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Ordinance 26(XXVI)

Re-Employment of Superannuated Teachers

The Majlis-i-Muntazimah (Executive Council) may, in the interest of the University, re-employ a distinguished superannuated University teacher, who has contributed substantially to the field of knowledge, learning and the corporate life of the university in accordance with the following procedure:

1. (a) The University will ask a teacher retiring on superannuation six months in advance to intimate the university in writing his/her willingness to be considered for re-employment. In case the retiring teacher is willing, he/she should furnish five copies of the updated Curriculum Vitae (CV). The CV shall include details regarding teaching and research experience, publications, participation and presentations at conferences, workshops, seminars, symposia and contributions to the corporate life of the university, specially during the last five years.

   (b) Medical certificate of fitness from the recognized Health Centres/Hospitals shall also be submitted along with the CV. (The University reserves the right to get it verified by the University Medical Officer).

2. On receipt of the intimation of willingness and CV from the University teacher willing to work on re-employment, the matter shall be placed before a screening committee.

3. The screening Committee will consist of the following:

Vice-Chancellor	(Chair Person)
Pro Vice-Chancellor	(Member)
Subject Expert	(Member)
(to be nominated by the Vice-Chancellor)	
Dean of the Faculty concerned	(Member)
HOD/Director of the Centre	(Member)
Seniorrnost Professor of the concerned	
Faculty/Department/Centre	(Member)
Registrar	(Member-Secretary)

Note:

(i) In case the re-employment of Dean himself/herself is to be decided, the ViceChancellor may nominate any other Dean to be a part of the committee. Similarly, if the case of the HOD/Director is under consideration, Vice- Chancellor shall nominate any other Professor of the university on the committee.

(ii) In case the Seniormost Professor of the concerned Faculty/ Departrnent/ Centre is the Head of the Department, the next Seniormost Professor shall be a member of the Screening Committee.

(iii) The recommendations of the screening committee shall be placed before the Majlis-i-Muntazimah (Executive Council) for consideration.

(iv) The re-employment of a University Teacher would be subject to the over-all age limit of 70 years beyond which there would be no provision for extension.

(v) Re-employment will be considered initially for two/three years and will

be reviewed for further extension by the screening committee.

(vi) No Teacher can claim re-employment as a matter of right.

4. **Assessment Criteria:**

The screening committee shall assess each case for re-employment and will take into consideration the following:

a) Publications, particularly during the last 5 years/period of Professorship (Books, Papers in refereed, international, national and other journals of repute, research reports).

b) Research output: (i) M.Phil / Ph.D supervision, and (ii) Research Projects.

c) Patent(s) granted.

d) Distinguished awards/ honours/ recognitions.

e) Developing innovative courses.

f) Development of and participation in Extension/Outreach programs.

g) Papers presentations at national/international conferences.

h) Contribution to the corporate life of the university.

i) Filing of patents and/or obtaining intellectual property rights, wherever applicable.

j) Designing and Conducting of training and capacity building Programmes.

k) Contribution towards innovation in teaching, learning and evaluation.

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5. **Emoluments and other Privileges:**

a) A re-employed Teacher shall be eligible to draw emoluments equivalent to the last pay drawn minus pension as a consolidated amount which shall remain the same throughout the tenure of reemployment.

b) A re-employed Teacher shall be entitled to Casual Leave/Special Casual Leave/Earned Leave/Duty Leave and vacations on par with regular teachers except for Study Leave/Sabbatical Leave.

c) The university shall provide all the essential academic facilities to the Re-employed Teacher.

6. **Duties and Responsibilities:**

A re-employed teacher shall perform the following responsibilities:

a) Academic work, like teaching courses, conducting examinations and research guidance,

b) Conducting research and/or taking up sponsored research projects,

c) Organizing conferences, symposia, workshops etc. in consultation with the Competent Authority and without being given any financial responsibility, provided it is recommended through proper channel.

d) Participation in academic/research committees at the university where appointed and elsewhere, whenever required.

Note: A re-employed Teacher shall not be eligible for holding administrative or financial responsibilities such as Head, Dean, Member of any authority of the University etc.