

**Revised COMMON STATUTES FOR
AGRICULTURAL UNIVERSITIES OF
GUJARAT**

STATUTES

No. S.115

**State Agricultural Universities
Services Of Gujarat (Recruitment &
Career Advancement Schemes (CAS)
of Teachers) Rules, 2011**

Note : Red text is amendment and strikethrough text is deleted

**COMMON STATUTES FOR AGRICULTURAL
UNIVERSITIES OF GUJARAT (STATUTE - S.115.0)**

**State Agricultural Universities Services of Gujarat
(Recruitment & Career Advancement Schemes (CAS) of
Teachers) Rules, 2011**

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**COMMON STATUTES FOR AGRICULTURAL
UNIVERSITIES**

(STATUTE - S.115.0)

**STATE AGRICULTURAL UNIVERSITIES SERVICES OF GUJARAT
(RECRUITMENT & CAREER ADVANCEMENT SCHEMES (CAS)
OF TEACHERS) RULES, 2011**

In exercise of the powers conferred under Sections-28 (iv) and (x) read with Section-6 (19) of the Gujarat Agricultural Universities Act, 2004 (Gujarat Act No. 5 of 2004), the Board of Management of the University hereby confirms the following as **Statute No. S.115.0** laying down the rules for governing the recruitment and career advancement scheme (CAS) of the teachers of the University.

Rule-1.0 Title and Commencement:

- 1.1** These Rules may be called “SAUs Services of Gujarat (Recruitment & Career Advancement Schemes of Teachers) Rules, 2011.
- 1.2** These rules shall come into effect from the date this Statute is assented to by the Chancellor.

Rule-2.0 Right to interpret:

If any question relating to the interpretation of this statute arises, it shall be referred to the State Government under Section-57 of the Act and its decision shall be final.

@ *These Statutes were approved by the State Council of Agricultural Universities on 2-9-2011 vide Item No. 8.3 of the 8th meeting of the Council..*

Rule-3.0 Applicability:

These Rules shall apply to all recruitments made to the posts of teachers in the University as listed in **Annexure-I** as may be prescribed by the ICAR and approved by the Government of Gujarat from time to time.

Rule-4.0 Definitions:

Unless the context requires otherwise, the following words and expressions shall have the meaning as assigned to them herein below :-

- (1) **"Act"** means Gujarat Agricultural Universities Act, 2004 (Gujarat Act No. 5 of 2004).
- (2) **"Academic Grade Pay"** means the Academic Grade Pay (AGP) sanctioned for the post as shown against the Pay Band in Column-5 of the **Annexure-I**.
- (3) **"Academic Performance Indicator (API)"** means a scoring system performa based on the Academic Performance Indicator provided for in the "ICAR / UGC Regulations".
- (4) **"Annexure"** means annexure to these Rules.
- (5) **"Appendix"** means appendix to these Rules.
- (6) **"Appointing Authority"** means the authority to whom the powers have been delegated by the University under rule-5 of these rules.
- (7) **"Board"** means the Board of Management constituted under Section-18 of the Act.
- (8) **"Cadre"** means a group of employees having the same Pay Band and Academic Grade Pay and with reference to their functions and duties and they are interchangeable amongst themselves.

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- (9) **"Career Advancement Scheme (CAS)"** means Career Advancement Scheme laid down in the "ICAR / UGC Regulations" for promotion of University / College Teachers.
- (10) **"Deputation"** means the arrangements, under which a person working in other organization is taken on loan services under the University **or vice-versa** for the specific period, in accordance with the arrangements agreed upon between the lending and borrowing organizations.
- (11) **"Enclosure"** means enclosure to these rules.
- (12) **"Foreign Employer"** means the Government/Company/Corporation/other University / Institution, etc., to which an employee has been deputed on foreign service.
- (13) **"Foreign Service"** means any service in which a University employee receives pay from any source other than the University Fund with the sanction of the University.
- (14) **"Government"** unless the context otherwise requires, it shall mean the Government of Gujarat.
- (15) **"Indian Council of Agricultural Research (ICAR)"** means Indian Council of Agricultural Research, New Delhi.
- (16) **"NET"** means National Eligibility Test, conducted by the **UGC/CSIR/ICAR or similar tests accredited by UGC/ICAR.** ~~New Delhi~~
- (17) **"Officer"** means Officer of the University referred to in Section-8 (iii) to (ix) of the Act.
- (18) **"Officiate"** means employee who officiates in a post when he performs the duties of a post on which another person holds a lien.

A competent authority may, if it thinks fit, appoint an employee to officiate in a vacant post on which no other employee holds a lien.

- (19) **"Organization"** means the State Government / Central Government / Local Authority / Statutory Corporation / Other University / Public / Private Company owned and/or sponsored by State Government / Central Government.
- (20) **"Other University"** means any University established under a Central or State Act, other than the Gujarat Agricultural Universities Act.
- (21) **"Pay"** means the basic pay in the Pay Band plus Academic Grade Pay of the post.
- (22) **"Pay Band"** means the Pay Band sanctioned for the post as shown in Column-4 of the Annexure-I.
- (23) **"Performance Based Appraisal System (PBAS)"** means performa developed by the University based on the API criteria provided for in the "ICAR / UGC Regulations".
- (24) **"Probationer"** means an employee appointed on probation in or against a substantive or temporary vacancy in the cadre of the University.
- (25) **"Registrar"** means the Registrar appointed under Section-15 of the Act or transferred under Section-66 (1) (g) of the Act.
- (26) **"Recruitment"** means all recruitments under the provision of Rule-8 of these Rules.
- (27) **"Screening-cum-Evaluation Committee"** means the Screening-cum-Evaluation Committee constituted under rule-21 of these rules.

- (28) **"Selection Committees"** means the Selection Committee constituted under rule-22 of these rules.
- (29) **"SET"** means State Eligibility Test, accredited by the UGC / ICAR, New Delhi.
- (30) **"Set-Up"** means the list of various cadres of the teaching posts as listed in the **Annexure-I**, as may be amended from time to time.
- (31) **"SLET"** means State Level Eligibility Test, accredited by the UGC / ICAR, New Delhi.
- (32) **"Teachers"** mean teachers as defined in Section-2 (17) of the Act and include the holders of various posts as detailed in the set-up at **Annexure-I**.
- (33) **"University"** means any of the following Universities constituted under Section-3 of the Act :-
- (1) The Anand Agricultural University
 - (2) The Junagadh Agricultural University
 - (3) The Navsari Agricultural University
 - (4) The Sardar Krushinagar Dantiwada Agricultural University
- (34) **"UGC"** means University Grants Commission, New Delhi.
- (35) **"UGC Regulations"** means regulations issued by the University Grants Commission and endorsed by the Ministry of Agriculture, Department of Agricultural Research and Education, New Delhi.
- (36) **"Vacancy"** means such of the sanctioned post in the cadre, which has not been filled in, on the date on which this Statute comes into effect or which may fall vacant thereafter and which is intended to be filled in by the University during the year.

(37) "Vice-Chancellor" means Vice-Chancellor appointed under Section-10 of the Act.

(38) "Year" means the ~~Academic Year~~. financial year

Note : Words & expressions used but not defined in these rules shall have the meaning assigned to them in the Act or in other statutes governing the service conditions of the University employees.

Rule-5.0 Authority:

Without prejudice to provisions contained under the general scheme of delegation of powers, all the powers of prescribing the procedure for making recruitment to various posts of teachers shall vest upon the Board of Management, subject to the guidelines issued by the ICAR from time to time and endorsed by the State Government in this regard.

Rule-6.0 Initial composition :

Notwithstanding the provisions of these Rules, all persons already recruited to the relevant and respective posts of teachers in the University, before the date these Rules come into effect, shall be treated to have been recruited to / holding the post at the University.

Rule-7.0 Set-up:

7.1 The cadre, designation, pay band, academic grade pay and the number of posts sanctioned in the set-up of each University shall be as shown in Annexure-I as may be amended from time to time with the sanction of the Government.

7.2 The eligibility to receive pay in the pay band and academic grade pay mentioned in Annexure-I shall be further subject to the conditions laid down vide Government of Gujarat, Agriculture & Co-operation

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Department, Resolution No. GAKAV/142009/1184/K.2, Dated 1-4-2010 & Revised Resolution No. AKAV/142009/1184/K.2, Dated 15-4-2010. **(Enclosures-1 & Enclosures-2)** and as per resolution issued by the Government from time to time in this regards.

7.3 Ten percent of the posts of Professor and its equivalent in the Pay Band of 37400-67000 with Academic Grade Pay of Rs.10,000 sanctioned in the set-up, shall be in the higher grade of AGP of Rs 12,000 Professorship with eligibility conditions prescribed by Government.

7.4 The existing holders of the post of Teacher and scientist indicated in **Annexure-I**, shall be entitled to the pay in the pay band and Academic Grade Pay mentioned therein, subject to the fulfillment of conditions regarding NET, as condition laid down by Government from time to time.

Rule-8.0 Recruitment as per rules:

After the date of coming into force of these Rules, all appointments to the various posts of teachers, shall be made in accordance with these Rules either -

- (1) by direct appointment, **OR**
- (2) by promotion under the Career Advancement Scheme, **OR**
- (3) by deputation.

Rule-9.0 Condition as to citizenship of India :

Subject to the provisions of these rules, no person shall be appointed to any service or post unless he is a citizen of India; or a person in whose favour a certificate of eligibility has been issued by the State Government for appointment to the State Government service.

Rule-10.0 Physical fitness:

No person shall be appointed to any service or post, if he has failed to pass such medical test of physical fitness as may be laid down by the University under the SAUs Services of Gujarat (Recruitment & Career Advancement Schemes of Teachers) Rules, 2011.

Provided that where an appointment is made by promotion or transfer of a person already in service, no medical test shall ordinarily be required.

Rule-11.0 Verification of character and antecedents:

The character and antecedents of a candidate, for appointment to a post under the University for the first time, shall be verified before his appointment orders are issued.

Rule-12.0 Disqualification for bigamous marriage:

12.1 No persons, who -

- (1) if male, has more than one wife living,
 - (2) if female, has married a man who has already another wife living,
- shall be eligible for appointment to any post of teacher in the University.

Provided that subject to the provisions of any law, the University may, if satisfied that there are special grounds for so doing, exempt any person from the operation of this rule.

12.2 Every applicant for appointment to the post of teacher in the University shall declare; whether he, is married and, in the case of a male applicant, whether he has more than one wife living and in the case of a female applicant, whether she is married to a man who has already another wife living.

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Rule-13.0 Disqualification for enlisting support:

Any endeavour, on the part of a candidate or on the part of any relative of the candidate to enlist support by direct or indirect methods for his application for appointment or for promotion at the University, shall be held to disqualify the candidate for the appointment or promotion.

Rule-14.0 'No Objection Certificate' of the present employer:

No person in the employment of any other organisation or in the Government shall be appointed in the University except with the written 'No Objection Certificate' of his present employer. Where an application for a post of teacher in the University is forwarded through his present employer, such consent shall be deemed to have been given.

Rule-15.0 Direct recruitment:

University shall appoint a selected candidate by direct recruitment either-

(1) on the pay band and academic grade pay of the post

OR

(2) on contract basis with fixed emoluments

- as per guidelines issued by the Government from time to time.

Rule-16.0 Qualification and experience for the post:

16.1 The prescribed requirements about the educational qualifications, age, experience etc., for the individual post in the University to whom these Rules apply shall be as laid down by the University as per directions of UGC / ICAR and approved by the Government from time to time.

16.2 Over and above the qualifications mentioned in Appendix of the respective post, the candidate must possess the basic knowledge of computer application equivalent to course on computer concepts of

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Department of Electronic Accreditation of Computer Course (DOEACC) Society or of the level as may be determined by the Government from time to time.

Rule-17.0 Relaxation in qualifications:

17.1 NET/SLET/SET shall not be required for such subjects for which NET/SLET/SET accredited test is not conducted.

17.2 For the purpose of eligibility and for assessing good academic record during direct recruitment, a relaxation of 5% at the graduate and master's level for the Scheduled Caste / Scheduled Tribe / Differently-abled (Physically and visually differently-abled) categories of the candidates. The eligibility marks of 55% marks (or an equivalent grade in a point scale wherever grading system is followed) and the relaxation of 5% to the categories mentioned above are permissible, based on only the qualifying marks excluding grace marks if any.

17.3 A relaxation of 5% may be provided, from 55% to 50% of the marks to the Ph.D. Degree holders, who have obtained their Master's Degree prior to 19 September, 1991.

