

UNIVERSITY OF KERALA

(Abstract)

Appointment of Teachers in the Departments of the University – Amendment of the Kerala University Act, 1974 for category wise pooling of posts for applying communal rotation treating all Departments as one unit – Proposals for change over to the new system and Norms for executing the amendment – Approved – Orders issued.

Administration 'H' Section

No. Ad.H./30651/2017

Dated, Thiruvananthapuram, 25-10-2017

- Read: 1) Ordinance 49 of 2013 published in the Gazette dated 19-09-2013.
2) Act 26 of 2014 Notified vide Notification no. 20086/Leg.G2/2013/Law dated 20-07-2014 by the Law Department in the Kerala Gazette dated 20-07-2014.

ORDER

The Government, vide paper read (1) above, amended the Kerala University Act, 1974 by substituting sub-section (2) of Section 6 with the following:

“(2) In making appointments to the teaching and non-teaching posts, the University shall, mutatis mutandis, observe the provisions of clauses (a), (b) and (c) of rule 14 and the provisions of rules 15, 16, 17 and 17A of the Kerala State and Subordinate Services Rules, 1958, as amended from time to time, and communal rotation shall be followed category wise treating all the departments as one unit.”

The amendment was promulgated as Act 26 of 2014 and published vide paper read (2) above.

The practice of applying separate communal rotation for each category of teaching posts, in each teaching department, therefore, requires to be dropped and teaching posts have to be pooled category wise treating all the departments as one unit. In order to execute the above, the following proposals were made (A) to identify the existing vacancies that are to be brought under the purview of category wise pooling, (B) to change over to the system of pooling and (C) to formulate norms for pooling of teaching posts:

- A)** The existing vacancies of Assistant Professors, Associate Professors and Professors in the various Teaching Departments of the University having the following status may be brought under the purview of pooling:
- 1) Not notified
 - 2) Notified, but selection process has not been initiated and that they are long pending for more than 10 years after notification (i.e., Notifications issued prior to 31-12-2007).
 - 3) Notified but not even a single applicant available/eligible candidates not available on screening/evaluation of application
 - 4) Notified but selection committee could not find suitable candidates
- B)** In order to change over to the system of following communal rotation category wise treating all the departments as one unit, the procedures to be followed are:
- 1) The reservation procedures shall be started afresh and the compensation of backlog vacancies, if any, be dropped.

- 2) All notifications of posts, for which selection procedure(s) has/have not been initiated yet (as per A.2 above) shall be treated as cancelled or partially cancelled, as the case may be, (except for those cases that are pending disposal by the Legal Forum) and shall be included in the posts to be pooled.
- 3) Open/ reservation turn assigned to each vacancy at the time when it was notified earlier, but selection was not made, be dropped for assigning new turn in accordance with the norms of pooling.
- 4) Vacancies against which cases are pending before legal forum shall be put on hold from being pooled. These may be filled as per the direction, if any, of the legal forum concerned, else be added subsequently to the pooled vacancies chronologically after disposal of disputes, without disturbing the open/reservation turns of vacancies already pooled and settled as per the approved norms. Such vacancies shall be pooled only after waiting for a period of 3 months after the disposal by the legal forum, in order to rule out possibility of appeal petition being filed while the pooling/notification/ selection process of such posts is in progress.

C) Norms for pooling of Teaching Posts:

- 1) The vacancies of teaching posts shall be pooled under 3 categories viz. Assistant Professor, Associate Professor and Professor.
- 2) Vacancies under each category in all the Departments shall be arranged chronologically in the order that the oldest vacancy being placed first. If more than one post under the same category fell vacant on the same date, the posts shall be arranged in alphabetical order of the Department concerned. The alphabetical list of existing Teaching Departments having sanctioned posts of regular teachers for this purpose shall be decided as arranged in Appendix A.
- 3) The G.O. (P) No. 119/2005/SWD dated 06-08-2005, provides reservation for PWD applicants for filling up the vacancies of Assistant Professor only (since direct recruitment is only to the cadre of Assistant Professor in Pvt/aided/Govt colleges). However, in the University the same shall be made applicable to the posts of Associate Professor and Professor too for direct recruitment. Suitable posts shall be identified for providing 3% reservation as provided for in the PWD Act for Persons with Disabilities. If the vacancy initially assigned for the Blind category happens to be in Science subject/department., the procedures to be followed are as shown in Appendix B for deciding the subject/department.
- 4) The open/reservation turns shall then be assigned to each vacancy as per the rotation chart.
- 5) The open/reservation turns finalized shall be posted in the Rotation Roster and the posts shall thereafter be notified.

