

CHAPTER XXI

UNIVERSITY PROFESSORSHIP, READERSHIP AND LECTURERSHIP UNIVERSITY LECTURERS

Statute Act S. 25 — The Syndicate shall have the power to institute Lecturership, Readership, Professorship (including Assistant or Associate Professorship) and any other teaching posts and ancillary service required by the University.

Statute — Such posts shall come within the purview of one or other of the Departments already instituted in the University.

2. **Financial Provisions for Posts** — Before instituting such posts, the Syndicate shall be satisfied with the availability of necessary financial provision from grants from the State, Centre or the U.G.C. or requests from any individual or organisation towards the maintenance of such posts. The institution shall specify the number and nature of posts and ancillary personnel, and once the same is adopted, it shall be deemed to be the sanctioned personnel and shall be entered in the service register of the Departments.

3. **Suspension or abolition of posts** — The Syndicate shall have power to suspend or abolish any Professorship (including Assistant or Associate Professorship), Readership, Lecturership or other teaching posts and ancillary personnel.

4. **Categories ; f Teachers and Apt duties** — The teachers of the University shall be of five categories, Viz.; Professors, Readers, Lecturers (Selection grade). Lecturers (Senior scalf) and Lecturers.

The duties of Readers and Lecturers shall be (a) to teach and (b) to engage in research. The duties of Professors shall include, in addition to teaching and research, guidance and co*juination of studies in their respective subjects in consultation and cooperation with the colleagues. Research scholars may be assigned at a meeting of all teaching staff of the concerned departments, Dean of Faculty and the Vice-Chancellor, convened for the purpose immediately after the selection of Research scholars for guidance and supervision Professors, Readers and Lecturers, but no teacher shall ordinarily have more than ei.gllt *rich scholars at any brine*.

5. **Syndicate to appoint Teachers --** The Syndicate shall appoint the University Lecturers, University Readers, and Professors and Associate or Additional Professors in accordance with the Act.

it shall also be competent to the Syndicate, subject to such conditions as may be prescribed, to fix their emoluments and to suspend and dismiss any University teacher on the report of Vice-Chancellor after due evil airy.

6. **Teachers without salary** — It shall be open to the Syndicate to ap^point teachers of the Universit^y without salary to take part in University work in their *respective subjects*.

7. **Full-time teachers and their Selection --** Fulltime teachers of the University shall be selected by a Selection Committee, which shall be as detailed below :-

(1) Act S. 44 A:— There shall be Selection Committees for making recommendations to the Syndicate for appointment to the post of Professor, Assirttaant Professor, Reader, Lecturer and Libra^rian of Institutions maintained by the Uri^l- :rsity.

* Amended vide Lt. No. 5667/U2/89 dated 5.5.89 of the Secretary to Governor, Government of Tamil Nadu.

(2) Act S. 44 A — The Selection Committee for appointment to the posts specified in Column (1) of the Table below shall consist of the Vice-Chancellor, a nominee of the Chancellor, a nominee of the Government and the persons specified in the corresponding entry in Column (2) of the said Table and in the case of appointment of a Professor, Assistant Professor, Reader or Lecturer, in a Department where there is no Head of the Department, shall also consist of a person nominated by the Standing Committee on Academic Affairs from among its members.

THE TABLE

Professor, Assistant Professor or Reader :— (i) The Head of the Department concerned, if he is a Professor.

(i^r) One Director or a Dean or a Professor to be nominated by the Vice-Chancellor.

(iii) Three persons not in the service of the University, nominated by the Syndicate, from out of a panel of names recommended by the Standing Committee on Academic Affairs for their special knowledge of, or interest in, the subject with which the Professor, Assistant Professor or Reader will be concerned.

Lecturer :— (i) The Head of the Department concerned.

(ii) One Professor to be nominated by the Vice-Chancellor.

(iii) Two persons not in the service of the University, nominated by the Syndicate, from out of a panel of names recommended by the Standing Committee on Academic Affairs for their special knowledge of, or interest in, the subject with which the Lecturer will be concerned.

Librarian - (i) Two persons not in the service of the University who have special knowledge of the subject of Library Science or Library Administration to be nominated by the Syndicate.

(ii) One person not in the service of the University nominated by the Syndicate.

