAP/CAS programme (if applicable): Member</p> <p>vi). Deleted</p> <p>vii). SC/ST nominee nominated by Chairperson (for reserved positions): Member</p> <p>viii). Additional Member may be co-opted by the FAC, if required.</p> <p>ix) Dean shall also be a Member of FAC where Director is the Chairperson.</p> <p>The Chairperson shall have the powers to nominate one of the members of the concerned department/centre as Secretary of the FAC.</p> <p>a) Deleted</p> <p>b) Deleted</p> <p>c) Any person who himself/herself or near relative is an applicant for a position, shall not be part of the FAC of that position. No substitution against any vacant slot in FAC shall be made (as amended vide ECR No.141 dated 17.08.2013).</p> <p>d) In the case of positions in MMV, the Principal shall also be a member of the Faculty Affairs Committee of the concerned department.</p> <p>e) Deleted</p> <p>f) In case, additional teaching course/s is/are offered by a nodal Department and there are positions available for such course/s, the FAC for the teaching positions for the particular course will have the Course-Coordinator also as a member.</p> <p>The following amendment has been made vide ECR No.141 dated 17.08.2013 which shall be included to read as :</p> <p>(h) In case of any such post for which constitution of FAC is not covered in these ordinances, the Vice-Chancellor shall be empowered to constitute FAC for that post.</p>	<p>vi) Deleted</p> <p>vii) SC/ST nominee nominated by Chairperson- Member</p> <p>vii) No Change</p> <p>viii) No Change</p> <p>ix) No Change</p> <p>No Change</p> <p>a) Deleted</p> <p>b) Deleted</p> <p>c) No Change</p> <p>d) No Change</p> <p>e) Deleted</p> <p>f) No Change</p> <p>No Change</p> <p>h) No Change</p>
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<p>i) In a small department where the number of teacher are less than two, two seniormost teachers of the sister department be co-opted by the Chairperson</p>	<p>i)No Change</p>
<p>j) 50% of the member will form the quorum of FAC.</p>	<p>j)No Change</p>
<p>III.1.2) Terms of Reference of Faculty Affairs Committee (FAC)</p>	<p>III.1.2). No Change</p>
<p>The terms of reference of FAC shall be as follows:</p>	<p>a) No Change</p>
<p>a) Preliminary examination of applications for meeting the minimum eligibility requirements and for completeness.</p>	<p>b) No Change</p>
<p>b) Detailed examination of all the eligible applications.</p>	<p>c) Deleted</p>
<p>c) Deleted</p>	<p>d) Deleted</p>
<p>d) Deleted</p>	<p>e) No Change</p>
<p>e) To continuously examine and process the eligible applications as and when received for short-listing. However, no application received prior to a cut-off date shall remain pending with the FAC after the 30th days from cut-off date.<i>(amended vide ECR No.141 dated 17.08.2013)</i></p>	<p>f) Deleted</p>
<p>f)Deleted</p>	<p>III.1.3) No Change</p>
<p>III.1.3) Principles of short-listing: A candidate meets the minimum requirement would not be a sufficient reason to be called for interview.</p>	<p>III.1.3) No Change</p>
<p>III.1.4)) Procedure of Short-listing: The FAC shall follow the following Short-listing process:</p>	<p>III.1.4) No Change</p>
<p>(i) Calculation of API and Quality score of a candidate based on the information furnished in the application. The criteria for calculation of API and Quality score for a discipline shall be such as are defined by the concerned Faculty and approved by the Vice-Chancellor from time to time.</p>	<p>(i) Methodology of Calculation of Academic/ Research Score for the post of Professor and Associate Professor and Short-listing Score for the Assistant Professor as defined under UGC Regulations, 2018 prescribed on the Appendix-II, Table-2 and Table-3A will be used of a candidate based on the information furnished in the application. The criteria for calculation of Academic/ Research</p>