Rule-18.0 Appointment by transfer:

Notwithstanding anything contained in these rules, a post in any cadre may be filled in by transfer of an employee holding another post in the same cadre.

Provided that an employee serving in one cadre, may be posted by transfer to another cadre at his own request, if he is suitable for that cadre and if such transfer is in the interest of the University and without affecting thereby, his rights relating to pay, seniority etc., in his parent cadre.

Provided further that an employee may be temporarily transferred in the interest of the University to a post in a cadre other than the cadre in which he is regularly employed and without affecting thereby, his rights relating to pay, seniority etc., in his parent cadre.

Rule-19.0 Reservation of vacancies:

While making the recruitments to various posts under the provisions of these rules, the orders issued by the State Government from time to time in connection with the reservation of vacancies and relaxation of age, etc., for scheduled castes, scheduled tribes and other categories shall be complied with.

Rule-20.0 Methods of recruitment for the teacher:

- 20.1** All appointments to the post of teachers shall be made by the Appointing Authority on recommendation of Selection Committee.
- 20.2** The sanctioned posts of teachers must be filled in by direct recruitment through all India advertisements. However, posts of Assistant Professor & equivalent cadre must be filled in either by direct recruitment or by promotion from Agriculture Officer & equivalent cadre in the ratio of 1:1 as per prevailing Government policy from time to time.
- 20.3** Promotions (Career Advancement) may be made from the post of Assistant Professor and its equivalent to Associate Professor and its equivalent and from Associate Professor and its equivalent to Professor and its equivalent and from Professor to Professorship as per the terms and conditions prescribed by the ICAR and as approved by Government.
- 20.4** The detailed essential and desirable qualifications, age limit, relaxation etc., for various posts of teachers will be as per **Appendices-1.1 to 9.0**.

- 20.5** Before the beginning of each academic year, the University should determine probable vacancies that may occur during the year for recruitment to the teacher and such appointment of direct selection and by promotion shall be made in the ratio of 1:1. The selection by direct recruitment shall be made by the selection committee on merit. The promotion from Agriculture officers and equivalent cadre to Assistant Professor & equivalent cadre shall be made by screening through Departmental Promotion Committee as per criteria laid down by Government.
- 20.6** After interviewing the candidates, the committee shall recommend the names of the selected candidates for each post in order of merit and two or more candidates on waiting list.
- 20.7** The Board may either approve or reject the recommendations of selection committee. The reasons for rejection, if any, shall be kept on record.
- 20.8** The selection list of the candidates prepared by the selection committee shall be valid for a period of one year from the date of approval by the Board of Management.

Rule-21.0 Screening-cum-Evaluation Committee :

- 21.1** For the purpose of the scrutiny of the applications received for direct recruitment to various posts of teachers and Principal, there shall be a Screening-cum-Evaluation Committee.
- 21.2** ~~The constitution of the “Screening cum Evaluation Committee” for various posts of teachers and Principal, shall be—~~

There shall be constitution of the “Screening-cum-Evaluation Committee” for various posts of teachers (including Principal and University Officer) and Principal, to be framed by the Vice-Chancellor as the case may be.

(1) to (5) DELETED

~~(1) The Vice Chancellor Chairperson;~~

~~(2) The Dean of the concerned Faculty;~~

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~~(3) The Head of the Department;~~

~~(4) The Director of Research / Director of Extension Education, as the case may be; and~~

~~(5) One subject expert in the concerned subject nominated by the Vice Chancellor from the panel of experts in the University~~

21.3 Three members including a subject expert shall constitute the quorum.

21.4 The “Screening-cum-Evaluation Committee” shall scrutinize all applications received in response to the advertisement, verified/evaluated of API score secured by the candidate based on the ICAR regulation and prepare a list of suitable candidates, who may be called for interview by the Selection Committee.

Rule-22.0 Selection committee:

22.1 The Selection Committee for direct recruitment of Assistant Professor, Associate Professor and Professor, shall comprise of the following members:-

- 1 The Vice Chancellor – Chairperson
- 2 Three experts in the concerned subject, nominated by the Vice Chancellor out of the panel of names approved by the Board of Management.
- 3 The Director of Research / Director of Extension Education, as the case may be.
- 4 Dean of the concerned Faculty
- 5 Head of the Department of concerned Subject.
- 6 An academician nominated by the Hon’ble Chancellor from the panel suggested by the Vice-Chancellor.

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- 7 If any of the above members of the selection committee do not belong to SC/ ST/ OBC/ Minority/ Women/ Differently-abled categories and if ~~any of the~~ a candidates ~~representing~~ **represents any of** these categories ~~is applicant~~, an academician representing the said category ~~shall~~ **will** be nominated by the Vice-Chancellor **as an observer**.
- 22.2** At least four members, including two subject experts, shall constitute the quorum.
- 22.3** The Selection Committee shall interview the candidates screened by the Screening-cum-Evaluation Committee.
- Provided** that the selection committee may, if it thinks expedient, decide that a written examination of the screened candidates, be held by the University.
- 22.4** The selection procedures outlined in these rules, shall be completed on the day of interview held by the selection committee, wherein the minutes are recorded along with scoring and recommendations made on the basis of merit and duly signed by all members of the committee.
- 22.5** The Selection Committee shall assess the knowledge, aptitude of the candidates in the teaching, research and extension activities, ability to communicate clearly and effectively and ability to analyse and discuss and shall grant separate marks for each.

22(A) New :

(a) Selection Committee for Direct Recruitment of Principal shall have the following composition:

1. The Vice Chancellor as Chairman
2. An academician who is the nominee of the Chancellor
3. One Member of Board of Management to be nominated by the Vice Chancellor.
4. Two Vice Chancellor's nominees out of whom one should be an expert in academic administration.
5. Three experts consisting of the Principal of a college, a Professor and an accomplished educationist not below the rank of a Professor, to be nominated by the Vice Chancellor out of a panel of experts approved by the Board of Management.
6. An academician representing SC/ST/OBC/ Minority/ Women/ differently abled categories, if any of candidates representing these categories is the applicant, to be nominated by the Vice Chancellor, if any of the above members of the Selection committee do not belong to that category.

(b) At least four members, including two experts shall constitute the quorum.

Rule-23.0 Selection on the post of Associate Professor:

The process of selection of Associate Professor and equivalent posts should involve inviting the bio-data with the reprints of five major publications of the candidates and duly filled Performance Based Appraisal System (PBAS) proforma based on the API criteria. Without prejudice, to the requirements provided for selection of Associate Professor and equivalent posts.

Provided that such publications shall be provided to the subject experts for assessment before the interview and the evaluation of the publications by the experts, shall be factored into the weightage scores while finalising the outcome of selection.

Rule-24.0 Selection on the post of Professor:

The process of selection of Professor and equivalent posts shall involve inviting the bio-data with reprints of five major publications of the candidates and API score secured by the candidates based on the ICAR regulation.

Provided that such publications shall be provided to the subject experts for assessment before the interview and the evaluation of the publications by the experts, shall be factored into the weightage scores while finalizing the outcome of selection.

Rule-25.0 Selection on the post of Principal:

The Academic Performance Indicator (API) scoring system in the process of selection of Principal shall be similar to that of directly recruited Professors. In addition, the selection committee shall assess the following dimensions with the weightages given below:-

- 1 Assessment of aptitude for teaching, research and administration (20%);

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- 2 Ability to communicate clearly and effectively (10%);
- 3 Ability to plan institutional programmes, analyse and discuss curriculum development and delivery, research support and college development/administration (20%)
- 4 The ability to deliver lecture programmes to be assessed by requiring the candidate to participate in a group discussion or exposure to a class room situation by a lecture (10%); and
- 5 Analysis of the merits and credentials of the candidates on the basis of API scoring system of ICAR Regulation (deduced to 40% of the total API score).

Rule-26.0 National Eligibility Test (NET):

- 26.1** The minimum requirements of a good academic record, 55% marks (or an equivalent grade in a point scale wherever grading system is followed) at the master's level and qualifying in the National Eligibility Test (NET), or an accredited test (State Level Eligibility Test - SLET/SET), shall remain compulsory for the appointment of Assistant Professors and its equivalent.
- 26.2** Relevant grade which is regarded as equivalent of 55% wherever the grading system is followed by a recognized university shall also be considered eligible.
- 26.3** Except in respect of in service candidates, the period of time taken by candidates to acquire M.Phil. and/or Ph.D. Degree shall not be considered as teaching/research experience to be claimed for appointment to the teaching positions.

Note : In service candidates means an employee (excluding SRF and JRF) on roll of the University.

Rule-27.0 Percentage equivalence of grade points for a ~~seven~~ **four points scale**

27.1 Where the University/College/Institution declare results in grade points which is on a scale of ~~seven~~ **four**, the following mechanism shall be referred to in order to ascertain equivalent marks in percentage :-

Grade	Grade Point	Percentage Equivalent
'O'	Outstanding	5.50-6.00 75-100
'A'	Very Good	4.50-5.49 65-74
'B'	Good	3.50-4.49 55-64
'C'	Average	2.50-3.49 45-54
'D'	Below Average	1.50-2.49 35-44
'E'	Poor	0.50-1.49 25-34
'F'	Fail	0-0.49 0-24

CONVERSION OF OGPA TO PERCENTAGE SCORE

(4.00 Grade Points System in Gujarat Agricultural University for Under-Graduate Programme)

OGPA	0.00	0.01	0.02	0.03	0.04	0.05	0.06	0.07	0.08	0.09
2.00	55	55.1	55.2	55.3	55.4	55.5	55.6	55.7	55.8	55.9
2.10	56	56.1	56.2	56.3	56.4	56.5	56.6	56.7	56.8	56.9
2.20	57	57.1	57.2	57.3	57.4	57.5	57.6	57.7	57.8	57.9
2.30	58	58.1	58.2	58.3	58.4	58.5	58.6	58.7	58.8	58.9
2.40	59	59.1	59.2	59.3	59.4	59.5	59.6	59.7	59.8	59.9
2.50	60	60.1	60.2	60.3	60.4	60.5	60.6	60.7	60.8	60.9
2.60	61	61.1	61.2	61.3	61.4	61.5	61.6	61.7	61.8	61.9
2.70	62	62.1	62.2	62.3	62.4	62.5	62.6	62.7	62.8	62.9
2.80	63	63.1	63.2	63.3	63.4	63.5	63.6	63.7	63.8	63.9
2.90	64	64.1	64.2	64.3	64.4	64.5	64.6	64.7	64.8	64.9
3.00	65	65.2	65.4	65.6	65.8	65.0	66.2	66.4	66.6	65.8
3.10	67	67.2	67.4	67.6	67.8	68.0	68.2	68.4	68.6	68.8
3.20	69	69.2	69.4	69.6	69.8	70.0	70.2	70.4	70.6	70.8
3.30	71	71.2	71.4	71.6	71.8	72.0	72.2	72.4	72.6	72.8
3.40	73	73.2	73.4	73.6	73.8	74.0	74.2	74.4	74.6	74.8
3.50	75	75.2	75.4	75.6	75.8	76.0	76.2	76.4	76.6	76.8
3.60	77	77.2	77.4	77.6	77.8	78.0	78.2	78.4	78.6	78.8
3.70	79	79.2	79.4	79.6	79.8	80.0	80.2	80.4	80.6	80.8
3.80	81	81.2	81.4	81.6	81.8	82.0	82.2	82.4	82.6	82.8
3.90	83	83.2	83.4	83.6	83.8	84.0	84.2	84.4	84.6	84.8
4.00	85	-	-	-	-	-	-	-	-	-

Note : Red text is amendment and strikethrough text is deleted

~~27.2 Where the University / College / Institution declare results in the ten point scale for the Post Graduate Student, the following mechanism shall be referred to in order to ascertain class of the candidate :-~~

Where the University / College / Institution declares results in the ten point scale for the Post Graduate Student, the mechanism to calculate percentage equivalents shall be by moving one decimal on right side :-

~~DELETED (TABLE)~~

Overall Grade Point Average	Class
8.00 and above	First Class with Distinction
7.00 to 7.99	First Class
6.50 to 6.99	Second Class

Rule-28.0 Training, extension, research and enhancement of knowledge:

~~Persons recruited to various posts as detailed in Annexure shall be required to undergo such training as and when required by the University.~~

Persons recruited to various posts shall be required to undergo such training as and when required by the University.

Rule-29.0 Passing of examination after appointment:

On his appointment as teacher, he shall be required to pass language examination in Hindi and Gujarati of SSCE level during probation period and also such other departmental examination as may be prescribed by the University from time to time.

