

# Raksha Shakti University

## **Raksha Shakti University Services (Creation of posts of Teachers and Recruitment of Teachers) Regulations, 2012**

**(Under Sub Section : ..... of Section : .....)**

## Raksha Shakti University Services (Creation of posts of Teachers and Recruitment of Teacher) Regulations, 2012

### INDEX

Reg. No.	Subject	Pg No.
1	Title and commencement	4
2	Right to interpret	4
3	Applicability	4
4	Definitions	4-6
5	Authority	6
6	Initial composition	6
7	Creation of the posts of Teachers	7
8	Sanctioned Posts	7
9	Recruitment as per rules	7
10	Condition as to citizenship of India	7
11	Physical fitness	7
12	Verification of character and antecedents	7
13	Disqualification for bigamous marriage	8
14	Disqualification for enlisting support	8
15	'No Objection Certificate' of the present employer	8
16	Direct recruitment	8
17	Appointment by transfer	8-9
18	Reservation of vacancies	9
19	Qualification for the posts	9-10
20	Percentage equivalence of grade point for a seven points scale	10
21	Appointment under CAS, Promotion	10
22	Screening and Evaluation of candidates	10 to 11
23	Selection of candidates	11 to 12
24	Age	13

<b>Reg. No.</b>	<b>Subject</b>	<b>Pg No.</b>
25	Training, extension, research and enhancement of knowledge	<b>13</b>
26	Passing of examination after appointment	<b>13</b>
27	Period of Probation and Confirmation	<b>13-14</b>
28	Unsuitability for selection under Career Advancement Scheme	<b>14</b>
29	Refusal to accept promotion by the University	<b>14</b>
30	Re-employment on contract basis	<b>14</b>
31	Removal from service if false declaration	<b>14</b>
32	Security and surety Bond	<b>14</b>
<b>Annexure-1</b>	Sanctioned posts of University	<b>15</b>
<b>Annexure-2</b>	The selection criteria for the post of Teachers	<b>22 to 23</b>
<b>Annexure-3</b>	Performa for Security and Surety Bond	<b>24 to 25</b>

## **APPENDICES**

1.0	Director & Research & Development	<b>16</b>
2.0	Director	<b>16</b>
3.0	Professor	<b>17</b>
4.0	Associate professor	<b>18</b>
5.0	Assistant Professor	<b>19</b>
6.0	Assistant Librarian	<b>20</b>
7.0	Assistant Director (P.E. & Sports)	<b>21</b>

# REGULATION

In exercise of the powers conferred under Section 36 of the Raksha Shakti University Act, 2009, the Board of Governors of the University hereby makes the following regulations governing the creation of the posts of Teachers and recruitment of Teachers of the University.

**1. Title and commencement**

- (1) These Regulations may be called the **“Raksha Shakti University Services (Recruitment of Teachers) Regulations”, 2012.**
- (2) These Regulations shall come into effect from the date of adoption of the same by the Board of Governors of the Raksha Shakti University.

**2. Right to interpret**

The power to interpret these regulations vests in the Director General of the University, who may also issue such administrative instructions as may be necessary to give effect to and to carry out the purpose of these regulations.

**Provided** that, if as a result of a decision of the Director General, as regards the construction, interpretation or implementation of any Regulation, a teacher feels aggrieved, he shall have a right to appeal against such decision to the Gujarat Universities Services Tribunal and the decision of the Gujarat Universities Services Tribunal shall be final and binding to all concerned.

**3. Applicability**

These regulations shall apply to the Creation of the posts of teachers and recruitments made to the posts of teachers in the university.

**4. Definitions**

Unless the context otherwise requires otherwise the following words and expressions shall have the meaning as assigned to them herein below :

- (1) **“Act”** means the Raksha Shakti University Act, 2009 (Gujarat Act No. 16 of 2009)
- (2) **“Academic Grade Pay”** means the Academic Grade Pay (AGP) sanctioned for the post as shown against the Pay Band in Column-5 of the **Annexure-1.**
- (3) **“Academic Performance Indicator (API)”** means a scoring system based on the Academic Performance as formulated by University in this regard.
- (4) **“Annexure”** means appendix to these regulations.
- (5) **“Appointing Authority”** means the authority to whom the powers have been delegated by the University under regulation-5 of these regulations.
- (6) **“Board”** means the Board of Governors constituted under Section – 12 of the Act.