<p>(ii) Deleted</p> <p>(iii) Deleted</p> <p>(iv) Calculation of "Quality Score" of an applicant based on pre-defined criteria: The parameters determining the "Quality Score" would vary in relation to the specific discipline/Faculty. Accordingly, the criteria for calculation of "Quality Score" for a discipline shall be such as are defined by the concerned Faculty and approved by the Vice-Chancellor from time to time.</p> <p>(v) Based on the above steps, the FAC would prepare a short-list (10 per Vacancy) of the applicants in order of merit by combined score obtained under API and Quality scores, who would be invited for interview.</p> <p>(vi) Deleted</p> <p>(vii) Deleted</p> <p>(viii) Deleted</p> <p>(ix) Deleted</p> <p>(x) Deleted</p> <p>(xi) The FAC shall prepare the final merit in order of merit the short-listed candidates based on the API score and Quality</p>	<p>Score and Short-listing score for a discipline shall be such as are defined by the concerned Faculty and approved by the Vice-Chancellor from time to time.</p> <p>(ii) Deleted</p> <p>(iii) Deleted</p> <p>(iv) Calculation of "Academic/ Research Score" and "Short-listing Score" of an applicant based on pre-defined criteria: The parameters determining the "Academic/ Research Score" and "Short-listing Score" would vary in relation to the specific discipline/Faculty. Accordingly, the criteria for calculation of "Academic/ Research Score" and "Short-listing Score" for a discipline shall be such as are defined by the concerned Faculty and approved by the Vice-Chancellor from time to time</p> <p>(v) Based on the above steps, the Faculty Affairs Committee would prepare a short-list (10 per Vacancy) of the applicants in order of merit as per score obtained under Academic/ Research Score and Short-listing scores as defined under UGC Regulations, 2018, who would be invited for interview.</p> <p>In addition to above if a single candidate for a subject is found eligible in case of SC/ST/ PwBDs category and all categories in Medical Sciences, he/she be called for interview.</p> <p>(vi) Deleted</p> <p>(vii) Deleted</p> <p>(viii) Deleted</p> <p>(ix) Deleted</p> <p>(x) Deleted</p> <p>(xi) The FAC shall prepare the final merit in order of merit the short-listed candidates based on the academic/research score and</p>
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<p>Score. The said components shall have following relative weightages for deriving the overall score of a candidate/applicant :</p> <ul style="list-style-type: none"> a) API score: 43% b) Quality score: 57% <p>The API and quality score shall form the basis of short-listing only. Once the candidates are short-listed for interview, they would be on equal footing and shall be judged by the Selection Committee independently for their academic record, domain knowledge, teaching and research abilities and their performance in the interview.(amended vide ECR No.170 dated 30.11.2013)</p> <p>(xii) Deleted</p> <p>III.2) Deleted</p> <p>III.2.1) Deleted</p> <ul style="list-style-type: none"> a) Deleted b) Deleted c) Deleted d) Deleted <p>III.2.2) Deleted</p> <ul style="list-style-type: none"> a) Deleted b) Deleted c) Deleted d) Deleted <p>IV. Nomination of Expert Members to serve on Selection Committee</p> <ul style="list-style-type: none"> a) The Vice-Chancellor shall place the list of expert members for all disciplines recommended by the PPC of the Departments and collected from other sources before the Executive Council for its consideration and approval. b) The Vice-Chancellor shall ordinarily invite experts for attending the meeting of a Selection Committee from the panel approved by the Executive Council provided that in the event of special urgency the Vice-Chancellor may make additions to the panel and report the same to the Executive Council. 	<p>Short-listing Score.</p> <p>The academic/research and Short-listing score shall form the basis of short-listing only. Once the candidates are short-listed for interview, they would be on equal footing and shall be judged by the Selection Committee independently.</p> <p>(xii) Deleted</p> <p>III.2) Deleted</p> <p>III.2.1) Deleted</p> <ul style="list-style-type: none"> a) Deleted b) Deleted c) Deleted d) Deleted <p>III.2.2) Deleted</p> <ul style="list-style-type: none"> a) Deleted b) Deleted c) Deleted d) Deleted <p>IV) No Change</p> <ul style="list-style-type: none"> a) No Change b) No Change
