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Ref:No.R/GAD/Amend.Ordinanc#-11-A(1)/ 2/363

Dated: 20th August, 2015

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The Directors of Institutes
The Director, IIT(BHU), Varanasi
The Deans of Faculties
The Heads of Departments/Offices
The Principal, Mahila Mahavidyalaya,
The Coordinators of Schools/SAP, CAS etc.,
The Prof. Incharge, R.G.S.C., Barkachcha, Mirzapur,
The Joint Registrar & Secretary to Vice-Chancellor,
The Joint Registrar, Exams./Development/Academic/Accounts/(Admin.)-Teaching &
NT/RAC/Estates,
Banaras Hindu University.

व्यक्त एवं जाकलम प्रकोष्ठ Recruitment & Assessment Cell
का. हि. वि. Varanasi-221 005
आयरी नं०. दि. 2/332 Dt. 2/2/15
समय _____ Time _____

Dear Sir/Madam,

I am directed to inform you that the Academic Council of the University vide ACR No. 23 ar 33 and subsequently approved by the Executive Council vide ECR No.269 dated 21.04.2015 has made certain amendment in the ordinance 11-A(1) regarding recruitment of teaching position in the University. The said amendment ordinance is being given below :

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>I. Notification inviting applications</p> <p>I.1) Rolling advertisement on the BHU Website</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. No Change</p> <p>I.1) No Change</p> <p>I.1.1) No Change</p>

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on file.
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<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 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 cutoff date, providing reference to the BHU website for details.</p>	<p>I.2.1) No Change</p>
<p>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.</p>	<p>I.2.2) No Change</p>
<p>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</p>	<p>I.2.3) No Change</p>

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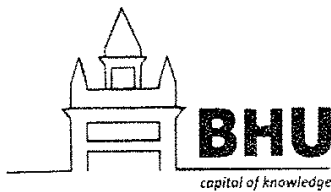


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<p>Institutions. For the purpose, the concerned Faculty/Department shall prepare a list of identified institutions from time to time and provide the same to RAC.</p> <p>I.3) Cutoff date for submission of application</p> <p>I.3.1) There shall be two 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.</p> <p>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 advertisement that applications received after the respective cutoff dates would be entertained against any vacancies available after completion of the selection process in hand.</p> <p>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</p>	<p>I.3) No Change</p> <p>I.3.1) No Change</p> <p>I.3.2) No Change</p> <p>I.3.3) No Change</p>
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<p>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.</p> <p>I.3.4) Further provided that the University shall further process the applications, received after the aforesaid prescribed cutoff date, from 'Very Bright Candidates' for the ensuing round of selection by the Faculty Affairs Committee-Level I. The 'Very Bright Candidates' would be those who obtain a "Quality Score" of 70 or above on a 100 point scale.</p> <p>I.3.5) The quality of research, age of the Faculty, 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.</p> <p>II. Submission of application</p> <p>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</p>	<p>I.3.4- Deleted</p> <p>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.</p> <p>II. No Change</p> <p>II.1) No Change</p>
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<p>uploading applications and calculating the Academic Performance Index (API).</p> <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.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.</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.5) Candidates already in employment and short-listed for interview by the Selection Committee 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.2) No Change</p> <p>II.3) <i>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,</i></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</p>
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II.6) Applicants may update their qualifications and other academic achievements etc by logging-in in the portal using their login ID and password and updating their application till their application is finally decided upon. However, such update shall be taken into account in the current round of short-listing (for updating API/Quality score) in respect of those applicants only whose applications were found eligible on the prescribed cutoff date for that round of short-listing. The eligibility of the candidate for a particular round of selection shall be decided as on the cutoff date of that round.

The above Ordinance has been amended vide ECR No.141 dated 17.8.2013 and substituted to read as :

Applicants may update their qualifications and other academic achievements etc. (for API/Quality score) by logging-in in the portal using their login ID and password till 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 round.

Any application received directly by the Vice-Chancellor, Registrar, Director/Dean/Principal, MMV for consideration for a Faculty position will be forwarded to the concerned HOD/COS/COC for consideration. The concerned Faculty Affairs Committee Level-I may ask the applicant to submit a formal

not be considered further.