- (7) **“Career Advancement Scheme (CAS)”** means Career Advancement Scheme laid down by the University for promotion of the University Teachers.
- (8) **“Deputation”** means the arrangements under which a person working in other organization is taken on loan services under the University for the specific period in accordance with the arrangements agreed upon between the lending organization and the University.
- (9) **“Director General”** means Director General appointed under Section-8 of the Act.
- (10) **“Foreign Employer”** means the Government / Company / Institution / Other University etc., to which an employee has been deputed on Foreign Service.
- (11) **“Foreign Service”** means any service in which a University employee receives pay from any source other than the University Fund with the approval of the University.
- (12) **“Good Academic Record”** means at least 55% marks (or an equivalent grade) at Master’s Degree level in a relevant subject from a recognized Indian University or an equivalent degree from an accredited foreign university and at least 55% marks (or equivalent grade) at Bachelor Degree level in a relevant subject from a recognized Indian University or an equivalent degree from an accredited foreign university for the candidates other than Scheduled Caste / Scheduled Tribe /Differently abled (Physically and visually differently abled) categories.
- (13) **“NET”** means National Eligibility Test conducted by UGC or ICAR.
- (14) **“Officer”** means Officer of the University referred to in Section-10 of the Act.
- (15) **“Officiate”** means employee who officiates in post when he performs the duties of a post on which another person holds a lien. A competent authority may, if it thinks fit, appoint an employee to officiate in a vacant post on which no other employee holds a lien.
- (16) **“Organisation”** means the State Government, Central Government, Local Authority, Statutory University, Public / Private Company owned and / or sponsored by State Government / Central Government.
- (17) **“Other University”** means any University established under a Central or State Act other than the Raksha Shakti University Act, 2009.
- (18) **“Pay”** means the basic pay in the Pay Band plus Grade Pay of the post.
- (19) **“Pay Band”** means the Pay Band sanctioned for the post as shown in Column-4 of the **Annexure-1.**
- (20) **“Performance Based Appraisal System (PBAS)”** means a system developed by the University based on the API criteria.

- (21) **“Probationer”** means a teacher on probation in or against a substantive or temporary vacancy in the cadre of the University.
- (22) **“Registrar”** means the Registrar appointed by the University.
- (23) **“Recruitment”** means all recruitments under the provision of these Regulations.
- (24) **“SET” or “SLET”** means State Level Eligibility Test approved by the University Grant Commission.
- (25) **“Selection Committee”** means the committee constituted under Regulation-19 of these Regulations.
- (26) **“Sanctioned Posts”** means the list of various categories of the teaching posts as listed in the **Annexure-1** as may be amended from time to time
- (27) **“State Government”** unless the context otherwise requires it shall mean the Government of Gujarat.
- (28) **“Teacher”** means person imparting education in the University and a holder of any of the post included in **Annexure-1**.
- (29) **“University”** means the Raksha Shakti University.
- (30) **“UGC”** means University Grant Commission.
- (31) **“UGC Regulations”** means regulations published by the University Grants Commission vide its Notification No. F3-17 2009, Dated 30<sup>th</sup> June, 2010 as amended from time to time and accepted by the University.
- (32) **“Vacancy”** means such of the sanctioned post in the cadre, which has not been filled in on the date on which this Regulations come into effect or which may fall vacant thereafter and which is intended to be filled in by the University during the year.
- (33) **“Year”** means the Calendar Year.

**Note-1 :** Words & expressions used but not defined in these regulations shall have the meaning assigned to them in the Act or in Other regulations governing the service conditions of the University employees.

**5. Authority** Without prejudice to provisions contained under the general scheme of delegation of powers, all the powers of prescribing the procedure for making recruitment to various posts of teachers shall vest upon the Board of Governors.

**6. Initial composition** Notwithstanding the provisions of these Regulations, all persons already recruited to the relevant and respective posts of teachers in the University before the date these Regulations come into effect, shall be treated to have been recruited to / holding the post at the University.

7. *Classification of Teachers Initial* The sanctioned post, in the University as listed in Annexure-1 shall be grouped and classified as class I or Class II as shown in the set-up.
8. *Creation of the posts of Teachers*
1. The Academic Council shall, having regard to the courses conducted / planned in the University and the number of students in each Faculty, recommend to the Board of Governors, for the creation, abolition or classification of such number of posts of teachers in the University with qualifications and pay scales as prescribed in the regulations.
  2. The recruitment rules, qualifications and experience for posts of teachers will be followed as recommended by the U.G.C. as adopted by the university with suitable modifications. However, in case of specific requirements, the appropriate qualifications will be prescribed as per the need.
9. *Sanctioned Posts*
- 9.1 The cadre, designation, pay band, academic grade pay and the number of posts sanctioned in the set-up of the university shall be as shown in the **Annexure – 1** as amended from time to time.
  - 9.2 The eligibility to receive pay in the pay band and academic grade pay mentioned in **Annexure-1** shall be further subject to the conditions laid down by the University.
10. *Recruitment as per regulations* After the date of coming into force of these Regulations, all appointment to the various posts of teachers shall be made in accordance with these Regulations either –
- (i) by direct appointment, or
  - (ii) by promotion under the Career Advancement Scheme, or
  - (iii) by deputation
11. *Conditions as to citizenship of India* Subject to the provisions of these regulations, no person shall be appointed to any service or post unless he is a citizen of India, or a person in whose favour a certificate of eligibility has been issued by the State Government for appointment to the State Government Service.
12. *Physical fitness* No person shall be appointed to any service or post, if he has failed to pass such medical test of physical fitness as may be laid down by the University:

**Provided** that where an appointment is made by promotion or transfer of a person already in service of the University, no medical test shall ordinarily be required.

