



CHHATTISGARH SWAMI VIVEKANAND TECHNICAL UNIVERSITY BHILAI

Ordinance No. 31

(Refer clause 15 of Section 38)

Ordinance for Qualifications and Conditions of Appointment including Pay Scales of the Teachers and other cadre of the University payable by the University Recruitment and Qualifications

1.1.1 The direct recruitment to the post of Assistant Professor, Associate Professor, Professor, Director, University Assistant Librarian, University Deputy Librarian, University Librarian, University Assistant Director, University Deputy Director, University Director of Physical Education and Sport shall be on the basis of merit through all India advertisement and selections by the duly constituted Selection Committee as specified in Section 46 of Chhattisgarh Swami Vivekanand Technical University Act 2004.

1.1.2 The minimum qualifications required for the Assistant Professor, Associate Professor, Professor, Director, University Assistant Librarian, University Deputy Librarian, University Librarian, University Assistant Director, University Deputy Director, University Director of Physical Education and Sport shall be in accordance with regulations prescribed by AICTE/UGC as applicable.

1.1.3 All the degrees in qualifications shall be from a recognized University/Institute.

1.1.4 The period of time taken by candidates to acquire M. Phil/ME/MTech and/or Ph.D. Degree shall not be considered as teaching /research experience to be claimed for appointment to the teaching position.

2.1 Direct Recruitment for teaching positions in Engineering and Technology, MCA, Management, Pharmacy, Architecture, Town Planning

(Amendment approval accorded by Hon'ble Governor on 05.10.2021)

Programme	Cadre	Qualifications	Experience
Engineering And Technology	Assistant Professor	BE/BTech and ME/MTech in relevant branch with First Class or equivalent either in BE/BTech or ME/MTech	--
MCA	Assistant Professor	BE/BTech and ME/MTech in relevant branch with First Class or equivalent either in BE/BTech or ME/MTech OR BE/ BTech and MCA with First class or equivalent in either BE / BTech or MCA OR MCA with first class or equivalent with two years relevant experience.	
Management	Assistant Professor	First Class or equivalent in Masters Degree in Business Administration or equivalent	

		and 2 years relevant experience is desirable	
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Pharmacy	Assistant Professor	Bachelors and Masters Degree in Pharmacy with First Class or equivalent either in Bachelors or Masters Degree	
Architecture	Assistant Professor	Bachelors and Masters Degree in Architecture with First Class or equivalent either in Bachelors or Masters Degree	
Town Planning	Assistant Professor	Bachelors and Masters Degree in Town Planning with First Class or equivalent either in Bachelors or Masters Degree	
	Associate Professor	Qualification as above that is for the post of Assistant Professor, as applicable and PhD or equivalent, in appropriate discipline Post PhD publications and guiding PhD student is highly desirable	Minimum of 5 years experience in teaching / research / industry of which 2 years post PhD experience is desirable. In case of Architecture, Professional Practice of 5 years as certified by the Council of Architecture shall also be considered valid.
	Professor	Qualification as above that is for the post of Associate Professor, as applicable Post PhD publications and guiding PhD students is highly desirable	Minimum of 10 years teaching/research/ industrial experience of which at least 5 years should be at the level of Associate Professor or Minimum of 13 years experience in teaching and/or research and/or Industry. In case of research experience, good academic record and books / research paper publications / IPR / patents record shall be required as deemed fit by the expert members of the selection committee. If the experience in

			industry is considered, the same shall be at managerial level equivalent to Associate Professor with active participation record in devising/designing, planning, executing, analyzing, quality control, innovating, training, technical books / research paper publications / IPR / patents, etc as deemed fit by the expert members of the Selection committee.
			In case of Architecture, Professional Practice of 10 years as certified by the Council of Architecture shall also be considered valid.
	Director	Qualification as above that is for the post of Professor, as applicable Post PhD publications and guiding PhD students is highly desirable	Minimum of 10 years experience in teaching / Research / Industry out of which at least 3 years shall be at the level of Professor. or Minimum of 13 years experience in teaching and/or Research and/or Industry. In case of research experience, good academic record and books /research paper publications / IPR / patents record shall be required as deemed fit by the expert members of the Selection committee. If the experience in industry is considered, the same shall be at