Provided that the examination will be given for the languages passed by the teacher in SSC to HSC.

Rule-30.0 Period of probation and confirmation :

30.1 All teachers appointed by direct selection shall be on probation for a period of two years.

Note : Red text is amendment and strikethrough text is deleted

Provided that the appointing authority may, if it thinks fit in any case, extend the period of probation for a further period not exceeding two years.

30.2 On satisfactory completion of the probation period, the teacher shall ~~shall~~ **will** be continued as such in ~~officiating~~ **substantive** capacity.

30.3 ~~During the period of probation, probationer shall submit assessment of performance every year in the prescribed proforama in this behalf.~~

During the period of probation officer/officer specified by the University shall submit assessment of performance of the probationer every six months in the prescribed proforama in this behalf.

Rule-31.0 Appointment under CAS, Promotion etc.:

31.1 Teachers of the University shall be entitled to the benefits of Career Advancement Scheme as per conditions, provisions and fulfillment of education, qualification laid down by Government of India, Ministry of Agriculture Department/ICAR and as approved by the State Government from time to time.

31.2 The minimum norms of selection committees and selection procedure as well as API score requirements for Career Advancement Scheme for the post of the following teachers shall be as per **DARE** / ICAR guidelines and as approved by the State Government from time to time :-

1. Assistant Professor / Assistant Research Scientist / Assistant Extension ~~Educationalist~~ **Educationist** Cadre (Class-I) and Physical Instructor (Class-I)
2. Associate Professor / Associate Research Scientist / Associate Extension ~~Educationalist~~ **Educationist** Cadre (Class-I).

Note : Red text is amendment and strikethrough text is deleted

- 31.3** Candidates shall offer themselves for assessment for CAS promotion, if they fulfill the minimum API scores indicated in **DARE / ICAR Regulation**. They can do so three months before the due date if they consider themselves eligible. Candidates who do not consider themselves eligible can also apply at a later date in any event; the university ~~concerned~~ shall send a general circular ~~twice~~ **at least once in a year** calling for applications for CAS promotions from eligible candidates.
- 31.4** CAS promotions being a personal promotion to the incumbent teacher holding a substantive sanctioned post, the said post shall revert back to its original cadre on vacating the post by the individual incumbent.
- 31.5** The incumbent teacher must be on the role and active service of the ~~Universities/Colleges~~ **University or on deputation** on the date **on which he becomes eligible for CAS shall be considered** ~~of consideration~~ by the Selection Committee for CAS Promotion.
- 31.6** In the final assessment, if the candidates do not either fulfill the minimum API scores in the criteria of ICAR Regulation or obtain less than 50% in expert assessment, wherever applicable, such candidates will be reassessed only after a minimum period of one year.
- 31.7** (a) If a candidates apply for promotion on completion of the minimum eligibility period and is successful, the date of promotion will be from that of minimum period of eligibility.
- (b) If, however, the candidate finds that he/she fulfills the eligibility conditions at a later date and applies on that date and is successful, his/her promotion will be effected from that date of application fulfilling the criteria.

(c) If the candidate does not succeed in the first assessment, but succeeds in the ~~eventual~~ **subsequent** assessment, his/her promotion will be deemed to be **one year later** from the ~~later~~ date of eligibility. ~~successful assessment.~~ **For such purpose, the API score of the delayed period shall be considered, however total period for screening shall usually the same.**

31.8 A candidate in such case can appear for assessment only thrice for every failure, date of promotion shall be delayed by one year. ~~In case~~ if a teacher refuses to accept promotion, his case shall not be considered for promotion for a period of one year from the date of his refusal ~~or till next vacancies arises, whichever is later.~~

31.9 On placement at each higher scale of AGP under the CAS pay fixation will be done as per Rule 13 of Gujarat Civil Services (Revision of Pay) Rules, 2009.

31.10 If a teacher fail to present himself before the committee his eligibility shall be delayed for one year. However the teacher unable to present himself before the committee under unavoidable circumstance and with prior permission of the University authority, his case can be considered as normal case.

Rule-32.0 ~~Stages of promotion under CAS of Incumbent and Newly appointed Assistant Professors / Associate Professors/ Professors and its equivalent cadre :~~

Stages of promotion under CAS of Incumbent Assistant Professors / Associate Professors/ Professors and its equivalent cadre :

Note : Red text is amendment and strikethrough text is deleted

- 32.1** The upward movement from Assistant Professors (stage 1), to Professor and Professorship (stage 6), would be in accordance with evaluation procedure such as the API score card system etc. to be notified by ICAR Regulation.
- 32.2** Assistant Professors and its equivalent cadre in the Pay Band Rs.15600-39100 with AGP Rs.6000 (Stage-1) would be eligible for promotion under the Career Advancement scheme (CAS) through successive stages, provided they are assessed to fulfill the eligibility and API criteria as laid down by the ICAR Regulation.
- 32.3** After completion of four years service as Assistant Professor and its equivalent cadre with AGP Rs.6000 and who possesses Ph.D. degree in the relevant discipline shall be eligible for AGP of Rs.7000 (Stage-2).
- 32.4** After completion of five years service as Assistant Professor and its equivalent cadre with AGP of Rs.6000 and who possesses M.Phil / M.Tech / M.Sc.(Ag) / M.V.Sc. / M.F.Sc. or equivalent professional degree, shall be eligible for AGP of Rs.7000 (Stage-2).
- 32.5** After completion of six years service as Assistant Professor and its equivalent cadre with AGP Rs.6000 and who do not possess Ph.D. or M.Phil or a Master degree in relevant professional courses shall be eligible for AGP of Rs.7000(Stage-2).
- 32.6** Assistant Professor on completion five years service in the AGP of Rs.7000 shall be eligible, subject to meeting of the API criteria as may be laid down by the ICAR, to move up to AGP of Rs.8000(Stage-3).
- 32.7** Assistant Professor on completion of three years of service in the AGP of Rs.8000 and possessing a Ph.D. degree in the relevant discipline shall be

Note : Red text is amendment and strikethrough text is deleted

eligible; subject to meeting of the API criteria may be laid down by ICAR, to move to the pay band of Rs.37400-6700 with AGP of Rs.9000 (Stage-4) and shall be designated as Associate Professor.

32.8 Non-Ph.D. Assistant Professor on completion of 3 years of service in the RGP of Rs.8000 shall be eligible; subject to meeting of the API criteria may be laid down by ICAR, to move to the pay band of Rs.37400-6700 with AGP of Rs.9000(Stage-4) and shall continue to be designated as Assistant Professor. On acquiring Ph.D. degree, the Assistant Professor shall be designated as Associate Professor.

32.9 Associate Professor on completion of three years of service in AGP of Rs.9000 and possessing a Ph.D. degree in the relevant discipline shall be eligible to be appointed / designated as Professor, subject to meeting of the API criteria may be laid down by IACR. The pay band for the post of Professor would be Rs. 37400-67000 with AGP of Rs.10000(Stage-5).

32.10 Ten percent of the positions of Professors in a university, with a minimum of ten years of teaching and research experience as professor either in the pre-revised scale of Professor's pay or the revised scale pay will be eligible for promotion to the higher grade of Professorship Rs.37400-67000 with AGP of Rs.12000(stage-6), on satisfying the required API criteria laid down by the ICAR Regulation through a duly constituted Expert committee, and such teachers promoted to the higher grade shall continue to be designated as 'Professor'. As this AGP elevation for Professor is applicable to only university departments, additional credentials are to be evidenced by:-

- (a) post-doctoral research outputs of high standard;
- (b) awards / honours /and recognitions;

- (c) Additional research degrees; patents and IPR on products and processes developed / technology transfer achieved in the case of teachers in science and technology.

The selection is to be conducted by the university as per API criteria laid down by the ICAR Regulation from eligible professors based on seniority, three times in number of the available vacancies in each faculty. In case the number of candidates available is less than three times the number of vacancies, the zone of consideration will be limited to the actual number of candidates available. The assessment process shall be through an Expert-Committee evaluation of all credentials as per criteria laid down by the ICAR Regulation. No separate interview need to be conducted for this category.

32.11 The teacher recruited by process of direct selection need not to appear for CAS for same cadre and due date of eligibility for CAS shall be considered for the purpose of designation, pay scale and experience.

32.12 In case teacher selected on higher cadre he need not to be screened / appear before the committee for the purpose of availing the benefit of CAS.

Rule-33.0 Screening-cum-Evaluation Committee for Stage-2 and Stage-3 of CAS:

33.1 The constitution of the “Screening-cum-Evaluation Committee” for Career Advancement Scheme promotions from one AGP to another AGP of Assistant Professor equivalent cadres for stage 2 and stage 3 under Career Advancement Scheme, shall be -

- 1 The Vice Chancellor – Chairperson;
- 2 The Dean of the concerned Faculty;

- 3 The Head of the Department of concerned Subject;
- 4 The Director of Research / Director of Extension Education, as the case may be;
- 5 One subject expert in the concerned subject nominated by the Vice Chancellor from the panel of experts in the University.

Three members including a subject expert shall constitute the quorum.

- 33.2** The Screening-cum-Evaluation Committee, on verification/evaluation of API score secured by the candidate based on ICAR regulation and as per minimum requirement specified for Assistant Professor and Physical Education shall recommend the Board of Management of University about suitability for promotion of the candidate(s) under CAS for implementation.
- 33.3** All the selection procedures outlined above, shall be completed on the day by the Screening-cum-Evaluation Committee meeting, wherein the minutes are recorded along with API scoring proforma and recommendation made and duly signed by all members of the Screening-cum-Evaluation Committee in the minutes.
- 33.4** When a teacher is found unsuitable for Career Advancement Scheme by the Screening-cum-Evaluation Committee, the reasons for the same shall be recorded by the committee and communicated to the teacher concerned. The teacher may apply again for consideration of his case under the said scheme, after completion of one year from the date of meeting of the Committee in which he/she was considered unsuitable.

Rule-34.0 Promotion of Assistant Professor to Associate Professor

For promotion from the post of Assistant Professor to Associate Professor; the requirements of research publications shall be as under :

- (a) For those who possess a Ph.D. Degree, a minimum of one publication made during the period of service as Assistant Professor;
- (b) for those with a M.Phil. Degree, a minimum of two publications made during the period of service as Assistant Professor; and
- (c) for those without Ph.D. or M.Phil. degree, at least three publications during the period of service as Assistant Professor.

Provided that in so far as teachers in Universities are concerned, three publications shall be required to be submitted for all the three categories mentioned above for consideration of promotion from Assistant Professor to Associate Professor.

Provided further that such publications shall be provided to the subject experts for assessment before the interview and the evaluation score of the publications provided by the experts shall be factored into the weightage scores while finalizing the outcome of selection by the selection committee.

Rule-35.0 Screening-cum Evaluation Committee for CAS Recruitment of Teachers :

35.1 There shall be a constitution of the Screening-cum-Evaluation Committee for the purpose of the scrutiny and verification/evaluation of the applications received for CAS to various posts of Associate Professor, Professor and Professorship under Career Advancement Scheme, The Committee shall be-

Note : Red text is amendment and strikethrough text is deleted

- (1) The Vice Chancellor – Chairperson;
- (2) The Dean of the concerned Faculty;
- (3) The Head of the Department;
- (4) The Director of Research / Director of Extension Education, as the case may be; and
- (5) One subject expert in the concerned subject nominated by the Vice Chancellor from the panel of experts in the University

35.2 Three members including a subject expert shall constitute the quorum.

35.3 The “Screening-cum-Evaluation Committee” shall scrutinise all applications received in response to circular of University for CAS, ~~verified/evaluated of~~ **verify / evaluate the** API score secured by the candidate **and** ~~based on the ICAR regulation and~~ prepare a list of suitable candidates, who may be called for interview by ~~the Selection Committee.~~ **the University for selection.**

Rule-36.0 Selection committee for Recruitment of Teacher under CAS, Promotions:

36.1 The Selection Committee for Career Advancement promotions of Assistant Professor to Associate Professor (Stage 4) and to that of Associate Professor to Professor(Stage 5), shall comprise of the following members :-

- 1 The Vice Chancellor – Chairperson
- 2 Three experts in the concerned subject, nominated by the Vice Chancellor out of the panel of names approved by the Board of Management.