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 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 17.8.2013)



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<p>application online as above.</p> <p>II.7) There shall not be any application fee.</p> <p>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.</p> <p>III.1) Faculty Affairs Committee (hereinafter called FAC-I)</p> <p>III.1.1) Constitution The constitution of FAC shall be as follows:</p> <p>i). Head/Coordinator of Department/School/Centre/Unit-Chairperson.</p> <p>ii). A nominee of the Vice-Chancellor from within the University – Member</p> <p>iii). One each of Professor, Associate Professor and Assistant Professor in the Department/School/Centre/Unit on two years rotation on basis of seniority: Members</p> <p>iv). Coordinator of UGC-SAP/CAS programme (if applicable): Member</p> <p>v). Dean's nominee (from a sister Department): Member</p> <p>vi). SC/ST nominee (for reserved positions): Member</p> <p>vii). Additional Member may be co-opted by the FAC, if required for each area of specialization</p> <p>viii) Dean shall also be a Member of FAC where Director is the Chairperson.</p>	<p>II.7) No Change</p> <p>III. No Change</p> <p>III.1) Faculty Affairs Committee (hereinafter called FAC)</p> <p>III.1.1) No Change</p> <p>i). Director/Dean-Chairperson.</p> <p>ii) Head/Coordinator of Department/School/ Centre/Unit- Convener.</p> <p>ii). Deleted</p> <p>iii). No Change</p> <p>iv). Coordinator of UGC-SAP/CAS programme (if applicable): Member</p> <p>v). Deleted</p> <p>vi). SC/ST nominee nominated by Chairperson (for reserved positions): Member</p> <p>vii). Additional Member may be co-opted by the FAC, if required.</p> <p>viii) No Change</p>
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<p>The Chairperson shall have the powers to nominate one of the members of FAC as Secretary/Convener of the FAC.</p> <p>Further provided that:</p> <p>a). In cases of single Department Faculties, the Dean's nominee would be from a sister Faculty.</p> <p>b). If the Dean, also happens to be HOD/COS/COC, the Dean's nominee will be from the same or sister Faculty on a case-to-case basis.</p> <p>c). Any person who himself/herself is an applicant for a position, shall not form part of the FAC</p> <p>The above Ordinance has been amended vide ECR No.141 dated 17.8.2013 and substituted to read as :</p> <p>Any person who himself/herself or near relative is an applicant for a position, shall not form part of the FAC No substitution against any vacant slot in FAC shall be made.</p> <p>In the cases of small Departments/Centres, with total available Faculty strength less than 5, members at appropriate level would be identified by the Dean of the Faculty from sister Departments/Schools/Centres. Likewise, if the number of eligible members of FAC falls short because of some of them being applicants for a position, members at appropriate level would be identified by the Dean of the Faculty from sister Departments/Schools/Centres</p> <p>d). In the case of positions in MMV in subjects for which a Department does not exist in MMV, the Principal/Principal's nominee and</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 17.8.2013).</p> <p>d). In the case of positions in MMV, the Principal shall also be a member of the Faculty Affairs</p>
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<p>the senior most teacher of the subject shall also be a member of the Faculty Affairs Committee of the concerned Department</p> <p>e). In such cases where a Department exists in the MMV, the Faculty Affairs Committee would be constituted at the MMV level with Principal's nominee being an additional member of the FAC.</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; the senior most Professor, Associate and Assistant Professor members of the FAC in such cases will be from amongst those who are involved in teaching of the particular course.</p> <p>The following amendment has been made vide ECR No.141 dated 17.8.2013 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>III.1.2) Terms of Reference of Faculty Affairs Committee (FAC)</p> <p>The terms of reference of FAC shall be as follows:</p> <p>a). Preliminary examination of applications for meeting the minimum eligibility requirements</p>	<p>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>(h) No Change</p> <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>j) 50% of the member will form the quorum of FAC.</p> <p>III.1.2) Terms of Reference of Faculty Affairs Committee (FAC)</p> <p>The terms of reference of FAC shall be as follows:</p> <p>a) No Change</p>
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<p>and for completeness.</p> <p>b). Detailed examination of all the eligible applications.</p> <p>c). Inviting reference letters for each applicant from referees.</p> <p>The above Ordinance has been amended vide ECR No.170 dated 30.11.2013 and substituted to read as :</p> <p>Inviting reference letters for short-listed applicants only from referees.</p> <p>d). Short-listing of candidates who are then to be invited for a personal interaction and seminar presentation/performance. The performance in the personal interaction / seminar will be evaluated by the FAC I on a 10 point scale which will be available to the Selection Committee to help in their decisions. To make recommendations to the Faculty Affairs Committee-Level II (FAC) of the candidates who can be called for interview by the Selection Committee.</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 cutoff date shall remain pending with the FAC after the 60th day from cutoff date which shall be the last day of FAC round for the respective round of selections</p> <p>The above Ordinance has been amended vide ECR No.141 dated 17.8.2013 and substituted to read as :</p> <p>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</p>	<p>b) No Change</p> <p>c) Deleted</p> <p>d) Deleted</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.(amended vide ECR No.141 dated 17.8.2013)</p>
