

COCHIN UNIVERSITY OF SCIENCE AND TECHNOLOGY

No.GA&EL.1/18584/04- Vol.II

Kochi - 22
07.09.2018

NOTIFICATION

Sub: CUSAT - Amendments to Cochin University First Statutes, 1991 - Assent of the Hon'ble Chancellor - Notified - Reg.

Ref: 1. Letter No. GS5-947/2014 dated 06.07.2018 from the Principal Secretary to Governor, Kerala Raj Bhavan, Thiruvananthapuram.
2. This office letters No. GA&EL.1/18584/04 dated 09.04.2014 and 04.06.2018.

The Hon'ble Chancellor, Cochin University of Science and Technology as per Section 39(4) and 39(5) of Cochin University of Science and Technology Act, 1986 is pleased to give assent on 06.07.2018 to the proposal to amend the Statute 2,3,4,6,7,11,16 and 18 of Cochin University First Statutes 1991 proposed and passed by the Syndicate on 24.08.2013 along with the modifications to Statute '9' of Cochin University First Statutes 1991 suggested by the Chancellor on recommendation of the State Government and approved by the Syndicate on 28.04.2018.

Amendments to Statute 2,3,4,6,7,9,11,16 and 18 of Cochin University First Statutes 1991 is as follows:

Statute	Existing provision	Proposed amendment
2	<i>Institution of posts.</i> - The Academic Council shall be competent to institute Professorships, Readerships, Lecturerships and such other teaching posts required by the University in each Department on the motion of the Syndicate or on the proposals of the Academic Council.	<i>Institution of posts.</i> - The Academic Council shall be competent to institute Professorships, Associate Professorships, Assistant Professorships or such other teaching posts prescribed by the regulations of the University Grants Commission, AICTE or other apex Regulatory Body as applicable and required by the University in each Department on the motion of the Syndicate or on the proposals of the Academic Council.
3	<i>Abolition or suspension of posts</i> - On the motion of the Syndicate. On report from the Academic Council the Senate there on may abolish or suspend any Professorship,	<i>Abolition or suspension of posts</i> - On the motion of the Syndicate. On report from the Academic Council the Senate there on may abolish or suspend any Professorship, Associate Professorship,

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	Readership, Lectureship or other teaching posts, provided, however, that no such suspension or abolition shall be made in the case of the post which is not permanently vacant at that time. No such suspension or abolition shall take effect until after six months notice has been given to the permanent incumbent.	Assistant Professorship or other teaching posts, provided, however, that no such suspension or abolition shall be made in the case of the post which is not permanently vacant at that time. No such suspension or abolition shall take effect until after six months notice has been given to the permanent incumbent.
4	Appointment of teachers. —Teachers of the University shall be appointed by the Syndicate after advertisement in leading dailies in Malayalam and English, inviting applications. It shall however be competent for the Syndicate to appoint, in exceptional cases, Professors and Readers without advertisement, if it is satisfied that persons already in the service are suitable for the post. Teachers of the University shall be promoted by upgradation of their posts by applying the norms of upgradation as laid down by the Academic Council in accordance with the guidelines issued by the University Grants Commission/All India Council for Technical Education.	Appointment of teachers. —Teachers of the University shall be appointed by the Syndicate after all India advertisement in leading dailies in Malayalam and English, inviting applications. It shall however be competent for the Syndicate to appoint, in exceptional cases, Professors and Associate Professors or such other posts prescribed by the University Grants Commission, AICTE or other apex regulatory body as applicable without advertisement, if it is satisfied that persons already in the service are suitable for the post. Teachers of the University shall be promoted by upgradation of their posts by applying the norms of upgradation as laid down by the Academic Council in accordance with the guidelines issued by the University Grants Commission/All India Council for Technical Education or other apex regulatory body as applicable.
6	(a) Selection Committee for appointment of teachers. — (1) The Vice-Chancellor shall, in consultation with the Syndicate constitute from time to time, separate selection committees for the purpose of Selection of candidates for direct recruitment to the post of- (i) Professor, Reader. (ii) Lecturer and other post not being posts of non-teaching staff (iii) Non-teaching staff (2) The Selection Committee shall consist of- (a) in the case of the Selection Committee for selection of Professors and Readers, - (i) The Vice-Chancellor, Ex Officio Chairman (ii) One member of the Syndicate nominated by the	Selection Committee for appointment of teachers. — (1) The Vice-Chancellor shall, in consultation with the Syndicate constitute from time to time, separate selection committees for the purpose of Selection of candidates for direct recruitment to the post of- (i) Professor, Associate Professor (ii) Assistant Professor and other post not being posts of non-teaching staff (iii) Such other teaching posts as prescribed in the Regulations of the University Grants Commission. (2) The Selection Committees for the appointment of teaching staff in the University shall be as prescribed by the regulations of