- 3 The Director of Research / Director of Extension Education, as the case may be.
- 4 Dean of the concerned Faculty
- 5 Head of the Department of concerned Subject.
- 6 An academician nominated by the Hon'ble Chancellor **from the panel suggested by the Vice-Chancellor.**
- 7 ~~If any of the above members of the selection committee do not belong to SC/ST/OBC/Minority/Women/Differently-abled categories and if any of the candidates representing these categories is applicant, an academician representing the said category shall be nominated by the Vice-Chancellor.~~

If any of the above members of the selection committee do not belong to SC/ ST/ OBC/ Minority/ Women/ Differently-abled categories and if a candidate represents any of these categories an academician representing the said category will be nominated by the Vice-Chancellor as an observer.

- 36.2** Atleast four members, including two subject experts, shall constitute the quorum.
- 36.3** The Selection Committee shall interview the candidates screened by the Screening-cum-Evaluation Committee.
- 36.4** The Screening-cum-Evaluation Committee, on verification/evaluation of API score secured by the candidate based on ICAR regulation and as per minimum requirement specified for Assistant Professor and Physical Education shall recommend the Board of Management of University about suitability for promotion of the candidate(s) under CAS for implementation.

36.5 All the selection procedures outlined above, shall be completed on the day of interview held by the selection committee, wherein the minutes are recorded along with API scoring proforma and recommendation made and duly signed by all members of the selection committee in the minutes.

36.6 ~~When a teacher is found unsuitable for Career Advancement Scheme by the Selection Committee, the reasons for the same shall be recorded by the committee and communicated to the teacher concerned. The teacher may apply again for consideration of his case under the said scheme, after completion of one year from the date of meeting of the Selection Committee in which he/she was considered unsuitable.~~

When a teacher is found unsuitable for Career Advancement Scheme by the Selection Committee, the same shall be recorded by the committee the decision of the committee be communicated by the University to the teacher concerned. The teacher may apply again for consideration of his case under the said scheme, after stipulated time.

Rule-37.0 Counting of past services for Direct recruitment and promotion under CAS

Previous regular service, whether national or international, as Assistant Professor, Associate Professor or Professor or equivalent in a University, College, National Laboratories or other scientific/professional Organizations such as the CSIR, ICAR, DRDO, UGC, ICSSR, ICHR, ICMR, DBT, etc., should be counted for direct recruitment and promotion under CAS of a teacher as Assistant Professor, Associate Professor, Professor or any other nomenclature posts, provided that:

- (a) The essential qualifications of the post held were not lower than the qualifications prescribed by the ICAR for Assistant Professor, Associate Professor or Professor, as the case may be.
- (b) The post is/was in an equivalent grade or of the pre-revised scale of pay as the post of Assistant Professor (Lecturer) Associate Professor (Reader) or Professor, as the case may be.
- (c) The candidate for direct recruitment has applied through proper channel only and should have been relieved from the previous post.
- (d) The concerned Assistant Professor, Associate Professor or Professor should possess the same minimum qualifications as prescribed by the ICAR for appointment to the post of Assistant Professor, Associate Professor and Professor, as the case may be.
- (e) The post was filled in accordance with the prescribed selection procedure as laid down in the Regulations of University/State Government/Central Government/Concerned Institutions, for such appointments.
- (f) The previous appointment was not as guest lecturer for any duration, or an ad hoc or in a leave vacancy of less than one year duration. Ad hoc or temporary service of more than one year duration can be counted provided that:-
 - (i) the period of service was of more than one year duration;
 - (ii) the incumbent was appointed on the recommendation of duly constituted;
 - (iii) Selection Committee;
 - (iv) the incumbent was selected to the permanent post in continuation to the; and
 - (v) ad hoc or temporary service, without any break.

Rule-38.0 Inter-se seniority between the direct recruited and teachers promoted under CAS

The inter-se seniority of a direct recruit shall be determined with reference to the date of joining and for the teachers promoted under CAS with reference to the date of eligibility as indicated in the recommendations of the selection committee of the respective candidates. The rules and regulations of the respective Central/State Government shall apply, for all other matters of seniority.

Rule-39.0 Provisional Appointment:

Notwithstanding anything contained above the Vice-Chancellor may make provisional appointment of teacher for a period not exceeding six months provided that the person so appointed satisfy qualifications required under these rules.

Rule-40.0 Re-employment on contract basis:

Subject to the availability of vacant positions in the respective disciplines and in case of non-availability of suitable persons, teachers such as Assistant Professor, Associate Professor and Professor only, may be re-employed on contract basis beyond the age of superannuation, up to the age of sixty five years provided they are physically fit.

Provided further that all such re-employment shall be strictly in accordance with the guidelines prescribed by the ICAR, UGC, and the Government, from time to time.

Rule-41.0 Repeal and Savings:

The Statutes corresponding to the Gujarat Agricultural Universities in force immediately before the commencement of this Statute are hereby repealed:

Note : Red text is amendment and strikethrough text is deleted

Provided that:

- (a) such repeal shall not affect the previous operation of the said Statutes or anything done or any action taken there under;
- (b) any order passed under the Statutes hereby repealed shall, so far as it is not inconsistent with these Statutes, be deemed to have been passed under these Statutes;
- (c) any proceedings under the said Statutes pending at the commencement of these Statutes shall be continued and disposed of, as far as may be, in accordance with the provisions of these Statutes.

ENCLOSURE - 1

છજા કેન્દ્રિય પગારપંચની ભલામણોના આધારે રાજ્યની કૃષિ યુનિવર્સિટીઓના શૈક્ષણિક સંવર્ગના પગાર ધોરણની સુધારણા.

વંચાણે લીધા:

૧. ભારત સરકારના શિક્ષણ મંત્રાલયના માનવ સંશાધન અને વિકાસ વિભાગના તા.૩૧-૩-૨૦૧૮નો પત્ર : 1-32 (2006) – U.II / U.I (i)
૨. ભારત સરકારના કૃષિ મંત્રાલયના કૃષિ શિક્ષણ અને સંશાધન વિભાગનો તા.૧૩-૩-૨૦૦૯ નો પત્ર : 1 (01)/ 2009 – pero.IV.
૩. યુનિવર્સિટી ગ્રાન્ટ કમિશનનો પત્ર : 1-6/2009/PRC, તા.૨૪-૨-૨૦૦૯
૪. ભારતીય કૃષિ અનુસંધાન પરિષદનો તા.૧૦-૬-૨૦૦૯નો ક્રમાંક: એફ નં.૨(૩)/૨૦૦૯-એએન્ડપી(એજ્યુ.)
૫. કૃષિ અને સહકાર વિભાગનો ઠરાવ ક્રમાંક: ગકવ/૧૦૦૯/જી.૬/ક.૨, તા.૧-૧૦-૧૯૯૯.
૬. કૃષિ અને સહકાર વિભાગનો ઠરાવ ક્રમાંક: એસસીએ/૧૦૨૦૦૯/૧૫/ક.૨, તા.૧૯-૧૧-૨૦૦૯.
૭. કૃષિ અને સહકાર વિભાગનો ઠરાવ ક્રમાંક: ગકવ/૧૪૨૦૦૬/૩૨૮૨/ક.૨, તા.૫-૯-૨૦૦૮.
૮. કૃષિ અને સહકાર વિભાગનો ઠરાવ ક્રમાંક: ગકવ-૧૦૯૯-જી.૬-પાર્ટ-૨/ક.૨, તા.૨૭-૨-૨૦૦૧.

આમુખ :

છજા કેન્દ્રિય પગારપંચની ભલામણો અનુસાર તમામ રાજ્યની કૃષિ યુનિવર્સિટીઓના શૈક્ષણિક સંવર્ગો માટે સુધારેલ પગાર-ધોરણોનો અમલ કરવા માટે વંચાણે લીધેલ ક્રમાંક (૨) મુજબના પત્રથી કૃષિ મંત્રાલયે સૂચનાઓ આપી છે. તદઅનુસાર વંચાણમાં લીધેલ ક્રમાંક (૧) અને (૩) હેઠળ સૂચવવામાં આવેલ સ્કેલ-ટુ-સ્કેલ પગાર ધોરણો ગુજરાત રાજ્યની ચારેય કૃષિ યુનિવર્સિટીઓના શૈક્ષણિક સંવર્ગ માટે અપનાવવાની વિચારણા હાથ ધરવામાં આવેલ હતી અને વંચાણે લીધેલ ઉપરોક્ત તમામ ઠરાવો અને સૂચનાઓના સંદર્ભમાં પુખ્ત વિચારણાના અંતે રાજ્યની આણંદ, નવસારી, જૂનાગઢ અને સરદારકૃષિનગર- દાંતીવાડા કૃષિ યુનિવર્સિટીઓના શૈક્ષણિક સંવર્ગોને છજા કેન્દ્રિય પગારપંચ અનુસાર સુધારેલ પગાર ધોરણોનો લાભ આપવાનું નક્કી કરેલ છે.

ઠરાવ :

રાજ્યની કૃષિ યુનિવર્સિટીઓના શૈક્ષણિક કર્મચારીઓને છજા કેન્દ્રિય પગારપંચની ભલામણો અનુસાર Scale to scale સુધારેલ પગાર ધોરણો તા.૧-૧-૨૦૦૬થી આપવા માટે નીચે મુજબના હુકમો બહાર પાડવાનું આથી ઠરાવવામાં આવે છે.

SAUs Services of Gujarat (Recruitment & Career Advancement Schemes of Teachers) Rules, 2011

Sr. No.	Designation	Present Scale ₹	Revised Pay Scale New Pay Band	Academic Grade Pay (AGP) ₹
(1)	(2)	(3)	(4)	(5)
1.	Vice-Chancellor	25000 (Fixed) + D.A. as admissible	75000 Fixed + Special Allowance 5000	
2.	Director of Research and Dean Post Graduate Studies	16400-22400	37400-67000	10000
3.	Director of Extension Education	16400-22400	37400-67000	10000
4.	Principal of Colleges	16400-22400	37400-67000	10000
5.	Professor and its equivalent posts	16400-22400	37400-67000 Upto 10% of the posts of Professor in Universities shall be in the higher AGP of Rs.12000 with eligibility conditions prescribed by the letter of Government of India, H.R. Deptt. No. 1-32-/2006/U.II/U-I (i), Dated 31-12-2008.	10000
6.	Associate Professor and its equivalent posts	12000-18300	(1) 15600-39100 Incumbents, Associate Professor & its equivalent, who had not completed three years in the pay scale of Rs.12000-18300 (pre-revised) on 1-1-2006.	8000
			(2) 37400-67000 Incumbents, Associate Professor & its equivalent, who had completed three years in the pay scale of . 12000-18300 (pre-revised) on 1-1-2006.	9000

Note : Red text is amendment and strikethrough text is deleted

7.	Assistant Professor (Selection Grade) and its equivalent posts	12000-18300	(1) 15600-39100 Incumbents, Assistant Professor (Selection Grade) its equivalent, who had not completed three years in the pay scale of 12000-18300 (pre-revised) on 1-1-2006. (2) 37400-67000 Incumbents, Assistant Professor (Selection Grade) its equivalent, who had completed three years in the pay scale of Rs.12000- 18300 (pre-revised) on 1-1-2006. (3) Till the Assistant Professor (Selecton Grade) and its equivalent, not reached at the pay scale .37400-67000, they shall be designated Assistant Professor (Selection Grade) and its equivalent.	8000
8.	Assistant Professor (Senior Scale) and its equivalent	10000-15200	15600-39100	7000
9.	Assistant Professor and its equivalent	8000-13500	15600-39100	6000
10.	Physical Instructor	8000-13500	15600-39100	6000
11.	Physical Instructor (Senior Grade / Scale)	10000-15200	15600-39100	7000
12.	Physical Instructor (Selection Grade)	12000-18300	15600-39100	8000

- (૧) અનુક્રમાંક-૧ થી ૧૨માં દર્શાવેલ જગ્યાઓ સિવાયની કોઇપણ જગ્યાઓને છઠ્ઠા પગારપંચનો લાભ આપી શકાશે નહિ.
- (૨) કૃષિ યુનિવર્સિટીમાં અસ્તિત્વ ધરાવતી ફિક્સ પગારની તેમજ કરાર આધારિત જગ્યાઓને છઠ્ઠા પગાર પંચનો લાભ આપી શકાશે નહિ.
- (૩) છઠ્ઠા પગારપંચને સંબંધિત રાજ્ય સરકાર દ્વારા રાજ્ય સરકારના કર્મચારીઓ માટે જે ઠરાવ બહાર પાડવામાં આવે છે તે ઠરાવોની જોગવાઈઓનો કૃષિ યુનિવર્સિટીએ ચુસ્તપણે પાલન કરવાનું રહેશે. પોતાની સત્તાની રૂએ કોઇ છૂટછાટ આપી શકાશે નહિ.