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<p>from cut-off date. Which shall be the last day of FAC round for the respective round of selection. In case FAC failed to complete the process of selection within 60 days from the cut-off date, the Vice-Chancellor will be empowered to constitute a Special Committee to complete the process of selection.</p> <p>f). To also play a proactive role by contacting "Very Bright Candidates" with excellent academic and research/professional credentials. The FAC members and other Faculty members of the Dept/School/Centre/ Unit may obtain the CVs of such candidates, even if they have not applied, and if found suitable, persuade them to apply and consider them along with other applications.</p> <p>III.1.3) Principles of short-listing The only criterion for short-listing will be excellence. Main considerations to identify excellence would be academic career, age, quality of previous research/creative/professional work, future plans and competence for quality teaching and research and potential for contributions to the university goals and life. The fact that a candidate meets the minimum requirement would not be a sufficient reason to be called for interview.</p> <p>III.1.4) Procedure of Short-listing The Faculty Affairs Committee Level-I shall follow the following Short-listing process:</p> <p>(i) Calculation of score of a candidate based on the information furnished in the application. The criteria for calculation of 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>f) Deleted</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.1.4) No Change The FAC shall follow the following Short-listing process:</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</p>
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<p>(ii) Obtaining reference letters from the referees suggested by the applicant; the FAC, if desired, may also obtain views from other authority/authorities, who may be in a position to provide reference on the basis of personal knowledge of the applicant.</p> <p>The above Ordinance has been amended vide ECR No.170 dated 30.11.2013 and substituted to read as :</p> <p>Obtaining reference letters from the referees suggested by the short-listed applicant only; the FAC, if desired, may also obtain views from other authority/authorities, who may be in a position to provide reference on the basis of personal knowledge of the applicant.</p> <p>(iii) All teachers holding substantive position in the Department may examine all the applications and may give their written opinions to the Chairperson or the Secretary/Convener of FAC, who would place all such opinions for consideration of the FAC at its meeting. However, those teachers who themselves are applicants for a given position, would not be allowed to provide opinion about other applicants for the position.</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-I would</p>	<p>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) No Change</p> <p>(v) Based on the above steps, the FAC</p>
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<p>prepare a short-list of the applicants, in order of merit who would be invited for for a personal visit to the Department to interact with teachers of the Department and for presenting a seminar (or a performance in disciplines like music, painting etc). Generally not more than 10 candidates for a given post shall be invited for personal visit to the Department for interaction.</p>	<p>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) Those applicants who are not able to visit the Department within the 60 days period available to the FAC may be allowed by FAC-I to interact/deliver seminar/performance through video-conferencing on a mutually agreed date and time within the 60 day period. The seminar/presentation by the applicant will be open to all teachers, research scholars of the Department (and sister Departments).</p>	<p>(vi) Deleted</p>
<p>(vii) Those who are not able to be available for visit or video-conferencing within the desired period, may visit the Department later at their convenience upto a day prior to the selection committee meeting and their cases shall also be evaluated by FAC-I. Applicants not having the interaction/ presentation may not be considered by the selection committee for interview.</p>	<p>(vii) Deleted</p>
<p>(viii) For positions in MMV, the seminar/presentation shall be organized at MMV.</p>	<p>(viii) Deleted</p>
<p>(ix) The applicants may also interact with the teachers of the Department/School/Centre/Unit.</p>	<p>(ix) Deleted</p>
<p>(x) Based on the presentation and personal interactions, all teachers (except those who themselves may be applicants for the</p>	<p>(x) Deleted</p>