			<p>managerial level equivalent to Professor level with active participation record in devising / designing, developing, planning, executing, analyzing, quality control, innovating, training, technical books / research paper publications / IPR / patents, etc as deemed fit by the expert members of the Selection committee.</p> <p>Flair for Management and Leadership is essential.</p> <p>In case of Architecture, Professional Practice of 10 years as certified by the Council of Architecture shall also be considered valid.</p>
Diploma	Lecturer	B.E./ B.Tech. /B. S. in relevant discipline with First Class or equivalent	----
	Head of the Department	<p>Ph.D. in relevant field and First Class at Bachelor's or Master's level in the relevant discipline; minimum of 12 years of experience in Teaching/ Research/ Industry, out of which at least 2 years shall be post Ph.D. experience minimum at the level of Lecturer (Selection Grade-I).</p> <p>OR</p> <p>Bachelor's and Master's Degree in relevant discipline with minimum of 15 years of experience in Teaching/ Research/ Industry, out of which at least 3 years shall be at the level of Lecturer (Selection Grade –II)</p>	----

2.1.1 Minimum Qualification for Direct Recruitment as Lecturer in Diploma Level Institutions

Direct recruitment on the post of lecturer shall be made at two different levels of pay in diploma level institutions based on the qualifications of the candidate at the time of application. Minimum qualification, experience, research contributions, feedback and requisite training requirements for different levels for direct recruitment, screening and promotions for the faculty members are as follows.

2.1(1) For Direct Recruitment of Lecturer (Level-9A, Entry Pay 56,100/-)

Those possessing a minimum of 4-year Bachelor's degree shall be placed in Level 9A at entry pay of Rs.56,100/-

(a) Engineering/Technology

B. E./B. Tech. / B. S. in relevant discipline with First Class or equivalent.

(b) Pharmacy

B. Pharm. with First Class or equivalent.

(c) Hotel Management and Catering Technology

A minimum 4-year Bachelor's Degree in HMCT with First Class or equivalent.

(d) Architecture

B.Arch. or a 4-year Degree in an allied field with First Class or equivalent.

(e) Fine Arts

Bachelor's degree in appropriate discipline of Fine Arts (Applied Arts, Painting and Sculpture) or equivalent with First Class or equivalent.

(f) Design

Bachelor's degree in design or a minimum 4-year Diploma in any one of the streams of Design. Fine Arts, Applied Arts and Architecture or Bachelor's degree in Engineering with First Class or equivalent.

(g) Sciences and Humanities

Master's degree in appropriate subject with First Class or equivalent at Bachelor's or Master's level.

2.1(2) For Direct Recruitment of Lecturer (Level-10., Entry Pay 57,700/-)

(a) For Technical Disciplines

Bachelor's and Master's Degrees in relevant disciplines with First Class in either of the two at the time of selection.

(b) For Sciences and Humanities

A Master's degree with First Class or equivalent in a relevant subject and, must have cleared the National Eligibility Test (NET) conducted by the UGC or the CSIR. or a similar test accredited by the UGC, like SLET/SET.

(c) For Promotion of incumbent Lecturer in Level 9a to Level 10

- (i) Candidates from technical disciplines shall be placed in Level 10 at suitable cell as and when the candidates acquire the Master's degree in relevant technical discipline.
- (ii) Candidates of Sciences and Humanities shall be placed in Level 10 at suitable cell as and when the candidates clear the National Eligibility Test (NET) conducted by the UGC or the CSIR, or a similar test accredited by the UGC, like SLET/SET.
- (iii) In case candidates do not acquire relevant Master's degree in the case of technical disciplines and in case of candidates from Sciences and Humanities do not clear National Eligibility Test (NET) conducted by the UGC or the CSIR, or a similar test

accredited by the UGC, like SLET / SET, they shall be placed in appropriate cell of level 10 only after completion of 5 years.