	Vice-Chancellor; (iii) Three subject experts not being in the service of the University, chosen by the Syndicate; and (iv) The Dean of the Faculty concerned; (b) In the case of the Selection Committee for selection of Lecturers and other teaching staff, - (i) The Vice-Chancellor, Ex Officio Chairman; (ii) one member of the Syndicate nominated by the Vice-Chancellor; (iii) two subject experts, not being in the service of the University chosen by the Syndicate; and (iv) the Head of the concerned Department or Professor in-charge (c) In the case of the Selection Committee for selection of non-teaching staff, - (i) the Vice-Chancellor or Pro-Vice-Chancellor, Ex-officio Chairman; and (ii) two members of the Syndicate nominated by the Vice-Chancellor, of whom one shall be a person belonging to the Scheduled Castes or Scheduled Tribe The Registrar shall be the Secretary of the committees.	UGC/ AICTE or other Apex Regulatory Body as applicable existing at the time of interview for the post. The Registrar shall be the Secretary of the Committees.
7	Mode of appointment of teachers.- (1) Every teacher of the University shall be appointed by written order. . (2) A copy of the written order shall be lodged with the Registrar and the other delivered to the candidate concerned and his acknowledgement obtained. (3) The teachers of the University may be assigned Teaching/ Research/ Examination work in their subject areas in any Department or Institution in the University as and when	Mode of appointment of teachers.- (1) Every teacher of the University shall be appointed by a written order. (2) A copy of the written order shall be lodged with the Registrar and the other delivered to the candidate concerned and his acknowledgement obtained. (3) The teachers of the University may be assigned Teaching/Research/ Examination work in their subject areas in any Department or Institution in the University as and when required. (4) The teachers of the University shall

	required. (4) The teacher of the University shall also undertake any other curricular or co-curricular activities assigned to him by the Vice-Chancellor.	also undertake any other curricular or co-curricular activities assigned to him by the Vice-Chancellor. (5) The teachers of the University shall also take up the activities as prescribed by the regulations of UGC, AICTE or other Apex Regulatory Body as applicable and notified from time to time.
9	Emoluments of the University teachers. - The teachers of the University shall receive such emoluments as may be prescribed by the Ordinances.	Emoluments of the University teachers. - The teachers of the University shall receive such emoluments as may be prescribed by the Act or Statutes, Ordinances, Regulations or Rules made thereunder
11	Applicability of certain Rules to University teachers. - Subject to the provisions of the Act, and the Statutes issued thereunder, the Kerala Service Rules and the Kerala Government Servants' Conduct Rules for the time being in force as amended from time to time shall apply to the teachers of the University with such modifications, as any of the authorities of the University may make, and the expression 'Government' in those rules shall be construed as a reference to the 'University' provided that the age of retirement of teachers of the University shall be 60. However they shall be allowed to continue till the last day of the month in which the academic year ends, if they complete the age of 60 on 2nd day of July or later during the course of an academic year. They shall not be eligible for promotion to another post during the period of such extension.	Applicability of certain Rules to University teachers. - Subject to the provisions of the Act, and the Statutes issued thereunder, the Kerala Service Rules and the Kerala Government Servants' Conduct Rules for the time being in force as amended from time to time shall apply to the teachers of the University with such modifications, as any of the authorities of the University may make, and the expression 'Government' in those rules shall be construed as a reference to the 'University' provided that the age of retirement of teachers of the University shall be 60. However they shall be allowed to continue till the last day of the month in which the academic year ends, if they complete the age of 60 on 2nd day of July or later during the course of an academic year. They shall not be eligible for promotion to another post during the period of such extension. <i>The regulations of UGC/AICTE or other apex Regulatory Body of the Government as applicable and accepted by the State Government as prescribed from time to time shall also be applicable to the teachers of the University</i>
16	Leave - (1) Subject to the modification hereinafter contained, the provisions relating to various kinds of leave in the Kerala	Leave - (1) Subject to the modification hereinafter contained, the provisions relating to various kinds of leave in the UGC

Service Rules shall apply to teachers of the University.

- (2) The Authority competent to sanction casual leave to the Head of the Department shall be the Vice-Chancellor and to other teachers, the Head of the concerned Department. The Head of Department may avail himself of the casual leave after getting the prior approval of the Registrar. If the casual leave taken by a Head of the Department involves or is expected to involve absence from headquarters, he shall make arrangements for the satisfactory discharge of his work during the absence and also report that fact to the Registrar. He shall leave the headquarters only after ensuring himself that his report has reached the Registrar.
- (3) Leave other than casual leave for a period not exceeding 30 days shall be sanctioned to the teachers of the grade of Lecturer and above, by the Vice Chancellor and to the teachers below the rank of Lecturers, by the Head of the Department concerned and leave for longer period shall be sanctioned by the Syndicate.
- (4) No leave shall be sanctioned without ascertaining the eligibility of the applicant from the leave account maintained for the purpose.
- (5) In case where the University has granted leave without allowances to a teacher for enabling him to accept assignments in India and foreign assignments of visiting Professorships and the like, such leave without allowances shall count for increments in the Time Scale applicable to the post in which such teacher was officiating at the time he proceeded on leave and would have continued to officiate but

regulations 2010 and amendments thereafter shall apply to teachers of the University.