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<p>V. Interview of short-listed candidates by Selection Committee</p> <p>a). The Recruitment and Assessment Cell will arrange for Selection Committee meetings before the next cutoff date. If the Selection Committee meeting is not held within this period due to some unavoidable reasons, the same shall be reported to the Executive Council.</p> <p>b). The Selection Committee for the post of Professor, Associate Professor, Assistant Professor and other teaching posts shall be constituted as per provision of Statute 27.</p> <p>c). The Selection Committee will consider the candidature of all applicants recommended by FAC. Generally, not more than 10 candidates shall be called for interview for a given post. Each candidate will make a brief presentation on a given topic before the Selection Committee. The Selection Committee shall take into consideration the academic career of the applicants, their domain knowledge, teaching ability, research capability, quality of research output and performance in interview</p> <p>d). If some candidates are not able to present themselves in person due to cogent reasons, the Selection Committee on their request, and if it deems fit, may hold an interview through video-conferencing</p> <p>e). The Selection Committee may, at its discretion, also consider the case of exceptionally good candidates who are abroad for position of Professor, Associate Professor or Assistant Professor in absentia.</p> <p>f). The Selection Committee may, at its discretion, also consider a person of high academic distinction, eminence and professional attainments for the post of</p>	<p>V.No Change</p> <p>a) No Change</p> <p>b) No Change</p> <p>c) The Selection Committee will consider the candidature of all applicants recommended by FAC. Generally, not more than 10 candidates shall be called for interview for a given post. The Selection Committee shall take into consideration the performance in interview.</p> <p>In order to make the system more credible, university may assess the ability for teaching and /or research aptitude through a seminar or lecture in a classroom situation or discussion on the capacity to use the latest technology in teaching and research at the interview stage.</p> <p>d) No Change</p> <p>e) No Change</p> <p>f) No Change</p>
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<p>Professor even if he/she may not have formally applied for the position, and place its recommendations before Executive Council.</p>	
<p>g). Deleted</p>	<p>g) Deleted</p>
<p>h). Candidates called for interview will be reimbursed travel expenses (AC-III Tier, within India) on production of valid document. <i>(amended vide ECR No.141 dated 17.08.2013).</i></p>	<p>h) SC/ST/PwBDs Candidates called for interview will be reimbursed travel expenses (AC-III Tier, within India) on production of valid document in terms of Government of India guidelines.</p>
<p>i) Deleted</p>	<p>i) Deleted</p>
<p>j) The recommendation of the Selection Committee for appointment to teaching posts in the grade of Rs.15600-39100 and above will be placed before the Executive Council for consideration.</p>	<p>j) No Change</p>
<p>VI. Venue of Selection Committee meeting and Recommendation for filling up permanent/temporary positions</p>	<p>VI.No Change</p>
<p>(a) The Selection Committee for various posts shall ordinarily meet at Varanasi. In special cases, however, the Selection Committee may meet at any other place in India.</p>	<p>a) No Change</p>
<p>(b) All appointments of teaching posts will be made on the recommendation of the Statutory Selection Committee as contemplated under Statute 27 of the BHU Act and Statutes.</p>	<p>b) No Change</p>
<p>(c) Deleted</p>	<p>c) Deleted</p>
<p>(d) The Selection Committee, if it thinks fit, may also recommend a name of waitlist candidates in order of merit for appointment against vacancies which was considered in the Selection Committee.</p>	<p>d) No Change</p>
<p>VII. The matter of fixation of pay, grant of advance increments and protection of salary shall be dealt in accordance with UGC Regulations on minimum qualifications for appointment of teachers and other academic staff in universities and colleges and measures for the maintenance of standards in higher education, 2010, UGC guidelines</p>	<p>VII. No Change</p>

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and policies framed by the Executive Council thereon from time to time.

VIII. Powers to relax

The Vice Chancellor shall have the power to relax the cut-off dates for receipt of online applications and the period for processing of application for FAC for cogent reason and if it is expedient to do so. All such orders of relaxation passed by the Vice Chancellor shall be reported to the Executive Council in its ensuing meeting.

VIII. No Change

Remarks: Clause I.3.4, III.1.1(iii), (vi), (a), (b),(e), III.1.2 (c),(d),(f), III.1.3 (ii), (iii), (vi), (vii), (viii), (ix),(x), (xii), III.2, III.2.1 (a),(b),(c),(d), III.2.2 (a),(b),(c),(d), V.(g),(i), VI.(c) have been deleted vide ECR No.269 dated 21.04.2015 of the Executive Council, BHU.