Explanation I - Where the appointments are being made for an inter-disciplinary project, the Head of the Project shall be deemed to be Head of the Department concerned.

Explanation II - The Professor to be nominated shall be the Professor concerned with the speciality for which the selection is being made and that the Vice-Chancellor shall consult the Head of the Department and the Dean of Faculty before nominating the Professor.

Explanation III - At least three out of four or two out of three members as the case may be, concerned with the speciality referred to under column (2) shall be present at the Selection Committee meeting.

(3) Act S. 44 A — The Vice-Chancellor shall preside at the meetings of a Selection Committee.

(4) Act S. 44 A — The meeting of the Selection Committee shall be convened by the Vice-Chancellor.

(5) Act S. 44 A — The procedure to be followed by a Selection Committee in making recommendations shall be laid down in the ordinances.

(6) Act S. 44 A — If the Syndicate is unable to accept the recommendations made by a Selection Committee, it shall record its reasons and submit the case to the Chancellor for final orders.

(7) Act S. 44 A — Appointments to temporary posts shall be made in the manner indicated below :-

(i) If the temporary vacancy is for a duration longer than one academic session, it shall be filled on the advice of the Selection Committee in accordance with the procedure indicated in the foregoing provisions.

Provided that if the Vice-Chancellor is satisfied that in the interest of work it is necessary to fill the vacancy, the appointment may be made on a temporary basis by a local Selection Committee referred to in sub-clause (ii) for a period not exceeding six months.

(ii) If the temporary vacancy is for a period less than a year, an appointment to such vacancy shall be made on the recommendation of a local Selection Committee consisting of the Dean of Faculty concerned, the Head of the Department and a nominee of the Vice-Chancellor.

Provided that if the same person holds the offices of the Dean and the Head of the Department, the Selection Committee may consist of two nominees of the Vice-Chancellor.

Provided further that in case of sudden casual vacancies, teaching posts caused by death or any other reason, the Dean may, in consultation with the Head of the Department concerned, make a temporary appointment for a month and report to the Vice-Chancellor and the Registrar about such appointment.

(iii) No teacher appointed temporarily shall, if he is not recommended by regular Selection Committee for appointment under this Act be continued in service on such temporary employment unless he is subsequently selected by a 'local selection committee or a regular Selection Committee, for a temporary or permanent appointment, as the case may be.

8. Guidance : Selection Committee can recommend a person in lower grade — It shall be competent for the Selection Committee to recommend, in the case of appointment to a Professorship or Readerhip, a person in the grade of Reader or Lecturer if in its opinion, none of the applicants come up to the standard expected of a Professor, a Reader as the case may be.

9.- Act S. 57 (1) — Teachers, etc. at Coimbatore centre to be teachers of Bharathiar University :— Every person who immediately before the notified date is serving in connection with the affairs of the University of Madras in the University Centre at Coimbatore shall, as from the said date, become an employee of the Bharathiar University and shall cease to be an employee of the University of Madras.

10. **Syndicate to invite outstanding persons to serve as Professors** — It shall be competent for the Syndicate to invite persons of acknowledged standing in the subject to serve as Professor or Director in the University under such terms and conditions and for such period as it may determine without the report of a Selection Committee, provided the post is already sanctioned.

11. **Probation** — Full-time teachers and non-teaching staff (except class-D) attached to the Department shall in the first instance be appointed on probation for a period of two years within a continuous period of three years. The work of each teacher shall be reviewed 3 months prior to the end of probation by an Expert Member of Committee constituted by the Vice-Chancellor and on satisfactory report, the teacher and nonteaching personnel attached thereto shall be confirmed; should the report be unsatisfactory, the probation shall be extended or terminated as per the recommendations of the committee. The order extending or terminating the probation shall be issued within 3 months after the date of completion of the probation period.

12. **Work of Department to be reviewed by Expert** — Full-time teacher on confirmation shall be continued in service till he completes 60 years of age, subject to review of work by Expert Committees periodically, once in five years. The teacher shall comply with such suggestions and improvements as may be suggested in the nature or quality of his work by the Experts.

13. Full-time teachers shall be eligible on confirmation to such leave, Provident fund and Pension benefits as may be prescribed by the Statutes.