2.1(3) Minimum Qualifications for Lecturer (Senior scale) (Level-11, Entry Pay 68900/-)

1) Qualifications as prescribed for the post of Lecturer.

AND

2) Three weeks of industrial training at the level of Lecturer.

AND

3) Two weeks of Faculty Development Programme (FDP) recognised by AICTE/UGC/TEQIP/NITTTR/ Pandit Madan Mohan Malviya National Mission on Teachers and Teaching (PMMMNTT)/IISc/IIT /University/Govt. and out of which at least one of the FDPs shall be in advanced Pedagogy:

OR

3) One week faculty development programme as above and one eight weeks duration MOOCS course with E-Certification by NPTEL-AICTE.

OR

3) Completed two such eight weeks duration MOOCS courses with E-Certification by NPTEL AICTE.

AND

4) Minimum 5 years of experience and an average 360° feedback score between 8 to 10 on the scale of 10 in the cadre of Lecturer (Senior Scale).

OR

4) Minimum 6 years of experience and an average 360° feedback score between 5 to <8 on the scale of 10 in the cadre of Lecturer (Senior Scale).

2.1(4) Minimum Qualifications for Lecturer (Selection Grade- I) (Level-12, Entry Pay 79800/-)

1) Qualification as prescribed for the post of Lecturer (Senior Scale) necessarily with a Master's Degree in relevant discipline in First Class or equivalent either at Bachelor's or at Master's level.

AND

2) Three weeks of industrial training at the level of Lecturer (Senior Scale)

AND

3) Two weeks of Faculty Development Programme (FDP) recognised by AICTE/UGC/TEQIP/NITTTR/Pandit Madan Mohan Malviya National Mission on Teachers and Teaching (PMMMNTT)/IISc/IIT/University/Govt.

OR

One week faculty development programme as above and one eight weeks duration MOOCS course with E-Certification by NPTEL-AICTE

OR

Completed two such eight weeks duration MOOCS courses with E-Certification by NPTEL-AICTE.

AND

- 4) Minimum 5 years of experience with an average 360° feedback score between 8 to 10 on the scale of 10 in the cadre of Lecturer (Senior Scale).

OR

- 4) Minimum 6 years of experience with an average 360° feedback score between 5 to <8 on the scale of 10 in the cadre of Lecturer (Senior Scale).
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2.1(5) Minimum Qualifications for Lecturer (Selection Grade-II) (Level -13A1, Entry Pay 131400/-)

- 1) Qualifications as prescribed for the post of Lecturer (Selection Grade-I).

AND

- 2) Three weeks of industrial training at the level of Lecturer (Selection Grade-I)

AND

- 3) Two weeks of Faculty Development Programme (FDP) recognised by AICTE/UGC/TEQIP/NITTTR/Pandit Madan Mohan Malviya National Mission on Teachers and Teaching (PMMMNTT)/IISc/IIT /University/Govt.

OR

One week faculty development programme as above and one eight weeks duration MOOCS course with E-Certification by NPTEL-AICTE.

OR

Completed two such eight weeks duration MOOCS courses with E-Certification by NPTEL-AICTE.

AND

- 4) Ph. D. in relevant discipline with minimum 3 years of experience, 2 research publications in SCI journals/UGC/AICTE/ COA/ PCI approved list of journals and an average 360° feedback score between 8 to 10 on a scale of 10, all in the cadre of Lecturer (Selection Grade-I) Level - 12.

OR

Ph. D. in relevant discipline with minimum 4 years of experience. 2 research publications in SCI Journals/UGC/AICTE. COA/ PCI approved list of journals and an average 360° feedback score between 5 to <8 on a scale of 10, all in the cadre of Lecturer (Selection Grade-I) Level - 12.

OR

Minimum 6 years of experience with an average 360° feedback score between 8 to 10 on a scale of 10, all in the cadre of Lecturer (Selection Grade-1) Level - 12.

OR

Minimum 8 years of experience with an average 360° feedback score between 5 to <8 on a scale of 10, all in the cadre of Lecturer (Selection Grade-I) Level - 12.