Note : Red text is amendment and strikethrough text is deleted

- (૪) કૃષિ યુનિવર્સિટીઓ રાજ્ય સરકારની મંજૂરી વિના હવે પછી કોઈ જગ્યા ઠરાવ કરીને ઉભી કરી શકશે નહિ.
- (૫) જેટલી જગ્યાઓ માટે છઠ્ઠા પગારપંચનો લાભ આપવા માટેની મંજૂરી આપવામાં આવે છે તે સિવાયની કોઈ જગ્યાને છઠ્ઠા પગારપંચનો લાભ આપી શકાશે નહિ. આ માટે પાછળથી કૃષિ યુનિવર્સિટીઓએ પોતાની સત્તાનો ઉપયોગને કોઈ કાર્યવાહી હાથ ધરશે તો કુલપતિ અને કુલસચિવની જવાબદારી નક્કી કરવાની રહેશે.
- (૬) કૃષિ યુનિવર્સિટી દ્વારા સેવા વિષયક નિયમો અને ભરતી નિયમો અન્વયે લઘુત્તમ શૈક્ષણિક લાયકાત U.G.C./D.A.R.E./I.C.A.R. ના માપદંડ મુજબ રાખી તેનું ચુસ્તપણે પાલન કરવાનું રહેશે.
- (૭) કૃષિ યુનિવર્સિટી પોતાની સત્તાની રૂએ કોઈપણ જગ્યાઓ ઉભી કરી શકશે નહિ અને કોઈપણ કર્મચારીની ભરતી શકશે નહિ.
- (૮) નવી ઉભી કરવાપત્ર જગ્યાઓ માટે તેમજ તેની ભરતી માટે રાજ્ય સરકારની પૂર્વમંજૂરી મેળવવાની રહેશે. આ શરતોનો અમલ ન કરવામાં આવતા કુલપતિ અને કુલસચિવની જવાબદારી નક્કી કરવાની રહેશે.
- (૯) કૃષિ યુનિવર્સિટીઓએ રાજ્ય સરકારની કરકસરની નીતિનો ચુસ્તપણે અમલ કરવાનો રહેશે.
- (૧૦) પાંચમા પગારપંચ વખતે જે ભથ્થાઓ મંજૂર કરેલ છે તે ઉપરાંત કોઈ વધારાના ભથ્થા ચૂકવવાની રહેશે નહીં કે પ્રવર્તમાન ભથ્થાઓના દરમાં કોઈ વધારો કરવાનો રહેશે નહિ.
- (૧૧) કૃષિ યુનિવર્સિટીમાં કુલ-૧૯૨૪ જગ્યાઓ છે તે પૈકી આ ઠરાવની તારીખે ખરેખર ભરાયેલ જગ્યાઓને જ પગાર સુધારણાનો લાભ આપવાનો રહેશે. આ સિવાયની તમામ ખાલી જગ્યાઓ રદ કરવાની રહેશે. આ યોજનાની અમલવારી કરતાં પહેલાં કુલ મંજૂર જગ્યાઓ, ખાલી જગ્યાઓ અને સુધારેલ પગાર ધોરણની યોજના હેઠળ આવરી લેવા પાત્ર જગ્યાઓની યાદી અચૂકપણે રજૂ કરવાની રહેશે. આ અંગેની સંયુક્ત જવાબદારી હિસાબી અધિકારી તેમજ કુલસચિવની રહેશે.
- (૧૨) ભારત સરકારના કૃષિ મંત્રાલયના કૃષિ શિક્ષણ અને સંશોધન વિભાગનો તા.૧૩-૩-૨૦૦૯નો પત્ર : 1 /2009-pero.IV.માં દર્શાવ્યા મુજબ ભારત સરકારના શિક્ષણ મંત્રાલયના માનવ સંશોધન અને વિકાસ વિભાગના તા.૩૧-૩-૨૦૦૮ નો પત્ર:1-32(2006)-U.II/U.I(i)માં જણાવેલ શરતો / જોગવાઈઓ / શૈક્ષણિક લાયકાત પરિપૂર્ણ કરતા હોય તેવા સંવર્ગો/જગ્યાઓને કેરીયર એડવાન્સમેન્ટ યોજનાનો લાભ નિયમાનુસાર મળવાપાત્ર થશે. પરંતુ, અગ્રીમ ઇજાજા મળવાપાત્ર થશે નહિ.
- (૧૩) રાજ્ય સરકારની પરવાનગી વગર આપમેળે કૃષિ યુનિવર્સિટીઓને જગ્યા ભરી હોય તો આવી જગ્યાઓને પગાર સુધારણાનો લાભ આપવાનો રહેતો નથી. આ ઉપરાંત આવા કર્મચારીઓને પેન્શન પણ મળવાપાત્ર નથી.
- (૧૪) છઠ્ઠા પગારપંચ અનુસાર સુધારેલ પગાર ધોરણ મંજૂર કરતાં તફાવતની રકમ શિક્ષકો/વૈજ્ઞાનિકોના જી.પી.એફ./સી.પી.એફ. એકાઉન્ટ ખાતામાં જમા કરાવી અને એરીયર્સની કરવાની રહેશે. બાકીની ૨૦ ટકા રકમ તેઓના જી.પી.એફ./સી.પી.એફ. એકાઉન્ટ ખાતામાં જમા કરવાની રહેશે.
- (૧૫) I.A.C.R. ના ફાળાની ૮૦ ટકા રકમ યુનિવર્સિટીઓને ઉપલબ્ધ થાય ત્યારબાદ જ એરીયર્સની ચૂકવણી કરતા પહેલાં આ વિભાગ મારફતે નાણાં વિભાગની મંજૂરી મેળવવાની રહેશે.
- (૧૬) U.G.C./I.C.A.R. અને રાજ્યની કૃષિ યુનિવર્સિટીના શૈક્ષણિક વર્ગના વહીવટી તંત્રની જગ્યાઓ કે જેના સેવાકીય નિયમો સમાન છે, ત્યાં સુધારેલ પગાર લાગુ પાડી શકાશે. પરંતુ, જ્યાં નામાભિધાન વિગેરે અલગ

Note : Red text is amendment and strikethrough text is deleted

- હોય તે અંગે વિભાગની પૂર્વમંજૂરી મેળવવાની રહેશે.
- (૧૭) કૃષિ યુનિવર્સિટીના કર્મચારીઓનું પે ફિક્સેશન આઇ.એફ.એમ.એસ. સીસ્ટમ દ્વારા ફરજિયાતપણે કરાવવાનું રહેશે.
- (૧૮) તા.૧-૧-૨૦૦૬ના રોજ તથા ત્યારબાદ નિવૃત્ત થયેલા કર્મચારીઓને નિયમોનુસાર છઠ્ઠા પગાર ધોરણ તથા તે મુજબના પેન્શનના લાભ મળવાપાત્ર થતા હશે તેઓને ચૂકવવાના રહેશે.
- (૧૯) પાંચમા પગારપંચની ભલામણો ગ્રાહ્ય રાખતા સમયે લેવાયેલ નિર્ણય મુજબ શૈક્ષણિક અને બિન-શૈક્ષણિક સંવર્ગને વાહન-વ્યવહાર ભથ્થું મળવાપાત્ર નથી.
- (૨૦) આ વિભાગના ઠરાવ ક્રમાંક : એસસીએ/૧૦૨૦૦૯/૧૫/ક.૨, તા.૧૯-૧૧-૨૦૦૯ની બદલી અંગેની જોગવાઈઓ યથાવત રહેશે.
- (૨૧) "NET" ના સંદર્ભમાં અત્રેની તા.૫-૯-૨૦૦૮ના પત્ર ક્રમાંક : ગકવ/૧૪૨૦૦૬/૩૨૮૨/ક.૨ની સૂચનાઓ બાદ જ નિમણુંક પામેલા અને તે મુજબની લાયકાતનું ધોરણ પરિપૂર્ણ કરતા હોય, ફક્ત તેવા જ વૈજ્ઞાનિકો/શિક્ષકોને આ સુધારેલ પગાર ધોરણનો લાભ આપવાનો રહેશે.
- (૨૨) ભારત સરકારના કૃષિ મંત્રાલયના કૃષિ શિક્ષણ અને સંશોધન વિભાગનો તા.૧૩-૩-૨૦૦૯નો પત્ર: 1 (01)/2009- pero.IV. મુજબ "NET"ને હવે સીધી ભરતી માટેની ફરજિયાત લાયકાત તરીકે ગણવાની રહેશે.
- (૨૩) જે જગ્યાઓનું નામાભિધાન યુનિવર્સિટીઓએ બદલવાના કારણે મૂળ જગ્યા કરતાં ઉંચુ પગારધોરણ આપવામાં આવેલ હોય તેવી જગ્યાઓને પણ આ પગાર સુધારણાનો લાભ આપવામાં આવશે નહિ.
- (૨૪) યુનિવર્સિટીઓના નિયામક મંડળમાં ઠરાવ કરીને રાજ્ય સરકારની મંજૂરી વિના જે એડહોક નિમણુંકો યુનિવર્સિટીઓએ આપેલ હોય તેવી જગ્યાઓને પણ આ પગાર સુધારણાનો લાભ મળવાપાત્ર થશે નહિ.
- (૨૫) I.C.A.R. તરફથી કે અન્ય એજન્સીઓ તરફથી મંજૂર થઇને આવેલ જગ્યાઓ પણ રાજ્ય સરકારની મંજૂરી વિના ભરવામાં આવી હશે તેવી જગ્યાઓને પણ આ પગાર સુધારણાનો લાભ આપી શકાશે નહિ.
- (૨૬) સુધારેલ પગાર ધોરણોના અમલીકરણના સંદર્ભમાં I.C.A.R.ના ફાળાનું ૮૦ ટકા ફંડ ન મેળવી શકવાના કિસ્સામાં આ સુધારેલ પગાર ધોરણો પરત ખેંચી લેવામાં આવશે.
- (૨૭) સ્પેશીલ ઓડિટ વેરીફિકેશન દરમ્યાન, નિયત ભરતી નિયમો અનુસરવાની શૈક્ષણિક લાયકાત તથા અન્ય માપદંડો સંતોષાતા ન હોય તેવા કર્મચારીઓનું પુનઃ જુના પગાર ધોરણોમાં મૂકવાના રહેશે. તેમજ સુધારેલ પગાર ધોરણની યોજના અન્વયે વધુ ચૂકવાયેલ નાણાંની વસુલાત કરવાની રહેશે.
- (૨૮) આ સુધારેલ પગાર ધોરણ યોજનાની અમલવારી અંતર્ગત આ ઠરાવની જોગવાઈઓના અર્થઘટન બાબતે આ વિભાગનો પરામર્શ કરવાનો રહેશે.
- (૨૯) આ અંગેનું સઘળું ખર્ચ ગ્રાન્ટ-ઇન-એઇડ હેઠળના કૃષિ યુનિવર્સિટીના ફંડના નિયત બજેટ સદર હેઠળ ઉધારવાનું રહેશે.

આ ઠરાવ આ વિભાગની સરખા ક્રમાંકની ફાઇલ પર નાણાં વિભાગની તા.૨૯-૩-૨૦૧૦ની નોંધથી મળેલ સંમતિથી બહાર પાડવામાં આવે છે.

ગુજરાત રાજ્યપાલશ્રીના હુકમથી અને તેમના નામે,

સહી/-

(એમ. એ. નરમાવાલા)

સંયુક્ત સચિવ

કૃષિ અને સહકાર વિભાગ

ENCLOSURE - 1

છજા કેન્દ્રિય પગારપંચની ભલામણોના આધારે રાજ્યની કૃષિ યુનિવર્સિટીઓના શૈક્ષણિક સંવર્ગના પગાર ધોરણની સુધારણા અંગેના ઠરાવમાં રહેલી ક્ષતિઓની સુધારણા બાબત...

વંચાણે લીધા:

૧. કૃષિ અને સહકાર વિભાગનો ઠરાવ ક્રમાંક : ગકવ-૧૪૨૦૦૯-૧૧૮૪-ક.૨, તા.૧-૪-૨૦૧૦

:: સુધારા ઠરાવ ::

સંદર્ભ (૧) મુજબના આ વિભાગના ઠરાવમાં નીચે મુજબનો સુધારો વંચાણે લેવા વિનંતી છે :-

સદર ઠરાવના વંચાણે લીધેલ ક્રમાંક (૧)ના ભારત સરકારના પત્રની તા.૩૧-૩-૨૦૦૮ના બદલે તા.૩૧-૧૨-૨૦૦૮ એમ વાંચવું.