The Vice-Chancellor has considered the proposals in the light of the following facts :

- i) The UGC as well as the State Government have evolved specific procedures for selection, reservation and appointment of the teaching staff in the University Departments in various cadres, like Professor, Associate Professor and Assistant Professor and such there is only little relevance in a detailed study for appointments in the existing vacancies.

- ii) The UGC has intimated in its letter dated D.O. No.F.1.11/2014(Cm) dated 12-11-2014 (copy enclosed) that the Universities shall make serious efforts in ensuring that the vacant faculty positions are filled well in time and there should be no opportunity for the UGC to withhold the General Development Grants to the University.
- iii) The NAAC Team that visited the University for granting Reaccreditation in the second cycle had expressed concern on the delay caused in appointing regular teachers in the existing vacancies. If the current state of affairs in this regard is allowed to continue as such, there is every possibility for an unfavorable rating in the forthcoming reaccreditation due by 2020.
- iv) The UGC Regulations 2016 for granting registration to Ph.D. Degree, adopted in the University as such, have imposed restrictions on the number of students the supervising teachers can provide guidance at a time and this has resulted in creating an unfavourable situation to meritorious students seeking fresh registration, on account of the paucity of qualified guides. If the existing vacancies are filled, approximately 600 additional seats for research can be generated and eligible students can be granted registration to research. The number of seats for admission to M.Phil programmes shall also be increased simultaneously.
- v) The fame of the University shall be spread globally by the increased volume of research and publications of newly recruited teachers and this may provide more opportunities to the University for securing an elevated world ranking in the forthcoming years.

Sanction has, therefore, been accorded by the Vice-Chancellor, to the aforesaid proposals for (A) identifying the vacant posts, (B) proposed procedures for change over to the system of pooling of posts and (C) the proposed norms for pooling of teaching posts, being approved, considering the necessity of filling up of vacant teaching posts, subject to reporting to the Syndicate.

Orders are issued accordingly.

Sd/-

**Dr. Jayachandran R.
Registrar in Charge**

To

1. All Members of the Syndicate
2. PS to VC/PVC,
3. PA to Registrar
4. Ad.AII/Ad.AV/Ad.AVI/Ad.BIII/Ad.DI/Ad.DIII
5. PRO/Enquiry
6. File copy

Forwarded/By Order

Section Officer

Appendix A

**List of Teaching Departments of the University
(New Departments when instituted shall be inserted in appropriate places on
creation of teaching posts)**

Sl. No	Name of Department
1.	Department of Aquatic Biology & Fisheries
2.	Department of Arabic
3.	Department of Archaeology
4.	Department of Biochemistry
5.	Department of Biotechnology
6.	Department of Botany
7.	Department of Chemistry
8.	Department of Commerce
9.	Department of Communication & Journalism
10.	Department of Computer Science
11.	Department of Demography
12.	Department of Economics
13.	Department of Education
14.	Department of Environmental Sciences
15.	Department of Futures Studies
16.	Department of Geology
17.	Department of German
18.	Department of Hindi
19.	Department of History
20.	Department of Islamic Studies
21.	Department of Law
22.	Department of Library & Information Science
23.	Department of Linguistics
24.	Department of Malayalam
25.	Department of Mathematics
26.	Department of Music
27.	Department of Optoelectronics
28.	Department of Philosophy
29.	Department of Physics
30.	Department of Political Science
31.	Department of Psychology
32.	Department of Russian

33.	Department of Sanskrit
34.	Department of Sociology
35.	Department of Statistics
36.	Department of Tamil
37.	Department of Zoology
38.	Institute of English
39.	Institute of Management in Kerala
40.	Oriental Research Institute and Manuscripts Library
41.	School of Distance Education 01. Commerce 02. Economics 03. English 04. Hindi 05. History 06. Malayalam 07. Mathematics 08. Political Science 09. Public Administration 10. Sociology

Appendix B

Identification of suitable posts for PWD Candidates:

As per G.O. (P) No. 119/2005/SWD dated 06-08-2005, 3% reservation is to be provided to PWD applicants for the post of Lecturer (now re-designated as Assistant Professor). Kerala Public Service Commission has specified out of turn allocation against certain serial nos. in a 100-point roster, viz., 33 (for Blindness or low vision), 66 (for Hearing impairment) & 99 (Locomotive disability or cerebral palsy) for PWD applicants (or at appropriate serial numbers as amended by the Government from time to time). But reservation is not provided in Science subjects for Blindness or low vision category. While assigning OC/reservation/PWD turns, if the assigned turn for Blindness or low vision candidates happens to be in Science subject, then the vacancy in the succeeding subject in which reservation is permitted shall be moved up in the roster (irrespective of the date of occurrence of vacancy) to occupy the turn assigned for visually impaired and the succeeding posts shall be rearranged and assigned numbers afresh.