14. **Teachers not to engage in other work** — No teacher of the University shall engage himself in any assignment of honorary nature or remunerative work other than that of his office without the express permission of the Vice-Chancellor. A teacher cannot also engage himself in any profession or trade. A teacher may be permitted to accept any assignment of honorary nature or remunerative work at the discretion of the Vice-Chancellor, without detriment to the University duties. The total days of absence for attending to these assignments, honorary and/or remunerative and also conferences, seminars, etc., held outside Coimbatore should not exceed 15 days in a year.

15. **Teacher to reside in Coimbatore** — Teachers shall be required to live in Coimbatore, and in the event of their going out of Coimbatore on any assignment of honorary nature or remunerative work, permission of the Vice-Chancellor shall be obtained.

16. **Vacation for teachers** — Teachers shall be entitled to summer vacation of two months, i.e., May and June, in addition to Gazetted holidays and Sundays. They shall be entitled to such leave as may be prescribed.

17. **Study leave** — The Syndicate may grant study leave to a teacher in very special cases for any specialised study or training, but such leave shall not exceed two years. Such leave may be with salary or on loss of pay. The teacher will be paid his salary during study leave with salary, only in Rupees. If such study leave is for 2 years, he shall execute a bond to serve the University for not less 5 years after return, and if it be one year, he shall serve for not less than 3 years on return.

18. Nothing in the above Laws shall prevent the establishment in special cases of short term appointments with special arrangements as regards salary.

19. Work and hours of attendance — The University Professors, Readers and Lecturers shall perform such duties as may be assigned to them by the Syndicate/Vice-Chancellor apart from teaching, study and research. They shall also participate in Inter-Collegiate/University Post-Graduate teaching as may be agreed upon between the University and Colleges. They shall be available in the Departments on all Working days between the hours of 10.30 am. and 5.00 p.m. except when they have morning or evening classes, when the hours for such teachers may be changed with the concurrence of the Vice-Chancellor.

UNIVERSITY DEPARTMENTS

Statute :-- Syndicate to initiate the formation of Departments — The Syndicate shall initiate the formation of Departments of teaching, study and research at the University and at the University Colleges, and shall also, in consultation with the Standing Committee on Academic Affairs, prescribe the qualifications of the teachers and other persons employed by the University.

Departments in the University — The University shall have the following Departments of teaching, study and research:--

1. Department of Economics
2. Department of Mathematics
3. Department of Statistics
4. Department of Physics
5. Department of Chemistry
6. Department of Botany
7. Department of Zoology
8. Department of Sociology
9. Department of Psychology

3, The Syndicate may formulate proposals for the formation of additional departments, in addition to the existing departments at the time of establishing the University,

4, **University Department** — A University department of study and research is one established and maintained under the direct control of the University.

5, A Department of teaching is one which deals with a branch of knowledge pursued in the University and which is comprised within a Faculty of the University.

6, **Act. S. 45 (1) - Heads of the Departments** - Each department of the University shall have a Head who shall be Professor or Director, and whose duties and functions and terms and conditions of appointment shall be as prescribed by the ordinances: Provided that if there is more than one Professor in any Department, the Head of the Department shall be appointed in the manner prescribed by the ordinance:

Provided further that in a Department where there is no Professor, an Assistant Professor or a Reader may be appointed as Head of the Department in the manner prescribed by the ordinances.

7, **Act S. 45 (2) - Professor or Reader may decline the headship of Department** - It shall be open to a Professor or Assistant Professor or Reader to decline the offer of appointment as Head of the Department.

8, **Act S. 45 (3) - Term of Head of Department** - A person appointed as Head of the Department shall hold office as such for a period of three years and shall be eligible for re-appointment.

9, **Act S. 45 (4 and 5) - Functions of Head of Department** - A Head of the Department may resign his office at any time during his tenure of office.

A Head of the Department shall perform such functions as may be prescribed by the ordinance.

Statute - In particular, he shall co-ordinate the work of the department, generally look after the administrative work of the department, submit periodical reports on the work of the department and of every member thereof while allowing academic freedom to every member of the staff, prepare the budget estimates, pass bills for payment with a certificate of such entry, etc. He shall act as liaison between the ViceChancellor and the Department.