સદર ઠરાવના વંચાણે લીધેલ ક્રમાંક (૩)ના યુનિવર્સિટીના ગ્રાન્ટ કમિશનના પત્રની તા.૨૪-૨-૨૦૦૯ના બદલે તા.૨૮-૨-૨૦૦૯ એમ વાંચવું.

વંચાણે લીધેલ ક્રમાંક(૧) સામેના ઠરાવની અન્ય શરતોમાં ક્રમાંક(૩૦) તરીકે નીચેની શરતનો ઉમેરો કરવો :-
(૩૦) કૃષિ યુનિવર્સિટીઓએ વિવિધ સંવર્ગોના નિયત ભરતી નિયમો, ગુજરાત સરકારની મંજૂરી વિના સુધારીને અથવા પોતાની મેળે છૂટછાટ આપીને જે ભરતીઓ કરેલ હશે તેવી જગ્યાઓને પણ આ સુધારેલ પગાર ધોરણની યોજનાનો લાભ મળવાપાત્ર થશે નહિ.

વંચાણે લીધેલ ક્રમાંક (૧) સામેના ઠરાવની અન્ય શરતો યથાવત રહેશે.

ગુજરાત રાજ્યપાલશ્રીના હુકમથી અને તેમના નામે,

સહી/-
(આર. એચ. વસાવા)
ઉપસચિવ
કૃષિ અને સહકાર વિભાગ

ANNEXURE - 1

(See Rule - 3)

Set-up of the State Agricultural Universities

List of Teaching posts

Sr. No.	Name of the Post & Designation	Sanctioned Posts				
		SDAU*	AAU*	JAU*	NAU*	Total
(1)	(2)	(3)	(4)	(5)	(6)	(7)
1.0	Principal Cadre (Class-I) Pay Band ₹ 37400-67000 AGP ₹ 10000 <u>PRINCIPAL</u>					
1.0	College of Agriculture / Horticulture / Horticulture & Forestry / Basic-Science and Humanities					
1.1	College of Veterinary Science & A.H.	03	01	01	02	07
1.2	College of Dairy Technology / Dairy Science & Food Technology / Food Processing Technology and Bio-Energy	01	01	01	01	04
1.3	College of Agriculture Engineering & Technology / Agricultural Engineering / Renewable Energy & Environmental Engineering	01	02	00	00	03
1.4	College of Agricultural Information Technology	01	01	01	00	03
1.5	College of Fisheries Science	00	01	00	00	01
1.6	College of Home Science & Nutrition	00	00	01	00	01
1.7	College of Agri-business Management	01	00	00	00	01
1.8		00	01	01	00	02
	TOTAL - 1.0	07	07	05	03	22

* SDAU Sardarkrushinagar Dantiwada Agricultural University

* AAU Anand Agricultural University

* JAU Junagadh Agricultural University

* NAU Navsari Agricultural University

Note : Red text is amendment and strikethrough text is deleted

SAUs Services of Gujarat (Recruitment & Career Advancement Schemes of Teachers) Rules, 2011

Sr. No.	Name of the Post & Designation	Sanctioned Posts				
		SDAU*	AAU*	JAU*	NAU*	Total
(1)	(2)	(3)	(4)	(5)	(6)	(7)
2.0	Professor / Research Scientist / Extension Educationalist Cadre (Class-I) Pay Band ₹ 37400-67000 AGP ₹ 10000					
2.0	<u>FACULTIES</u>					
2.1	Agriculture / Horticulture / Horticulture & Forestry	23	32	29	29	113
2.2	Veterinary Science	17	19	03	13	52
2.3	Dairy Technology/ Dairy Science & Food Technology/ Food Processing Technology and Bio-Energy	04	16	00	00	20
2.4	Agriculture Engineering & Technology / Agricultural Engineering / Renewable Energy & Environmental Engineering	01	05	04	00	10
2.5	Agricultural Information Technology	00	02	00	00	02
2.6	Fisheries Science	00	00	04	00	04
2.7	Home Science & Nutrition	05	00	00	00	05
2.8	Agri-business Management	01	02	03	00	06
	TOTAL - 2.0	51	76	43	42	212

* **SDAU** **Sardarkrushinagar Dantiwada Agricultural University**

* **AAU** **Anand Agricultural University**

* **JAU** **Junagadh Agricultural University**

* **NAU** **Navsari Agricultural University**

Note : Red text is amendment and strikethrough text is deleted

SAUs Services of Gujarat (Recruitment & Career Advancement Schemes of Teachers) Rules, 2011

Sr. No.	Name of the Post & Designation	Sanctioned Posts				
		SDAU*	AAU*	JAU*	NAU*	Total
(1)	(2)	(3)	(4)	(5)	(6)	(7)
3.0	Associate Professor / Associate Research Scientist / Associate Extension Educationalist Cadre (Class-I) Pay Band ₹ 15600-39100 AGP ₹ 8000					
3.0	<u>FACULTIES</u>					
3.1	Agriculture / Horticulture / Horticulture & Forestry / Principal Polytechnic (Agri. Hori)	92	111	103	91	397
3.2	Veterinary Science	23	28	08	21	80
3.3	Dairy Technology/ Dairy Science & Food Technology/ Food Processing Technology and Bio-Energy	02	37	00	00	39
3.4	Agriculture Engineering & Technology / Agricultural Engineering / Renewable Energy & Environmental Engineering / Principal Polytechnic (Agri. Engg.)	02	12	14	01	29
3.5	Agricultural Information Technology	00	04	00	00	04
3.6	Fisheries Science	00	00	08	00	08
3.7	Home Science & Nutrition	09	00	00	00	09
3.8	Agri-business Management	01	04	06	01	12
	TOTAL - 3.0	129	196	139	114	578
4.0	Training Organiser (KVK) (Class-I) @ Pay Band ₹ 15600-39100 AGP ₹ 8000	02	03	05	04	14
	TOTAL - 4.0	02	03	05	04	14

* SDAU Sardarkrushinagar Dantiwada Agricultural University

* AAU Anand Agricultural University

* JAU Junagadh Agricultural University

* NAU Navsari Agricultural University

@ Approved by the State Government vide its Letter No. _____, Dated _____

Note : Red text is amendment and strikethrough text is deleted

SAUs Services of Gujarat (Recruitment & Career Advancement Schemes of Teachers) Rules, 2011

Sr. No.	Name of the Post & Designation	Sanctioned Posts				
		SDAU*	AAU*	JAU*	NAU*	Total
(1)	(2)	(3)	(4)	(5)	(6)	(7)
5.0	Director of Information Technology @ Pay Band ₹ 15600-39100 AGP ₹ 8000	00	00	00	00	00
	TOTAL - 5.0	00	00	00	00	00
6.0	Assistant Professor / Assistant Research Scientist / Assistant Extension Educationalist Cadre (Class-I) Pay Band ₹ 15600-39100 AGP ₹ 6000					
6.0	<u>FACULTIES</u>					
6.1	Agriculture / Horticulture / Horticulture & Forestry	161	179	178	222	740
6.2	Veterinary Science	39	43	15	41	138
6.3	Dairy Technology/ Dairy Science & Food Technology/ Food Processing Technology and Bio-Energy	05	83	00	00	88
6.4	Agriculture Engineering & Technology / Agricultural Engineering / Renewable Energy & Environmental Engineering	02	27	30	04	63
6.5	Agricultural Information Technology	00	12	00	00	12
6.6	Fisheries Science	00	00	15	00	15
6.7	Home Science & Nutrition	12	00	00	00	12
6.8	Agri-business Management	04	08	08	02	22
6.9	Basic-Science and Humanities	02	00	00	00	02
	TOTAL - 6.0	225	352	246	269	1092
7.0	Physical Instructor (Class-I) Pay Band ₹15600-39100 AGP ₹ 6000	03	03	01	02	09
	TOTAL - 7.0	03	03	01	02	09
8.0	Training Associate (KVK) @ (Class-II) Pay Band ₹ 15600-39100 AGP ₹ 6000	12	03	30	00	45
	TOTAL - 8.0	12	03	30	00	45
	GRAND TOTAL	429	640	469	434	1972

* SDAU Sardarkrushinagar Dantiwada Agricultural University

* AAU Anand Agricultural University

* JAU Junagadh Agricultural University

* NAU Navsari Agricultural University

@ Approved by the State Government vide its Letter No. _____, Dated _____

Note : Red text is amendment and strikethrough text is deleted

Appendix - 1.1

1. Name of the Posts:

Principal (College of Agriculture / Horticulture / Horticulture & Forestry / Basic-Science and Humanities)

2. Pay Band :

₹ 37400-67000 with AGP of ₹ 10,000

3. Prescribed Qualifications:

Essential :

- i. A Master's Degree with atleast 55% marks (or an equivalent grade in a point scale wherever grading system is followed) in concerned / relevant discipline by a recognised University.
- ii. A Ph.D. Degree in concerned / relevant discipline(s) in the institution concerned with evidence of published work and research guidance.
- iii. Associate Professor/Professor with a total experience of fifteen years of teaching/research/**extension**/administration in Universities, Colleges and other institutions of higher education **of which not less than 3 years experience shall be as professor or its equivalent.**
- iv. A minimum score as stipulated in the Academic Performance Indicator (API) based on ICAR regulation/UGC's regulation on minimum qualifications for appointment of teachers and other academic staff in universities and colleges and measures for the maintenance of standards in higher education-2010.

Desirable :

Good knowledge of the educational system prevalent at the National and International level and familiarity with modern concept of organisation and co-ordination of Teaching, Research and Extension Education activities.

AGE : Below 55 years

Age relaxable in suitable cases of the employees of the Gujarat Agricultural Universities.

Relaxation in qualifications :

Relaxation shall be as per Rule-17.

Note : Red text is amendment and strikethrough text is deleted

Appendix - 1.2

1. Name of the Posts:

Principal (College of Veterinary Science & A.H.)

2. Pay Band:

₹ 37400-67000 with AGP of ₹ 10,000

3. Prescribed Qualifications:

Essential:

- i. A Master's Degree with atleast 55% marks (or an equivalent grade in a point scale wherever grading system is followed) in concerned / relevant discipline by a recognized University.
- ii. A Ph.D. Degree in concerned / relevant discipline(s) in the institution concerned with evidence of published work and research guidance.
- iii. Associate Professor/Professor with a total experience of fifteen years of teaching/research/administration in Universities, Colleges and other institutions of higher education.
- iv. A minimum score as stipulated in the Academic Performance Indicator (API) based on ICAR regulation/UGC's regulation on minimum qualifications for appointment of teachers and other academic staff in universities and colleges and measures for the maintenance of standards in higher education-2010.
- v. The candidate should be the member of State Veterinary Council and Veterinary Council of India.

Desirable:

Good knowledge of the educational system prevalent at the National and International level and familiarity with modern concept of organization and co-ordination of Teaching, Research and Extension Education activities.

AGE: Below 55 years

Age relaxable in suitable cases of the employees of the Gujarat Agricultural Universities.

Relaxation in qualifications:

Relaxation shall be as per Rule-17.

Appendix - 1.3

1. Name of the Posts:

Principal (College of Dairy Technology/ Dairy Science & Food Technology/ Food Processing Technology and Bio-Energy)

2. Pay Band :

₹ 37400-67000 with AGP of ₹10,000

3. Prescribed Qualifications :

Essential :

- i. A Master's Degree with atleast 55% marks (or an equivalent grade in a point scale wherever grading system is followed) in concerned / relevant discipline by a recognized University.
- ii. A Ph.D. Degree in concerned / relevant discipline(s) in the institution concerned with evidence of published work and research guidance.
- iii. Associate Professor/Professor with a total experience of fifteen years of teaching/research/administration in Universities, Colleges and other institutions of higher education.
- iv. A minimum score as stipulated in the Academic Performance Indicator (API) based on ICAR regulation/UGC's regulation on minimum qualifications for appointment of teachers and other academic staff in universities and colleges and measures for the maintenance of standards in higher education-2010.

Desirable :

Good knowledge of the educational system prevalent at the National and International level and familiarity with modern concept of organization and co-ordination of Teaching, Research and Extension Education activities.

AGE : Below 55 years

Age relaxable in suitable cases of the employees of the Gujarat Agricultural Universities.

Relaxation in qualifications :

Relaxation shall be as per Rule-17.