Note: 360° Feedback

1. The feedback obtained every year, till the date of eligibility of next stage, shall be taken as an average of all the preceding years added together required for promotions.
2. In case the candidate fails to achieve the minimum specified feedback score, the subsequent year's may be taken into consideration while dropping the lowest feedback score in any one of the year.

2.1.2 Minimum Qualifications for Head of the Department (Level-13A1, Entry Pay 131400/-)

For Direct Recruitment

Ph. D. in relevant field and First Class at Bachelor's or Master's level in the relevant discipline: minimum of 12 years of experience in Teaching/ Research/ Industry, out of which at least 2 years shall be post Ph.D. experience minimum at the level of Lecturer (Selection Grade-I).

OR

Bachelor's and Master's Degree in relevant discipline with minimum of 15 years of experience in Teaching/Research/Industry, out of which at least 3 years shall be at the level of Lecturer (Selection Grade-II).

**(Highlighted portion added as new clause and approval accorded by Hon'ble Governor on 05.10.2021)*

- i. Equivalence for PhD is based on publication of 5 International Journal papers, each Journal having a cumulative impact index of not less than 2.0, with incumbent as the main author and all 5 publications being in the authors' area of specialization.
- ii. PhD shall be from a recognized University.
- iii. For an incumbent Assistant Professor, experience at the level of Assistant Professor will be considered equivalent to experience at the level of Associate Professor, provided the incumbent Assistant Professor has acquired or acquires Ph. D Degree in the relevant discipline.
- iv. Experience at Diploma Institutions is also considered equivalent to experience in degree level Institutions at appropriate level and as applicable. However, qualifications as above shall be mandatory.
- v. If a class/ division is not awarded, minimum of 60% marks in aggregate shall be considered equivalent to first class/ division.

2.2 Minimum qualification for Direct Recruitment for teaching positions in Science and Humanities

2.2.1 ASSISTANT PROFESSOR

- i. Master's degree in relevant subject of Humanities and Sciences with first class or equivalent, at Bachelor's or Master's level from any recognized Indian University.

- ii. Besides fulfilling the above qualifications, the candidate must have cleared the National Eligibility Test (NET) conducted by the UGC, CSIR or similar test accredited by the UGC like SLET/SET.
- iii. Notwithstanding anything contained in sub-clauses (i) and (ii) to this Clause; a candidate, who has a Ph.D .Degree awarded before 2009, or has been awarded a Ph.D. Degree after 2009 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 as Assistant Professor in the University.

2.2.2 ASSOCIATE PROFESSOR

- i. Qualification as above for the post of Asstt. Professor and Ph.D. degree in relevant subject.
- ii. A minimum of 6 years of experience in teaching or research at an academic/research position equivalent to that of Assistant Professor and minimum of 3 publications with good impact factor in International Journal of repute.
- iii. A minimum score as stipulated in the Academic Performance Indicator (API) based Performance Based on Appraisal System (PBAS), set out in **AICTE Regulation 2012**.

2.2.3 PROFESSOR

- i. Qualification as above for the post of Associate Professor.
- ii. A minimum of 10 years of teaching experience in university/college, and/or experience in research at the University/National level institutions/industries out of which 5 years should be at the level of Associate Professor including experience of guiding candidates for research at doctoral level.

OR

Minimum of 13 years of teaching experience in University/college, and/or experience in research at the University/National level Institutions/industries.

- iii. Evidence of published work with a minimum of 4 publications with good impact factor in International Journal of repute.
- iv. A minimum score as stipulated in the Academic Performance Indicator (API) based on Performance Based Appraisal System (PBAS), set out in this Regulation in **AICTE Regulation 2012**.

2.3 Minimum Qualifications for Direct Recruitment to the Posts of Assistant Librarian, Deputy Librarian and Librarian in the University

2.3.1 UNIVERSITY ASSISTANT LIBRARIAN

- i. A 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.
- ii. Qualifying in the national level test conducted for the purpose by the UGC or any other agency approved by the UGC.
- iii. However, 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 University Assistant Librarian.