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position) who had occasion to interact/attend the seminar would submit their evaluation scores of the applicant with respect to the quality of earlier research, future research plans, efficiency of communication, discussion and quality/aptitude for teaching on a pre-defined proforma to the FAC-I. The said proforma shall be such as is defined by the concerned Faculty and approved by the Vice-Chancellor from time to time. The average of the scores so received by an applicant/candidate shall be used further by the Selection Committee.

(xi) The FAC shall prepare the final merit order of the shortlisted candidates based on the API score, reference letters and Quality Score. The said components shall have following relative weightages for deriving the overall score of a candidate/applicant:

- a). API score: 30%
- b). Reference letters: 30%
- c). Quality score: 40%

The above Ordinance has been amended vide ECR No.170 dated 30.11.2013 and substituted to read as :

The FAC shall prepare the final merit in order of the short-listed candidates based on the API score and Quality Score. The said components shall have following relative weightages for deriving the overall score of a candidate/applicant :

- a) API score: 43%
- b) Quality score: 57%

(xii) Based on the above, the FAC-I will prepare a final Report, in order of merit, to recommend

(xi) The FAC shall prepare the final merit in order of merit the short-listed candidates based on the API score and Quality Score. The said components shall have following relative weightages for deriving the overall score of a candidate/applicant :

- a) API score: 43%
- b) Quality score: 57%

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)

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<p>not more than 10 names per post to the Faculty Affairs Committee-Level II (FAC-II), constituted at the Institute/Faculty level for each Department/School/ Centre/Unit. If the FAC-I does not find suitable candidates, it may recommend lesser names to the FAC-II giving reasons in its Report to FAC-II. In exceptional cases where the quality of applicants is very high, the FAC-I may recommend up to 12 names per post.</p>	
<p>III.2) Faculty Affairs Committee-Level II (hereinafter called FAC II)</p>	<p>III.2) Deleted</p>
<p>III.2.1) Constitution</p>	<p>III.2.1) Deleted</p>
<p>The constitution of FAC-II for each Department/School/Centre/Unit in a Faculty shall be as follows:</p>	
<p>a). Director/Dean*: Chairperson b). All members of the FAC-I of the given Department/School/Centre/Unit: Members c). Principal MMV (for positions at MMV): Member d). SC/ST Nominee (for reserved positions): Member</p>	<p>a) Deleted b) Deleted c) Deleted d) Deleted</p>
<p>(Note*: In the case of Institutes, Director will Chairman and Dean of the concerned Faculty will be a Member of the FAC-II)</p>	
<p>III.2.2) Terms of Reference of FAC-II</p>	<p>III.2.2) Deleted</p>
<p>The terms of reference of FAC-II shall be as follows:</p>	
<p>a). Examination of recommendations of the FAC-I. b). For maintaining high academic qualities across the Faculty, the FAC-II shall have the right to reject one or more names recommended by the FAC-I with reasons to be recorded in writing.</p>	<p>a) Deleted b) Deleted</p>
<p>c). To recommend, within a month of the receipt of recommendations of the FAC-I, a maximum of 8 names against each post to the RAC for</p>	<p>c) Deleted</p>



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<p>consideration of their candidature in the Interview by duly constituted Selection Committees.</p> <p>d). The FAC-II will submit its recommendations to the RAC on a proforma listing names of persons to be recommended for being called for interview by the Selection Committee. The FAC-II will record clear reasons for making any changes in the recommendations received from the FAC-I. The said proforma shall be such as is defined by the concerned Faculty and approved by the Vice-Chancellor from time to time.</p> <p>IV. Nomination of Expert Members to serve on Selection Committee</p> <p>a) The Vice-Chancellor shall prepare the list of expert members for various posts which have been advertised, and place the same before the consideration of the Executive Council.</p> <p>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> <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</p>	<p>d) Deleted</p> <p>IV. No Change</p> <p>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.</p> <p>b) No Change</p> <p>V. No Change</p> <p>a). No Change</p> <p>b). No Change</p>
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<p>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-II. Generally, not more than 08 candidates shall be called for interview for a given post. The selection committee shall also take into consideration the scores of interaction/presentation, as provided by FAC-I while making its recommendations.</p> <p>d). If some candidates are not able to present themselves in person, the Selection Committee on their request, and if it deems fit, may hold an interview through video-conferencing. The Selection Committee, if it deems fit, may also waive off the requirement for appearance of a candidate for interview in person or through tele-conferencing, in case of candidates who are abroad on a foreign assignment. Selection Committee meeting may be held even for consideration of candidates in absentia or for a single candidate of exceptional academic merit. The recommendation of such candidates shall be made separately by the selection committee and they shall be required to have interaction/presentation with FAC by visiting or through video conferencing prior to the consideration of the recommendation of the selection committee in respect of them by the Executive Council. The score of interaction/ presentation, as given by</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>
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FAC shall be available to the Executive Council alongwith the separate recommendation by the selection committee for its consideration.