**13. Verification of character and antecedents** The character and antecedents of a candidate for appointment to a post under the University for the first time shall be verified before his appointment orders are issued.

**14. Disqualification for bigamous marriage**

- 14.1** No persons, who –
- (a) if male, has more than one wife living
  - (b) if female, has married a man who has already another wife living
- shall be eligible for appointment to any post of teacher in the University,

**Provided** that, subject to the provisions of any law, the University may, if satisfied that there are special grounds, exempt any person from the operation of this regulation.

**14.2** Every applicant for appointment to the post of teacher in the University shall declare, whether he or she, as the case may be, is married and, in the case of a male applicant, whether he has more than one wife living and in the case of a female applicant, whether she is married to a man who has already another wife living.

**15. Disqualification for enlisting support**

Any endeavour on the part of a candidate or on the part of any relative of the candidate to enlist support by direct or indirect methods for his application for appointment or for promotion at the University, shall be held to disqualify the candidate for the appointment or promotion.

**16. 'No Objection Certificate' of the present employer**

No person in the employment of any other organization or in the Government shall be appointed in the University except with the written 'No Objection Certificate' of his / her present employer. Where an application for a post of teacher in the University is forwarded through his / her present employer such consent shall be deemed to have been given.

**17. Direct recruitment**

University shall appoint a selected candidate by direct recruitment either –

- (i) on the pay band and academic grade pay of the post

OR

- (ii) on contract basis with fixed emoluments

- as per guidelines approved by the Board of Governors from time to time.



**18. Appointment by transfer** Notwithstanding anything contained in these regulations a post in any cadre may be filled in by transfer of a teacher holding another post in the same cadre.

**Provided** that a teacher serving in one cadre may be posted by transfer to another cadre at his own request if he is suitable for that cadre and if such transfer is in the interest of the University and without his rights in his parent cadre relating to pay, seniority etc. being affected thereby.

**Provided** further that a teacher may be temporarily transferred in the interest of the University to a post in a cadre other than the cadre, in which he is regularly employed, without his rights in his parent cadre relating to pay, seniority etc. being affected thereby.

**19. Reservation of vacancies** While making the recruitments to various posts under the provisions of these regulations, the orders issued by the States Government from time to time in connection with the reservations of vacancies and relaxation of age etc., for Scheduled Castes, Scheduled Tribes, Women and other categories shall be complied with.

**20. Qualification for the posts**

**20.1** The selection criteria for the post of Assistant Professor, Assistant Director, Physical Education and Sports and Assistant Librarian will be as detailed in **Annexure-2**.

**20.2** The detailed essential and desirable qualifications for various posts of teachers, will be as per **Appendix-1.0 to 7.0**

**20.3** The process of selection of Associate Professor and equivalent posts should involve inviting the bio-data with duly filled Performance Based Appraisal System (PBAS) proforma based on the API criteria. Without prejudice to the requirements provided for selection of Associate Professor and equivalent posts, for promotion from the post of Assistant Professor to Associate Professor; so far as teachers in University are concerned, three publications shall be required to be submitted for consideration .

**Provided** 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.

**20.4** The process of selection of Professor and equivalent posts shall involve inviting the bio-data with duly filled Performance Based Appraisal System (PBAS) proforma based on the API criteria set out in this Regulations 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 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.

**21. Percentage equivalence of grade point for a seven points scale**

It is hereby clarified that where the University / College / Institution declare results in grade points which is on a scale of seven, the following mechanism shall be referred to ascertain equivalent marks in percentage :

Grade	Grade Point	Percentage	Equaling
'O'	Outstanding	5.50-6.00	75-100
'A'	Very Good	4.50-5.49	65-74
'B'	Good	3.50-4.49	55-64
'C'	Average	2.50-3.49	45-54
'D'	Below Average	1.50-2.49	35-44
'E'	Poor	0.50-1.49	25-34
'F'	Fail	0-0.49	0-24

**22. Appointment under CAS, Promotion**

**22.1** The minimum norms of selection committees and selection procedure as well as API score requirements for Career Advancement Scheme for the post of teachers shall be as per guidelines approved by the Board of Governors.

**22.2** Career Advancement Scheme promotions being a personal promotion to the incumbent teacher holding a substantive sanctioned post, the said post shall revert back to its original cadre on superannuation of the individual incumbent.