2.3.2 UNIVERSITY DEPUTY LIBRARIAN

- i. A Master's Degree in library science/information science/documentation with at least 55% of the marks or its equivalent grade of B in the UGC seven point scale and a consistently good academic record.
- ii. Five years experience as an University Assistant Librarian/College Librarian.
- iii. Evidence of innovative library service and organization of published work and professional commitment, computerization of library.
- iv. Desirable: A M.Phil./Ph.D. Degree in library science/information science/Documentation/Archives and manuscript-keeping/computerization of library.

2.3.3 UNIVERSITY LIBRARIAN

- i. A Master's Degree in Library Science /Information Science/documentation with at least 55% marks or its equivalent grade of B in the UGC seven point scale and a consistently good academic record.
- ii. At least thirteen years as a Deputy Librarian in a university library or eighteen years' experience as a University Asstt Librarian /College Librarian.
- iii. Evidence of innovative library service and organization of published work.
- iv. Desirable: A M.Phil./Ph.D. Degree in library science/information science / documentation/archives and manuscript-keeping.

2.4 Minimum Qualifications for the posts of Assistant Director of Physical Education And Sports, Deputy Director of Physical Education and Sports, Director of Physical Education and Sports,

2.4.1 UNIVERSITY ASSISTANT DIRECTOR OF PHYSICAL EDUCATION AND SPORTS

- i. A 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.
- ii. Record of having represented the university / college at the inter-university /inter-collegiate competitions or the State and/ or national championships.
- iii. Qualifying in the national level test conducted for the purpose by the UGC or any other agency approved by the UGC.
- iv. Passed the physical fitness test conducted in accordance with these Regulations.
- v. However, 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 University Assistant Director of Physical Education & Sports.

2.4.2 UNIVERSITY DEPUTY DIRECTOR OF PHYSICAL EDUCATION AND SPORTS

- (i) A Ph.D. in Physical Education. Candidates from outside the university system, in addition, shall also possess at least 55% marks (or an equivalent grade in a point scale wherever grading system is followed) at the Master's degree level by the University concerned.
- (ii) Eight years experience as University Assistant DPES/College DPES, with a benefit of two years and one year for Ph.D. and M.Phil. Degree holders.
- (iii) Evidence of organizing competitions and conducting coaching camps of at least two weeks duration.
- (iv) Evidence of having produced good performance teams/athletes for competitions like state / national / inter-university / combined university, etc.
- (v) Passed the physical fitness test in accordance with these Regulations.
- (vi) Consistently good appraisal reports.

2.4.3 UNIVERSITY DIRECTOR OF PHYSICAL EDUCATION AND SPORTS

- (i) A Ph.D. in Physical Education.
- (ii) Experience of at least ten years as University Deputy or fifteen years as University Assistant DPEs/College DPES.
- (iii) Participation in at least two national/international seminars/conferences.
- (iv) Consistently good appraisal reports.
- (v) Evidence of organizing competitions and conducting coaching camps of at least two weeks' duration.
- (vi) Evidence of having produced good performance teams/athletes for competitions like state/national/inter-university/combined university, etc.,

2.4.4 Physical Fitness Test Norms

- (a) Subject to the provisions of these Regulations, all candidates who are required to undertake the physical fitness test shall be required to produce a medical certificate certifying that he/she is medically fit before undertaking such tests.
- (b) On production of such certificate mentioned in sub-clause (a) above, the candidate would be required to undertake the physical fitness test in accordance with the following norms:

NORMS FOR MEN

12 MINUTES WALK TEST

Up to 30 years	Up to 40 years	Up to 45 years	Up to 50 years
1800 metres	1500 metres	1200 metres	800 metres

NORMS FOR WOMEN

8 MINUTES WALK TEST

Up to 30 years	Up to 40 years	Up to 45 years	Up to 50 years
1000 metres	800 metres	600 metres	400 metres

2.5. PERCENTAGE EQUIVALENCE OF GRADE POINTS FOR A POINT SCALE:

It is hereby clarified that where the University/College/Institution declare results in grade, in respect of CGPA awarded to the candidates, the table of percentage equivalence shall be

provided by the University concerned. In case of absence of table of percentage equivalence, AICTE/UGC regulation as applicable will be taken as reference using linear interpolation.