- e). The Selection Committee may, at its discretion, also consider the case of an exceptionally good candidate for position of Professor, Associate Professor or Assistant Professor in absentia, who may not have been recommended by the FAC, and place its recommendation in respect of such candidates separately. For such candidates also, the procedure for interaction/ presentation as at V.d) above shall be followed, if such candidate had not already interacted with FAC.
- f). The Selection Committee may, at its discretion, also consider a person of high academic distinction, eminence and professional attainments for the post of Professor even if he/she may not have formally applied for the position, and place its recommendations before Executive Council separately. For such candidates also, the procedure for interaction/ presentation as at V.d) above shall be followed.
- g). The Executive Council can also recommend names of persons to be considered by the selection committees, who may have either not applied or have not been recommended by FAC-I or FAC-II. The selection committee shall make recommendation against such persons separately. For such candidates also, the procedure for interaction/ presentation as at V.d) above shall be followed, if such candidate had not already interacted with FAC-I.
- h). Candidates called for interview may be reimbursed travel expenses (AC-II Tier, within India) and provided accommodation, on payment basis, in the University guest house, if available.
- The above Ordinance has been amended vide ECR

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.

f). The Selection Committee may, at its discretion, also consider a person of high academic distinction, eminence and professional attainments for the post of Professor even if he/she may not have formally applied for the position, and place its recommendations before Executive Council.

g) Deleted

h).Candidates called for interview will be reimbursed travel expenses (AC-III Tier, within India) on production of valid document.(amended vide ECR



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<p>No.141 dated 17.8.2013 and substituted to read as :</p> <p>Candidates called for interview be reimbursed travel expenses (AC-III Tier, within India). Candidates for the post of Professor may be reimbursed travel expenses by AC-II Tier.</p> <p>i). The actual numbers of positions that may be considered for selections can be modified by the Selection Committee deems fit.</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>VI. Venue of Selection Committee meeting and Recommendation for filling up permanent/temporary positions</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>(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>(c) The Selection Committee may recommend to the Executive Council for appointment of Professors by negotiation.</p> <p>(d) The Selection Committee, if it thinks fit, may also recommend a panel of names in order of merit for appointment against vacancies likely to occur during the course of the year. The panel will remain operative for one year from the date of approval by the Executive Council.</p> <p>VIII. The matter of fixation of pay, grant of advance increments and protection of salary shall be dealt</p>	<p>No.141 dated 17.8.2013).</p> <p>i). Deleted</p> <p>j) No Change</p> <p>VI. No Change</p> <p>(a) No Change</p> <p>(b) No Change</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>VIII. No Change</p>
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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 and policies framed by the Executive Council thereon from time to time.

VIII. Powers to relax

Where the Vice-Chancellor is of the opinion that it is necessary or expedient to do so, he/she may by order, for reasons to be recorded in writing, relax any of the provisions of these Ordinances with respect to any class or category of persons. All such orders of relaxation passed by the Vice-Chancellor shall be reported to the Executive Council in its ensuing meeting.

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.

Yours faithfully,

[Signature]
JOINT REGISTRAR
(General Administration)

Rb
21/8/15
20.8.2015
; of date: 20.08.2015

**Encl. : Copy of Shortlisting Guidelines
For Teaching Positions**

Ref:No.R/GAD/Amend.Ordinance-11-A(1)/

Copy forwarded to the following for information & necessary action:.

1. The Joint Registrar (E.C.Cell), R.O (Admin.) BHU.
2. The Sr.P.A. to Registrar, BHU.

[Signature]
JOINT REGISTRAR
(General Administration)

Rb
21/8/15
20.8.2015



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