**23. Calling of Applications and Screening cum Evaluation of candidates**

**23.1** Before the beginning of each academic year the University should determine the likely vacancies that may occur during the year for recruitment of the teachers. The selection by direct recruitment shall be made by the selection committee on merit.

- 23.2** The Registrar under the instructions of the Director General shall invite applications through All India Advertisement, from the persons possessing requisite qualifications for the concerned teaching posts. Promotions (Career Advancement) may be made from the post of Assistant Professor and its equivalent to Associate Professor and its equivalent and from Associate Professor and its equivalent to Professor and its equivalent as per the terms and conditions prescribed in the regulations and modifications prescribed by the University from time to time.
- 23.3** The applications received in response to the advertisement shall be scrutinized by the respective “Screening cum Evaluation Committee”, which shall consist of;
- (a) The Director General or his representative - Chairperson.
  - (b) The Director of concerned Institute.
  - (c) One subject expert in the concerned subject nominated by the Director General from the panel of experts of the University.
  - (d) Registrar of the University.
- 23.4** The Screening and Evaluation Committee shall scrutinize and evaluate all the applications in light of the University regulations in this regard and shall prepare two separate lists; one of the ineligible candidates showing reason/s for their ineligibility and another of the eligible candidates.
- 23.5** The Screening cum Evaluation Committee may propose some sort of screening test/s taking into consideration the number of applications for a particular post/s, to the Director General, whose decision shall be final.
- 24. Selection of candidates**
- 24.1** For the purpose of recruitments to various posts under the provisions of these regulations and for promotion under the Career Advancement Scheme, there shall be a Selection Committee, which shall consist of;
- (a) The Director General - Chairperson.
  - (b) A Vice Chancellor of any University.
  - (c) The Dy. Director General, Raksha Shakti University.
  - (d) The Director, Research & Development
  - (e) Three experts in the concerned subject nominated by the Director General
  - (f) Registrar of the University

Note : if any of the above members of the selection committee do not belong to SC / ST / OBC / Minority / Women / Differently abled categories and if any of the candidates representing these categories is applicant, an academician representing the said category shall be nominated by the Director General.

- 24.2** At least four members, including two outside members, shall constitute the quorum.
- 24.3** 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.
- 24.4** (a) The Selection Committee shall recommend a panel of names in order of merit to be appointed for the concerned teaching posts to the Director General.  
(b) The selection list of the candidates prepared by the selection committee shall be valid for a period of one year from the date of selection.
- 24.5** All appointments to the post of teachers shall be made by the Appointing Authority on recommendation of Selection Committee.
- 24.6** (a) Notwithstanding anything contained in the Regulation, the Selection Committee will also be empowered to recommend the appointment of a person in absentia in exceptional cases for the posts of Asst. Professor and above where the person is an eminent academician or researcher or eminent professional or, where, there is an acute shortage of qualified people. Furthermore, the Selection Committee shall have the power to recommend by invitation, a person of proven ability and experience in the required field on a contract basis for a specified period on such terms as may be mutually agreed upon without following the selection process stipulated in this regulation.  
(b) Notwithstanding anything contained in this regulation, the Director General shall be empowered to appoint by invitation a person of proven ability and experience in a particular field on deputation from other Universities/Govt. of Gujarat/Organization without following the selection process stipulated in this regulation subject to the approval of BOG.
- 25. Age** A person appointed by direct recruitment to a post shall not be below eighteen years of Age.

*26. Training, extension, research and enhancement of knowledge*

- 26.1** It is advisable for a teacher to take active part in extension and research activities which are related to the curricula and for that purpose he / she should always try for enhancement of his / her knowledge. For this purpose he / she should take part in seminars, workshops which are organized by the Institutions of Higher Education in their relevant subjects. He / She should take part in approved orientation and refresher courses in his / her relevant subjects as per directions given by the University.
- 26.2** Persons recruited to various posts as detailed in **Annexure-1** shall be required to undergo training as and when required by the University.

*27. Passing of examination after appointment*

The appointee shall be required to pass an examination in Gujarati, Hindi and English during a specified period as and when prescribed by the Director General. The Director General shall fix time limit for passing such examinations. He shall also prescribe stoppage of increment/promotion for such appointees who could not pass such examinations in the prescribed time limit.

*28. Period of probation and confirmation*

- 28.1** Every person appointed in the University and those appointed by invitation shall, unless otherwise provided for in the appointment order of the person concerned, be on probation for a period of one year, which may be extended for a further period of one year in a case of unsatisfactory performance. In computing the period of probation, leave without pay, if any, granted to an employee on probation shall be omitted and the period of probation shall stand extended to the period of such leave.
- 28.2** The period of review of the performance of the probationer and the items to be included in the Periodical Appraisal Report and the satisfactory completion of the probation period will be decided by the Director General.
- 28.3** All teachers shall be eligible for the grant of due increments in the time scale in which they are appointed only after satisfactory completion of probation.
- 28.4** If during the period of probation, his or her behavior and conduct towards the members of the staff is not found satisfactory or if he or she indulges in such activities which are prejudicial to the academic life and atmosphere of the university, his or her services are liable to be terminated either before or on the expiry of the period of probation.