Appendix - 1.4

1. Name of the Posts:

**Principal (College of Agriculture Engineering & Technology /
Agricultural Engineering / Renewable Energy & Environmental
Engineering)**

2. Pay Band:

₹ 37400-67000 with AGP of ₹ 10,000

3. Prescribed Qualifications:

Essential :

- i. A Master's Degree with atleast 55% marks (or an equivalent grade in a point scale wherever grading system is followed) in concerned / relevant discipline by a recognized University.
- ii. A Ph.D. Degree in concerned / relevant discipline(s) in the institution concerned with evidence of published work and research guidance.
- iii. Associate Professor/Professor with a total experience of fifteen years of teaching/research/administration in Universities, Colleges and other institutions of higher education.
- iv. A minimum score as stipulated in the Academic Performance Indicator (API) based on ICAR regulation/UGC's regulation on minimum qualifications for appointment of teachers and other academic staff in universities and colleges and measures for the maintenance of standards in higher education-2010.

Desirable:

Good knowledge of the educational system prevalent at the National and International level and familiarity with modern concept of organization and co-ordination of Teaching, Research and Extension Education activities.

AGE: Below 55 years

Age relaxable in suitable cases of the employees of the Gujarat Agricultural Universities.

Relaxation in qualifications:

Relaxation shall be as per Rule-17.

Appendix - 1.5

1. Name of the Posts:

Principal (College of Agricultural Information Technology)

2. Pay Band :

₹ 37400-67000 with AGP of ₹ 10,000

3. Prescribed Qualifications:

Essential:

- i. A Master's Degree with atleast 55% marks (or an equivalent grade in a point scale wherever grading system is followed) in Information Technology / Computer Science / Computer Application / Computer Engineering / Agricultural Statistics.
- ii. A Ph.D. Degree in concerned / relevant discipline(s) in the institution concerned with evidence of published work and research guidance.
- iii. Associate Professor/Professor with a total experience of fifteen years of teaching/research/administration in Universities, Colleges and other institutions of higher education.
- iv. A minimum score as stipulated in the Academic Performance Indicator (API) based on ICAR regulation/UGC's regulation on minimum qualifications for appointment of teachers and other academic staff in universities and colleges and measures for the maintenance of standards in higher education-2010.

Desirable:

Good knowledge of the educational system prevalent at the National and International level and familiarity with modern concept of organization and co-ordination of Teaching, Research and Extension Education activities.

AGE: Below 55 years

Age relaxable in suitable cases of the employees of the Gujarat Agricultural Universities.

Relaxation in qualifications:

Relaxation shall be as per Rule-17.

Appendix - 1.6

1. Name of the Posts:

Principal (College of Fisheries Science)

2. Pay Band:

₹37400-67000 with AGP of ₹10,000

3. Prescribed Qualifications:

Essential:

- i. A Master's Degree with atleast 55% marks (or an equivalent grade in a point scale wherever grading system is followed) in concerned / relevant discipline by a recognised University.
- ii. A Ph.D. Degree in concerned / relevant discipline(s) in the institution concerned with evidence of published work and research guidance.
- iii. Associate Professor/Professor with a total experience of fifteen years of teaching/research/administration in Universities, Colleges and other institutions of higher education.
- iv. A minimum score as stipulated in the Academic Performance Indicator (API) based on ICAR regulation/UGC's regulation on minimum qualifications for appointment of teachers and other academic staff in universities and colleges and measures for the maintenance of standards in higher education-2010.

Desirable:

Good knowledge of the educational system prevalent at the National and International level and familiarity with modern concept of organisation and co-ordination of Teaching, Research and Extension Education activities.

AGE: Below 55 years

Age relaxable in suitable cases of the employees of the Gujarat Agricultural Universities.

Relaxation in qualifications:

Relaxation shall be as per Rule-17.

Appendix - 1.7

1. Name of the Posts:

Principal (College of Home Science & Nutrition)

2. Pay Band :

₹ 37400-67000 with AGP of ₹ 10,000

3. Prescribed Qualifications:

Essential:

- i. A Master's Degree with atleast 55% marks (or an equivalent grade in a point scale wherever grading system is followed) in concerned / relevant discipline by a recognized Agricultural University.
- ii. A Ph.D. Degree in concerned / relevant discipline(s) in the institution concerned with evidence of published work and research guidance.
- iii. Associate Professor/Professor with a total experience of fifteen years of teaching/research/administration in Universities, Colleges and other institutions of higher education.
- iv. A minimum score as stipulated in the Academic Performance Indicator (API) based on ICAR regulation/UGC's regulation on minimum qualifications for appointment of teachers and other academic staff in universities and colleges and measures for the maintenance of standards in higher education-2010.

Desirable:

Good knowledge of the educational system prevalent at the National and International level and familiarity with modern concept of organization and co-ordination of Teaching, Research and Extension Education activities.

AGE: Below 55 years

Age relaxable in suitable cases of the employees of the Gujarat Agricultural Universities.

Relaxation in qualifications:

Relaxation shall be as per Rule-17.

Appendix - 1.8

1. Name of the Posts:

Principal (College of Agri-business Management)

2. Pay Band:

₹ 37400-67000 with AGP of ₹ 10,000

3. Prescribed Qualifications:

Essential:

- i. A Master's Degree with atleast 55% marks (or an equivalent grade in a point scale wherever grading system is followed) in Management / Marketing Management / Human Resource Management / Finance Management / Agriculture and Allied Discipline.
- ii. A Ph.D. Degree in concerned / relevant discipline(s) in the institution concerned with evidence of published work and research guidance.
- iii. Associate Professor/Professor with a total experience of fifteen years of teaching/research/administration in Universities, Colleges and other institutions of higher education.
- iv. A minimum score as stipulated in the Academic Performance Indicator (API) based on ICAR regulation/UGC's regulation on minimum qualifications for appointment of teachers and other academic staff in universities and colleges and measures for the maintenance of standards in higher education-2010.

Desirable:

Good knowledge of the educational system prevalent at the National and International level and familiarity with modern concept of organization and co-ordination of Teaching, Research and Extension Education activities.

AGE: Below 55 years

Age relaxable in suitable cases of the employees of the Gujarat Agricultural Universities.

Relaxation in qualifications:

Relaxation shall be as per Rule-17.

Appendix - 2.1

1. **Name of the Posts:**

Professor / Research Scientist / Extension Educationist and its equivalent (Agriculture / Horticulture / Horticulture & Forestry)

2. **Pay Band:**

₹ 37400-67000 with AGP of ₹ 10,000

3. **Prescribed Qualifications:**

- A.
- (i) An eminent scholar with Ph.D. qualification(s) in the concerned/relevant discipline and published work of high quality, actively engaged in research with evidence of published work with a minimum of 10 publications as books and/or research/policy papers.
 - (ii) A minimum of ten years of teaching experience in university/college, and/or experience in research/**extension** at the University/National level institutions/~~industries, including experience of guiding candidates for research at doctoral level.~~ **of which not less than 3 years of experience shall be as Associate Professor and its equivalent.**
 - (iii) Contribution to educational innovation, design of new curricula and courses, and technology – mediated teaching learning process.
 - (iv) A minimum score as stipulated in the Academic Performance Indicator (API) based on ICAR Regulations / UGC Regulations.

OR

- B. An outstanding professional, with established reputation in the relevant field, who has made significant contributions to the knowledge in the concerned/allied/relevant discipline, to be substantiated by credentials.

AGE : Below 55 years

Age relaxable in suitable cases of the employees of the Gujarat Agricultural Universities.

Relaxation in qualifications:

Relaxation shall be as per Rule-17.

Note : Red text is amendment and strikethrough text is deleted

Appendix - 2.2

1. Name of the Posts:

Professor / Research Scientist / Extension Educationist and its equivalent (Veterinary Science)

2. Pay Band:

₹ 37400-67000 with AGP of ₹ 10,000

3. Prescribed Qualifications:

- A.
- (i) An eminent scholar with Ph.D. qualification(s) in the concerned/relevant discipline and published work of high quality, actively engaged in research with evidence of published work with a minimum of 10 publications as books and/or research/policy papers.
 - (ii) A minimum of ten years of teaching experience in university/college, and/or experience in research at the University/National level institutions/industries, including experience of guiding candidates for research at doctoral level.
 - (iii) Contribution to educational innovation, design of new curricula and courses, and technology – mediated teaching learning process.
 - (iv) A minimum score as stipulated in the Academic Performance Indicator (API) based on ICAR Regulations / UGC Regulations.
 - (v) The candidate should be the member of State Veterinary Council and Veterinary Council of India.

OR

- B. An outstanding professional, with established reputation in the relevant field, who has made significant contributions to the knowledge in the concerned/allied/relevant discipline, to be substantiated by credentials.

AGE: Below 55 years

Age relaxable in suitable cases of the employees of the Gujarat Agricultural Universities.

Relaxation in qualifications:

Relaxation shall be as per Rule-17.

Appendix - 2.3

1. Name of the Posts:

Professor / Research Scientist / Extension Educationist and its equivalent (Dairy Technology/Dairy Science & Food Technology/ Food Processing Technology and Bio-Energy)

2. Pay Band:

₹ 37400-67000 with AGP of ₹ 10,000

3. Prescribed Qualifications:

- A.
- (i) An eminent scholar with Ph.D. qualification(s) in the concerned/relevant discipline and published work of high quality, actively engaged in research with evidence of published work with a minimum of 10 publications as books and/or research/policy papers.
 - (ii) A minimum of ten years of teaching experience in university/college, and/or experience in research at the University/National level institutions/industries, including experience of guiding candidates for research at doctoral level.
 - (iii) Contribution to educational innovation, design of new curricula and courses, and technology – mediated teaching learning process.
 - (iv) A minimum score as stipulated in the Academic Performance Indicator (API) based on ICAR Regulations / UGC Regulations.

OR

- B. An outstanding professional, with established reputation in the relevant field, who has made significant contributions to the knowledge in the concerned/allied/relevant discipline, to be substantiated by credentials.

AGE : Below 55 years

Age relaxable in suitable cases of the employees of the Gujarat Agricultural Universities.

Relaxation in qualifications:

Relaxation shall be as per Rule-17.

Note : Red text is amendment and strikethrough text is deleted

Appendix - 2.4

1. Name of the Posts:

Professor / Research Scientist / Extension Educationist and its equivalent (Agriculture Engineering & Technology / Agricultural Engineering / Renewable Energy & Environmental Engineering)

2. Pay Band:

₹ 37400-67000 with AGP of ₹ 10,000

3. Prescribed Qualifications:

(A) A Ph.D. Degree with First Class at Bachelor's or Master's Degree in the Agricultural Engineering & Technology, and experience of ten years in teaching, research and / or industry, out of which at least five years at the level of Associate Professor or equivalent grade.

OR

(B) In the event the candidate is from industry and the profession, the following shall constitute as essential:

1. First Class Master's Degree in the Agricultural Engineering & Technology and allied sciences;
2. Significant professional work which can be recognized as equivalent to a Ph.D. Degree in Agricultural Engineering & Technology, and industrial / professional experience of ten years, out of which at least five years at a senior level of Assistant Professor / Reader,

Provided that the recognition for significant professional shall be valid only if the same is recommended unanimously by a 3-Member Committee of Experts appointed by the Vice-Chancellor of the University.

(C) Without prejudice to the above, the following conditions may be considered desirable:

1. Teaching, research industrial and / or professional experience in a reputed organization;
2. Published work, such as research papers, patents filed / obtained, books, and / or technical reports;
3. Experience of guiding the project work / dissertation of PG / Research Students or supervising R&D projects in industry;
4. Demonstrated leadership in planning and organizing academic, research, industrial and / or professional activities; and
5. Capacity to undertake / lead sponsored R&D, consultancy and related activities.

AGE: Below 55 years

Age relaxable in suitable cases of the employees of the Gujarat Agricultural Universities.

Relaxation in qualifications:

Relaxation shall be as per Rule-17.

Appendix - 2.5

1. Name of the Posts:

Professor & its equivalent (Agricultural Information Technology)

2. Pay Band:

₹ 37400-67000 with AGP of ₹ 10,000

3. Prescribed Qualifications:

- A.
- (i) An eminent scholar with Ph.D. qualification(s) in Information Technology / Computer Science / Computer Application / Computer Engineering / Agricultural Statistics and published work of high quality, actively engaged in research with evidence of published work with a minimum of 10 publications as books and/or research/policy papers.
 - (ii) A minimum of ten years of teaching experience in university/college, and/or experience in research at the University/National level institutions/industries, including experience of guiding candidates for research at doctoral level.
 - (iii) Contribution to educational innovation, design of new curricula and courses, and technology – mediated teaching learning process.
 - (iv) A minimum score as stipulated in the Academic Performance Indicator (API) based on ICAR Regulations / UGC Regulations.