- (2) The Authority competent to sanction casual leave to the Head of the Department shall be the Registrar and to other teachers the Head of the concerned Department. The Head of Department may avail himself of the casual leave after getting the prior approval of the Registrar. If the casual leave taken by a Head of the Department involves or is expected to involve absence from headquarters, he shall make arrangements for the satisfactory discharge of his work during the absence and also report that fact to the Registrar. He shall leave the headquarters only after ensuring himself that his report has reached the Registrar.
- (3) Leave other than a casual leave for a period not exceeding 30 days shall be sanctioned to the teachers of the grade of Assistant Professors and above by the Vice Chancellor and to the teachers below the rank of Assistant Professors, by the Head of the Department concerned and leave for longer period shall be sanctioned by the Syndicate.
- (4) No leave shall be sanctioned without ascertaining the eligibility of the applicant from the leave account maintained for the purpose.
- (5) In case where the University has granted leave without allowances to a teacher for enabling him to accept assignments in India and foreign without allowances shall count for increments in the Time Scale applicable to the post on which such teacher was officiating at the time he proceeded on leave and would have continued to officiate but for proceeding on leave.

Explanation: For the purpose of this Statute foreign assignment means an offer of a teaching-cum-research post outside India, which the University permits its teacher to accept in case it is of the opinion that the acceptance of such a teaching-cum-research post

	for his proceeding on leave. Explanation: For the purpose of this Statute foreign assignment means an offer of a teaching-cum-research post outside India, which the University permits its teacher to accept in case it is of the opinion that the acceptance of such a teaching-cum-research post would enhance the usefulness of the teacher to the University on his return from abroad. Disciplinary Procedure - The provisions relating to disciplinary procedure contained in part III of chapter IV shall <i>mutatis mutandis</i> apply in the case of disciplinary action against the teachers of the University. Provided that the disciplinary authority for imposing minor penalties on teachers of the University shall be the Vice-Chancellor and for imposing major penalties is the Syndicate.	would enhance the usefulness of the teacher to the University on his return from abroad. Disciplinary Procedure - The provisions relating to disciplinary procedure contained in <i>Part II of Chapter III of the Cochin University First Statutes, 1981</i> shall <i>mutatis mutandis</i> apply in the case of disciplinary action against the teachers of the University. Provided that the disciplinary authority for imposing minor penalties on teachers of the University shall be the Vice-Chancellor and for imposing major penalties is the Syndicate.
18	Head of the Department: The Syndicate shall nominate a teacher not below the rank of Reader as Head of the Department according to seniority, on a rotational basis for a period of three years. It shall, however, be open to the teacher who has been nominated as the Head of the Department to make a request that he shall be relieved of such a responsibility for academic reasons. In such a case the next eligible teacher will be nominated as the Head of the Department. All the members of the teaching staff shall work under the directions of the Head of the Department. In the case of Departments which have no Professor or Reader, the Syndicate shall nominate a Assistant Professor according to seniority on a rotational basis as Head of the Department and the other teachers shall work under the directions of the Head of the Department	Head of the Department: The Syndicate shall nominate a teacher not below the rank of an Associate Professor with Ph.D or an equivalent post as prescribed by the UGC Regulations or regulations of any Apex Authority specified for the purpose as Head of the Department according to seniority, on a rotational basis for a period of three years. It shall, however, be open to the teacher who has been nominated as the Head of the Department to make a request that he/she shall be relieved of such a responsibility for academic reasons. In such a case the next eligible teacher will be nominated as the Head of the Department. All the members of the teaching staff shall work under the directions of the Head of the Department. In the case of Departments which have no Professor or Reader or equivalent posts prescribed by the UGC Regulations or regulations issued by any other competent authority the Syndicate shall nominate an Associate Professor or equivalent post prescribed by the UGC Regulations 2010(Clause 4.3.0) or by the regulations issued by any other

		competent authority specified for the purpose. According to seniority on a rotational basis as Head of the Department in charge till another Professor assumes charge or an Associate Professor is promoted under Career Advancement Scheme of UGC/AICTE and the other teachers shall work under the directions of the Head of the Department.
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REGISTRAR


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1. The Principal Secretary to Government, Kerala Raj Bhavan, Thiruvananthapuram - 695 099
2. The Principal Secretary, Higher Education (B) Department, Government of Kerala, Thiruvananthapuram, Pin - 695 001
3. The Superintendent, Government Central Press, Thiruvananthapuram - 695001.
4. The Principal Secretary, Law Department, Government of Kerala, Thiruvananthapuram, Pin - 695 001
5. The Secretary, Public Relations Department, Government of Kerala, Thiruvananthapuram, Pin - 695 001
6. All Heads of Departments/Schools/Officers
7. Direction, Public Relations & Publications/CIRM- (for Publishing it in the University website)
8. PS to Vice-Chancellor/Ps to Pro-Vice-Chancellor/PA to Registrar/
PA to Finance Officer
9. Day File/Stock File/File Copy

} With Covering Letter