29. *Unsuitability for selection under Career Advancement Scheme*

If the selection committee finds a teacher unsuitable for Career Advancement Scheme the reasons for the same shall be recorded by the committee and communicated to the teacher concerned. The teacher may apply again for consideration of his / her case under the Career Advancement Scheme after completion of one year from the date of meeting of the Selection Committee.

30. *Refusal to accept promotion by the University teacher*

Where the University Teacher has refused to accept the promotion, his / her case shall not be considered for promotion for a period of three year from the date of refusal of promotion.

31. *Re-employment on contract basis*

Subject to the availability of vacant positions and fitness, teachers such as Assistant Professor, Associate Professor and Professor only, may be re-employed on contract appointment beyond the age of superannuation, up to the age of seventy years.

**Provided** further that all such re-employment shall be strictly in accordance with the guidelines approved by the Board of Governors.

32. *Removal from service if false declaration*

If any declaration given or information furnished by appointee is proved to be false he or she is found to have willfully suppressed any material information, he or she will be liable for removal from service and such other actions as the Board of Govenors may find necessary.

33. *Security and Surety Bond*

The selected candidates shall be required to furnish an Indemnity Bond with Surety for such amount and such period in the prescribed performa as annexed with the regulation.

**(Annexure - 3 )**

**ANNEXURE-1****(See Regulation -8)****Sanctioned posts of University**

<b>Sr No</b>	<b>Name of the Post &amp; Designation</b>	<b>Pay Band</b>	<b>Pay Scale</b>	<b>Academic Grade Pay</b>	<b>No. Sanctioned posts</b>	<b>Class</b>
<b>(1)</b>	<b>(2)</b>	<b>(3)</b>	<b>(4)</b>	<b>(5)</b>	<b>(6)</b>	<b>(7)</b>
1.0	Director , Research & Development	PB-4	37400-67000	12000	01	I
2.0	Assistant Professor ( Criminology)	PB-3	15600-39100	6000	01	II
3.0	Assistant Professor ( Forensic Science)	PB-3	15600-39100	6000	01	II
4.0	Assistant Professor ( Tele Communication)	PB-3	15600-39100	6000	01	II
5.0	Assistant Professor ( Law)	PB-3	15600-39100	6000	03	II
6.0	Assistant Professor ( Police Administration)	PB-3	15600-39100	6000	01	II
7.0	Assistant Professor (I.T.)	PB-3	15600-39100	6000	01	II
8.0	Assistant Director ( Physical Education & Sports)	PB-3	15600-39100	6000	01	II
9.0	Assistant Librarian	PB-3	15600-39100	6000	01	II
<b>TOTAL</b>					<b>11</b>	

**Appendix -1.0**

<b>1. Name of the Post : Director, Research &amp; Development</b>		
2.	Pay Band	: Rs. 37400-67000 with AGP of Rs.10,000/-
		: The Recruitment Rules for the post of Director, Research & Development has been included in the Recruitment Rules for the Officers of the University

**Appendix - 2.0**

<b>1. Name of Post : Director</b>		
2.	Pay Band	: Rs.37400-67000 with AGP of Rs.12,000/-
3.	Prescribed Qualifications	: The Recruitment Rules for the post of Director has been included in the Recruitment Rules for the Officers of the University



**Appendix – 3.0**

<b>1. Name of Post : Professor</b>		
2.	Pay Band	: Rs.37400-67000 with AGP of Rs.10,000/-
3.	Prescribed Qualifications	<p>To be eligible for appointment by direct selection, a candidate shall be</p> <p>i) an eminent scholar with Ph.D. qualification and published work of high quality, actively engaged in research with evidence of published work with a minimum of 10 publications as books and/or research / policy papers in indexed / ISBN / ISSN numbered journals and as ISBN / ISSN numbered books.</p> <p>ii) have minimum of 12 years of teaching experience in university/college, and/or experience in research at University/National level institutions, including experience of guiding candidates for research at doctoral level. (<b>Note:</b> The period of time taken by candidates to acquire M. Phil. and / or Ph.D. degree shall not be considered as teaching / research experience to be claimed for appointment to the teaching positions.)</p> <p>iii) have contribution to educational innovation leading to designing of new education curricula and courses, and technology leading to new innovative teaching / learning process.</p> <p>iv) possess basic knowledge of computer application equivalent to a course on computer concept (CCC<sup>+</sup>) of the Department of Electronic Accreditation of Computer Courses (DOEACC) society or of the level as may be prescribed by the university from time to time.</p> <p>v) possess basic knowledge of Gujarati or Hindi and working knowledge of English.</p> <p>vi) have a minimum score as stipulated in the Academic Performance Indicator (API) based Performance Based Appraisal System (PBAS).</p>
4.	Relaxation in qualification	: The Board of Governors at its discretion can make the relaxation in the above requirements.