3.1 The **AICTE/UGC Regulation as applicable**, containing the Academic Performance Indicator (API) based Performance Based Appraisal System (PBAS) will be followed transparently in all the selection processes, including Career Advancement scheme (CAS) for all the posts above. The time to time changes amended by the AICTE/UGC as applicable in the API and PBAS will be adopted.

3.2 In case this ordinance is silent on any issues relating to Minimum qualifications and conditions for the post of Professors, Associate Professors and Assistant Professors and other cadre in the University for appointment of persons through open Advertisement and promotion of working teachers through career Advancement Scheme (CAS) the AICTE / UGC regulations as applicable shall be referred.

3.3 Any amendments made by the AICTE / UGC as applicable in respect of minimum qualifications and conditions for the post of Professors, Associate Professors and Assistant Professors and other cadre in the University for appointment of persons through open advertisement and promotion of working teachers through CAS will be applicable.

3.4 Disqualifications :The conditions for disqualification will be applicable in accordance with the rules laid down by Govt of Chhattisgarh from time to time in this regard.

3.5 The selected candidates shall be appointed on probation for two years.

3.6 The age limit:

Name of Post	Minimum Age Limit	Maximum Age Limit
Assistant Professor	21 Years	40 Years
Associate Professor	-	50 Years
Professor	-	58 Years
Director	-	58 Years
University Assistant Librarian	21 years	30 Years
University Deputy Librarian	-	50 Years
University Librarian	-	58 Years

University Assistant Director of Physical Education and Sports	21 years	30 Years
University Deputy Director of Physical Education and Sports	-	50 Years
University Director of Physical Education and Sports	-	58 Years

Note :-1. There will be age relaxation of five years for the candidates possessing PhD degree applying for the post of Assistant Professor, University Assistant Librarian and University Assistant Director of Physical Education and Sports.

2. Age relaxation as applicable to Chhattisgarh Government employees will also be applicable to employees of Centrally Funded Institutions and Central Government.

3.7 Reservations, relaxations in age limit and other concessions required to be provided for candidates belonging to Scheduled Castes, Scheduled Tribes, Other Backward Classes, Ex-servicemen and other special categories of persons will be in accordance with the orders issued by Govt. of Chhattisgarh from time to time in this regard.

3.8 For faculty positions in the specific courses, the branch of study of graduation/post graduation/Ph D may be determined by the selection committee before publishing the advertisement for recruitment.

3.9 Constantly good academic records means the candidate should have passed 10+2/ Matriculation, Graduation and Post graduation with at least 55 % marks (or equivalent grade in a point scale where ever grading system is followed).

3.10 For interdisciplinary M Tech level courses like Design, Micro Electronics/Nano Technology, Energy and Environmental Engineering, Bio-medical Engineering and Bio-informatics, the selection committee may also decide inclusion of qualifications like M Sc and PhD for faculty positions.

4. "A relaxation of 5% shall be allowed at the Bachelor's as well as at the Master's level for the candidates belonging to Scheduled Caste/Scheduled Tribe/ Differently abled ((a) Blindness and low vision; (b) Deaf and Hard of Hearing; (c) Locomotor disability including cerebral palsy, leprosy cured, dwarfism, acid-attack victims and muscular dystrophy; (d) Autism, intellectual disability. specific learning disability and mental illness; (e) Multiple disabilities from amongst persons under (a) to (d) including deaf-blindness) for the purpose of eligibility and assessing good academic record for direct recruitment. The minimum eligibility marks (or an equivalent grade in a point scale wherever the grading system is followed) the relaxation of 5% to the categories mentioned above are permissible, based only on the qualifying marks."

**(Highlighted portion added as new clause and approval accorded by Hon'ble Governor on 18.05.2022)*