**Appendix -4.0**

<b>1. Name of Post : Associate Professor</b>		
2.	Pay Band	: Rs.15600-39100 with AGP of Rs.8,000/-
3.	Prescribed Qualifications	<p>To be eligible for appointment by direct selection, a candidate shall</p> <ol style="list-style-type: none"> <li>i) be an eminent scholar with Ph. D. qualification with Good Academic Record in the appropriate branch, where relevant.</li> <li>ii) have minimum of Eight years Teaching / Research/ Professional experience in a Research Organization / Institute / Industry. (<b>Note</b> : The period of time taken by candidates to acquire M. Phil. and / or Ph.D. degree shall not be considered as teaching / research experience to be claimed for appointment to the teaching positions.)</li> <li>iii) have demonstrated adequate experience in terms of guidance of Ph.D. students and independent research, with minimum five publications in reputed journals and conferences, patents, laboratory development and/or other recognized relevant professional activity.</li> <li>iv) have contribution to educational innovation leading to designing of new education curricula and courses, and technology leading to new innovative teaching / learning process.</li> <li>v) possess basic knowledge of computer application equivalent to a course on computer concept (CCC+) of the Department of Electronic Accreditation of Computer Courses (DOEACC) society or of the level as may be prescribed by the university from time to time.</li> <li>vi) possess basic knowledge of Gujarati or Hindi and working knowledge of English.</li> <li>vii) have a minimum score as stipulated in the Academic Performance Indicator (API) based Performance Based Appraisal System (PBAS).</li> </ol> <p>Note : A relaxation of 5% will be provided from 55% to 50% of the Marks at the Master's Level and Bachelor's Level for SC/ST and physically and visually differently abled categories based on only the qualifying marks without including any grace marks procedures.</p>
4.	Relaxation in qualification	: The Board of Governors at its discretion can make the relaxation in the above requirements.

**Appendix - 5.0**

<b>1. Name of Post : Assistant Professor</b>		
2.	Pay Band	: Rs.15600-39100 with AGP of Rs.6,000/-
3.	Prescribed Qualifications	: <p>To be eligible for appointment by direct selection, a candidate shall</p> <p>i) have Good Academic Record with at least 55% marks or an equivalent grade wherever grading system is followed at the Master's Degree level, in the relevant subject from an Indian University or an equivalent degree from a Foreign University accredited by UGC.</p> <p>ii) have cleared the National Eligibility Test (NET) or SLET for lecturers/ Asst. Prof. conducted by the UGC, CSIR, or similar test accredited by the UGC.</p> <p>Notwithstanding anything contained in sub-clauses (i) and (ii) candidates, who are, or have been awarded Ph.D. degree in accordance with the University Grants Commission (Minimum Standards and Procedure for Award of Ph.D. degree) Regulations, 2009, shall be exempted from the requirement of the minimum eligibility condition of NET/SLET/SET, for recruitment and appointment of Assistant Professor or equivalent positions.</p> <p>iii) possess basic knowledge of computer application equivalent to a course on computer concept (CCC<sup>+</sup>) of the Department of Electronic Accreditation of Computer Courses (DOEACC) society or of the level as may be prescribed by the university from time to time.</p> <p>iv) possess basic knowledge of Gujarati or Hindi and working knowledge of English.</p> <p>Note-1: A relaxation of 5% may be provided from 55% to 50% of the Marks to the Ph.D. degree holders, who have obtained their Master's Degree prior to 19th September 1991.</p> <p>Note-2: A relaxation of 5% will be provided from 55% to 50% of the Marks at the Master's Level and Bachelor's Level for SC/ST and physically and visually differently abled categories based on only the qualifying marks without including any grace marks procedures.</p>
4.	Relaxation in qualification	: The Board of Governors at its discretion can make the relaxation in the above requirements.

**Appendix -6.0**

<b>1. Name of Post : Assistant Librarian</b>	
2.	Pay Band : Rs.15600-39100 with AGP of Rs.6,000/-
3.	<p>Prescribed Qualifications</p> <p>To be eligible for appointment by direct selection, a candidate shall</p> <p>i) have Master's Degree in Library Science / Information Science/Documentation Science or an equivalent professional degree with at least 55% marks (or an equivalent grade in a point scale wherever grading system is followed) and a consistently Good Academic Record with knowledge of Computerization of Library.</p> <p>ii) have qualifying in the national level test conducted for the purpose by the UGC or any other agency approved by the UGC.</p> <p>iii) possess basic knowledge of computer application equivalent to a course on computer concept (CCC<sup>+</sup>) of the Department of Electronic Accreditation of Computer Courses (DOEACC) society or of the level as may be prescribed by the university from time to time.</p> <p>iv) possess basic knowledge of Gujarati or Hindi and working knowledge of English.</p> <p>Note:1 A relaxation of 5% may be provided from 55% to 50% of the Marks to the Ph.D. degree holders, who have obtained their Master's Degree prior to 19th September 1991.</p> <p>Note:2 A relaxation of 5% will be provided from 55% to 50% of the Marks at the Master's level and Bachelor's Level for SC/ST and physically and visually differently abled categories based on only the qualifying marks without including any grace marks procedures.</p>
4.	Relaxation in qualification : The Board of Governors at its discretion can make the relaxation in the above requirements.

**Appendix -7.0**

<b>1. Name of Post : Assistant Director (P.E. &amp; Sports)</b>	
2.	Pay Band : Rs.15600-39100 with AGP of Rs.6,000/-
3.	<p>Prescribed Qualifications</p> <p>To be eligible for appointment by direct selection, a candidate shall</p> <ol style="list-style-type: none"> <li>i) have Master's Degree in Physical Education or Master's Degree in Sports Science with at least 55% marks (or an equivalent grade in a point scale wherever grading system is followed) with a consistently good academic record.</li> <li>ii) have record of represented the university/college at the inter-university/inter-collegiate competitions or the State and /or national championships.</li> <li>iii) have Qualifying in the National Level Test conducted for the purpose by the UGC or any other agency approved by the UGC</li> <li>iv) have passed the Physical Fitness Test conducted in accordance with UGC Regulations as adopted by the University.</li> <li>v) possess basic knowledge of computer application equivalent to a course on computer concept (CCC<sup>+</sup>) of the Department of Electronic Accreditation of Computer Courses (DOEACC) society or of the level as may be prescribed by the university from time to time.</li> <li>vi) possess basic knowledge of Gujarati or Hindi and working knowledge of English.</li> </ol> <p>Note-1:A relaxation of 5% may be provided from 55% to 50% of the Marks to the Ph.D. degree holders, who have obtained their Master's Degree prior to 19th September 1991.</p> <p>Note-2:A relaxation of 5% will be provided from 55% to 50% of the Marks at the Master's level and Bachelor's Level for SC/ST and physically and visually differently abled categories based on only the qualifying marks without including any grace marks procedures.</p>
4.	Relaxation in qualification : The Board of Governors at its discretion can make the relaxation in the above requirements.

## ANNEXURE-2

### I. Academic Record & Research Performance- 34 marks

#### 1. UG level- 6 marks

- i. 60% - 70 % = 2 marks
- ii. 70% - 80% = 4 marks
- iii. 80% - 90% = 6 marks

#### 2. PG level- 16 marks

- a)
  - i. 55% - 60% = 1 marks
  - ii. 60% - 65% = 2 marks
  - iii. 65% - 70% = 4 marks
  - iv. 70% - 75% = 6 marks
  - v. 75% - 80% = 8 marks
  - vi. 80% & above = 10 marks
- b) University Topper = 3 marks
- c) Any additional professional qualification relevant to the subject concerned (Minimum duration of the course should be one year) = 3 marks

#### 3. M. Phil (completed)- 2 marks

#### 4. UGC Fellowship- 2 marks

#### 5. Ph.D.- 8 marks

- a) Ph.D. with NET – 8 marks
  - i. Pursuing (minimum one year) = 3 marks
  - ii. Submitted/ Awarded = 8 marks
- b) Ph.D. without NET – 6 marks
  - i. Pursuing (minimum one year) = 2 marks
  - ii. Submitted/ Awarded = 6 marks

### II. Domain Knowledge- 30 marks

#### 1. Experience – 10 marks

- a) College or University level teaching experience/ research experience/ industrial experience only in R & D = 2 marks per year (maximum is upto 10 marks)

\* Note 1: Ph.D. experience will not be counted in research experience.

\* Note 2: In case of visiting faculty or adhoc faculty, relevant work experience certificate mentioning about the total teaching hours per month/ year is required.

**2. Conference – 5 marks**

- a) Presentation of theory/ research paper in 1 International/ 2 National/ 3 State or Regional Conference = 1 mark for each presentation in conference (maximum is upto 5 marks)

\* Note 1: 1 International = 2 National = 3 State or Regional Conference

**3. Publications (related to the concerned subject or allied subject)– 15 marks**

- a) Refereed Journals = 1 mark each (maximum is upto 5 marks)
- b) Non-refereed Journals/ Conference Proceedings but recognized and reputable having ISBN/ ISSN no. = 0.5 mark each (maximum is upto 4 marks)
- c) Books published by International/ reputed National Publishers = 2 marks each (maximum is upto 4 marks)
- d) Chapters in books published by International/ reputed National Publishers = 0.5 mark each (maximum is upto 2 marks)

\* Note 1: In case of multiple authors, 50% of the mark will be given to the main author and the rest 50% will be divided among the other authors.

**III. Interview- 30 marks**

1. Subject Knowledge = 15 marks
2. Self Presentation and expression/communication skills = 5 marks
3. Job related skills and Extension Activities\* = 10 marks

\* Extension activities include:

- Management of the Department and Institution through participation in academic and administrative committees and responsibilities
- Use of innovation in academic activities
- Membership of associations (relevant to the subject concerned)

**IV. Extra-Curricular/ Co-curricular Activities- 6 marks**

1. NSS (minimum 1 camp) = 1 mark
2. NCC (minimum 'B' certificate) = 1 mark
3. Cultural events (minimum university level) = 1 mark
4. Sports (minimum university level) = 1 mark
5. Co-curricular activities like Quiz, Debate, Extempore (a form of speech which is delivered without planning or preparation; impromptu speech), Essay writing etc. (minimum university level) = 2 marks (1 mark for one certificate)

**Total Marks : 100**

**ANNEXURE-3**  
**INDEMNITY BOND WITH SURETY**

This indemnity is made and executed at ..... (place) on.....(date) by Shri.....S/o Shri.....resident of ..... hereinafter called “Employee”, the party of the first part, AND Shri.....S/o Shri..... resident of ..... hereinafter called “Surety”, the party of the second part, in favour of Raksha Shakti University, a body constituted under the Raksha Shakti University Act-2009 having its Office at Ahmedabad called “Employer University”, the party of the third part.

The terms ‘Employee’, ‘Surety’ and the ‘Employer University’ unless repugnant to the context shall mean and include their heirs, legal representatives, successors, executors and administrators.

- A) WHEREAS the Employee has been selected for appointment as ..... in the service of the Employer University.
- B) WHEREAS an offer of appointment containing the terms and conditions of the appointment has already been issued to the Employee vide letter No. .... dated..... of the Employer University.
- C) WHEREAS the acceptance of the terms and conditions of the appointment has already been communicated to the Employer University on ..... by the Employee.
- D) WHEREAS one of the terms and conditions of the appointment is that the Employee has to serve the Employer University i.e. Raksha Shakti University for minimum period of Two years after confirmation, for which parties to this agreement have to execute an indemnity with surety in favour of Employer University.

**NOW THIS INDENTURE WITNESSETH as under :**

1. In compliance of the aforesaid condition in offer to Appointment subject to which the Employer University has agreed to give appointment to the Employee, the Employee hereby undertakes to serve the Employer University for a minimum period of Two years. This period will not include any period of unauthorized absence of the employee without pay.
2. The party of the second part i.e. surety namely ..... agrees to stand as Surety for the due performance of the obligation of the Employee under the terms that after the completion of probation, employee should works for the two years compulsory in the University and this agreement of indemnity cum surety. In case of breach of the terms of this indemnity and surety bond as well as terms of the letter



mentioned in clause ..... by the Employee and failure to indemnify the University, the Surety shall be jointly and severally liable to pay the amount of Rs. .... ( Rupees ..... only) to Employer University immediately on demand without delay.

3. The Employee further agrees and undertakes that in case he / she commits breach of above condition and resigns from or leaves / abandons the service prior to serving for two years and / or neglects in performance of the duty assigned to him leading to termination of his / her service as per rules / regulations by the Employer University, he/ she will pay an amount of Rs. .... ( Rupees ..... only) with the interest thereon @12% per annum from the date of leaving / termination of service prior to completion of two year service till payment as liquidated damages / cost of training including on the job training and also on account of business loss suffered / to be suffered by Employer University during intervening period. The Employee and Surety agree that assessment of liquidated damages as assessed at Rs..... are reasonable, which they both agree to pay jointly and severally in case demand is made by the Employer University.
4. Notwithstanding anything contained herein above, furnishing of this indemnity will nor create any right in favour of the Employee to continue in the service of Employer University for the aforesaid term of two years, and the Employer University shall always have the right to take appropriate action against the Employee as per terms of the appointment letter and / or the rules and regulations of the Employer University as applicable, in case of commission of any misconduct by the Employee.
5. The amount specified above shall constitute a debt owing to the Employer University and shall be recoverable from the Employee and the Surety jointly and severally with interest thereon at the rate specified above.

1. WITNESS

EMPLOYEE’S SIGNATURES

NAME & ADDRESS :

1. WITNESS

SURETY’S SIGNATURES

NAME & ADDRESS :

FOR RAKSHA SHAKTI UNIVERSITY

REGISTRAR