OR

- B. An outstanding professional, with established reputation in the relevant field, who has made significant contributions to the knowledge in the concerned/allied/relevant discipline, to be substantiated by credentials.

AGE : Below 55 years

Age relaxable in suitable cases of the employees of the Gujarat Agricultural Universities.

Relaxation in qualifications:

Relaxation shall be as per Rule-17.

Appendix - 2.6

1. Name of the Posts:

Professor / Research Scientist / Extension Educationist and its equivalent (Fisheries Science)

2. Pay Band:

₹ 37400-67000 with AGP of ₹ 10,000

3. Prescribed Qualifications:

- A.
- (i) An eminent scholar with Ph.D. qualification(s) in the concerned/relevant discipline and published work of high quality, actively engaged in research with evidence of published work with a minimum of 10 publications as books and/or research/policy papers.
 - (ii) A minimum of ten years of teaching experience in university/college, and/or experience in research at the University/National level institutions/industries, including experience of guiding candidates for research at doctoral level.
 - (iii) Contribution to educational innovation, design of new curricula and courses, and technology – mediated teaching learning process.
 - (iv) A minimum score as stipulated in the Academic Performance Indicator (API) based on ICAR Regulations / UGC Regulations.

OR

- B. An outstanding professional, with established reputation in the relevant field, who has made significant contributions to the knowledge in the concerned/allied/relevant discipline, to be substantiated by credentials.

AGE : Below 55 years

Age relaxable in suitable cases of the employees of the Gujarat Agricultural Universities.

Relaxation in qualifications:

Relaxation shall be as per Rule-17.

Note : Red text is amendment and strikethrough text is deleted

Appendix - 2.7

1. Name of the Posts:

Professor / Research Scientist / Extension Educationist and its equivalent (Home Science & Nutrition)

2. Pay Band :

₹ 37400-67000 with AGP of ₹10,000

3. Prescribed Qualifications:

- A.
- (i) An eminent scholar with Ph.D. qualification(s) in the concerned/relevant discipline and published work of high quality, actively engaged in research with evidence of published work with a minimum of 10 publications as books and/or research/policy papers.
 - (ii) A minimum of ten years of teaching experience in university/college, and/or experience in research at the University/National level institutions/industries, including experience of guiding candidates for research at doctoral level.
 - (iii) Contribution to educational innovation, design of new curricula and courses, and technology – mediated teaching learning process.
 - (iv) A minimum score as stipulated in the Academic Performance Indicator (API) based on ICAR Regulations / UGC Regulations.

OR

- B. An outstanding professional, with established reputation in the relevant field, who has made significant contributions to the knowledge in the concerned/allied/relevant discipline, to be substantiated by credentials.

AGE : Below 55 years

Age relaxable in suitable cases of the employees of the Gujarat Agricultural Universities.

Relaxation in qualifications :

Relaxation shall be as per Rule-17.

Note : Red text is amendment and strikethrough text is deleted

Appendix - 2.8

1. **Name of the Posts :**

Professor and its equivalent (Agri-business Management)

2. **Pay Band :**

₹ 37400-67000 with AGP of ₹ 10,000

3. **Prescribed Qualifications :**

Essential :

- (A) i. Consistently good academic record with at least 55% marks (or an equivalent grade in a point scale wherever grading system is followed) in Master's Degree in Agricultural Business Management / Business Management (Marketing/HR/Finance) / Administration / in a relevant discipline or consistently good academic record with at least 55% marks (or an equivalent grade in a point scale wherever grading system is followed) in two year full time PGDM declared equivalent by AIU / recognised by the AICTE / UGC.
- ii. Ph. D. or Fellow of Indian Institute of Management or of an Institute recognised by AICTE and declared equivalent by the AIU.
- iii. A minimum of ten years' experience of teaching / industry / research / professional out of which five years must be at the level of Reader or equivalent excluding the period spent for obtaining the research degree.

OR

- (B) In the event the candidate is from industry and the profession, the following shall constitute as essential:
- i. Consistently good academic record with at least 55% marks (or an equivalent grade in a point scale wherever grading system is followed) in Master's Degree in Agricultural Business Management / Business Management (Marketing/HR/Finance)

Note : Red text is amendment and strikethrough text is deleted

/ Administration / in a relevant management related discipline or consistently good academic record with at least 55% marks (or an equivalent grade in a point scale wherever grading system is followed) in two years full time PGDM declared equivalent by AIU / recognized by the AICTE / UGC.

- ii. The candidate should have professional work experience which is significant and can be recognized at national / International level as equivalent to Ph. D. and twelve years' managerial experience in industry / profession of which at least eight years should be at least at a level comparable to that of Reader/Assistant Professor.

(C) Without prejudice to the above, the following conditions may be considered desirable:

- i) Teaching, Teaching, research, and / or professional experience in a reputed organization;
- ii) Published work, such as research papers, patents filed / obtained, books and / or technical reports;
- iii) Experience of guiding the project work / dissertation of PG / Research Students or supervising R&D projects in industry;
- iv) Demonstrated leadership in planning and organizing academic, research, industrial and / or professional activities; and
- v) Capacity to undertake / lead sponsored R&D consultancy and related activities.

AGE : Below 55 years

Age relaxable in suitable cases of the employees of the Gujarat Agricultural Universities.

Relaxation in qualifications :

Relaxation shall be as per Rule-17.

Appendix - 3.1

1. Name of the Posts:

Associate Professor / Associate Research Scientist / Associate Extension Educationist and its equivalent. (Agriculture / Horticulture / Horticulture & Forestry) / Principal Polytechnic (Agri. / Horti.)

2. Pay Band:

₹ 15600-39100 with AGP ₹ 8000. (pay band 37400-67000 with AGP 9000 after three years. The pay band in academic grade pay shall be such as may be prescribe by the UGC / ICAR / State Government from time to time)

3. Prescribed Qualifications:

- i. Good academic record with a Ph.D. Degree in the concerned/relevant disciplines.
- ii. A Master's Degree with at least 55% marks (or an equivalent grade in a point scale wherever grading system is followed).
- iii. A minimum of eight years of experience of teaching and/or research in an academic/research position equivalent to that of Assistant Professor in a University, College or Accredited Research Institution/industry excluding the period of Ph.D. research with evidence of published work and a minimum of 5 publications as books and/or research/policy papers.
- iv. ~~Contribution to educational innovation, design of new curricula and courses, and technology mediated teaching learning process with evidence of having guided doctoral candidates and research students.~~
A minimum of five years of experience of teaching and / or research in an academic / research / extension position equivalent to that of Assistant Professor in a University, College or Accredited Research Institution excluding the period of Ph.D., research with evidence of published work and a minimum of five publication as books and / or research, policy papers.
- v. ~~A minimum score as stipulated in the Academic Performance Indicator (API) based on ICAR Regulations / UGC Regulations.~~
- v. For consideration of experience of Assistant Professor and its equivalent the experience of Agriculture Officer/ Veterinary Officer / Senior Research Assistant and its equivalent shall be considered for maximum three years in following manner.
 - (a) Experience of employee as Agriculture Officer/Veterinary Officer/Senior Research Assistant after master degree be multiplied with factor of 0.6.
 - (b) Experience of employee as Agriculture Officer/Veterinary Officer/Senior Research Assistant after Ph.D. degree be multiplied with factor of 0.8.

AGE : Below 45 years

Age relaxable in suitable cases of the employees of the Gujarat Agricultural Universities.

Relaxation in qualifications:

Relaxation shall be as per Rule-17.

Note : Red text is amendment and strikethrough text is deleted

Appendix - 3.2

1. Name of the Posts:

Associate Professor / Associate Research Scientist / Associate
Extension Educationist and its equivalent. (Veterinary Science)

2. Pay Band:

₹ 39100 with AGP ₹ 8000. (pay band 37400-67000 with AGP 9000 after three years. The pay band in academic grade pay shall be such as may be prescribe by the UGC / ICAR / State Government from time to time)

3. Prescribed Qualifications:

- i. Good academic record with a Ph.D. Degree in the concerned/relevant disciplines.
- ii. A Master's Degree with at least 55% marks (or an equivalent grade in a point scale wherever grading system is followed).
- iii. A minimum of eight years of experience of teaching and/or research in an academic/research position equivalent to that of Assistant Professor in a University, College or Accredited Research Institution/industry excluding the period of Ph.D. research with evidence of published work and a minimum of 5 publications as books and/or research/policy papers.
- iv. ~~Contribution to educational innovation, design of new curricula and courses, and technology mediated teaching learning process with evidence of having guided doctoral candidates and research students.~~
A minimum of five years of experience of teaching and / or research in an academic / research / extension position equivalent to that of Assistant Professor in a University, College or Accredited Research Institution excluding the period of Ph.D., research with evidence of published work and a minimum of five publication as books and / or research, policy papers.
- v. ~~A minimum score as stipulated in the Academic Performance Indicator (API) based on ICAR Regulations / UGC Regulations.~~
- v. For consideration of experience of Assistant Professor and its equivalent the experience of Agriculture Officer/ Veterinary Officer / Senior Research Assistant and its equivalent shall be considered for maximum three years in following manner.
 - (a) Experience of employee as Agriculture Officer/Veterinary Officer/Senior Research Assistant after master degree be multiplied with factor of 0.6.
 - (b) Experience of employee as Agriculture Officer/Veterinary Officer/Senior Research Assistant after Ph.D. degree be multiplied with factor of 0.8.
- vi. The candidate should be the member of State Veterinary Council and Veterinary Council of India.

AGE: Below 45 years

Age relaxable in suitable cases of the employees of the Gujarat Agricultural Universities.

Relaxation in qualifications:

Relaxation shall be as per Rule-17.

Note : Red text is amendment and strikethrough text is deleted

Appendix - 3.3

1. Name of the Posts:

Associate Professor / Associate Research Scientist / Associate Extension Educationist and its equivalent. (Dairy Technology/ Dairy Science & Food Technology / Food Processing Technology and Bio-Energy)

2. Pay Band :

₹ 15600-39100 with AGP ₹ 8000. (pay band 37400-67000 with AGP 9000 after three years. The pay band in academic grade pay shall be such as may be prescribe by the UGC / ICAR / State Government from time to time)

3. Prescribed Qualifications :

- i. Good academic record with a Ph.D. Degree in the concerned/relevant disciplines.
- ii. A Master's Degree with at least 55% marks (or an equivalent grade in a point scale wherever grading system is followed).
- iii. A minimum of eight years of experience of teaching and/or research in an academic/research position equivalent to that of Assistant Professor in a University, College or Accredited Research Institution/industry excluding the period of Ph.D. research with evidence of published work and a minimum of 5 publications as books and/or research/policy papers.
- iv. ~~Contribution to educational innovation, design of new curricula and courses, and technology mediated teaching learning process with evidence of having guided doctoral candidates and research students.~~
A minimum of five years of experience of teaching and / or research in an academic / research / extension position equivalent to that of Assistant Professor in a University, College or Accredited Research Institution excluding the period of Ph.D., research with evidence of published work and a minimum of five publication as books and / or research, policy papers.
- ~~v. A minimum score as stipulated in the Academic Performance Indicator (API) based on ICAR Regulations / UGC Regulations.~~
- v. For consideration of experience of Assistant Professor and its equivalent the experience of Agriculture Officer/ Veterinary Officer / Senior Research Assistant and its equivalent shall be considered for maximum three years in following manner.
 - (a) Experience of employee as Agriculture Officer/Veterinary Officer/Senior Research Assistant after master degree be multiplied with factor of 0.6.
 - (b) Experience of employee as Agriculture Officer/Veterinary Officer/Senior Research Assistant after Ph.D. degree be multiplied with factor of 0.8.

AGE : Below 45 years

Age relaxable in suitable cases of the employees of the Gujarat Agricultural Universities.

Relaxation in qualifications :

Relaxation shall be as per Rule-17.

Note : Red text is amendment and strikethrough text is deleted

Appendix - 3.4

1. **Name of the Posts :**

Associate Professor / Associate Research Scientist / Associate Extension Educationist and its equivalent. (Agriculture Engineering & Technology / Agricultural Engineering / Renewable Energy & Environmental Engineering) / Principal Polytechnic (Agri. Engg.)

2. **Pay Band :**

₹ 15600-39100 with AGP ₹ 8000. (pay band 37400-67000 with AGP 9000 after three years. The pay band in academic grade pay shall be such as may be prescribe by the UGC / ICAR / State Government from time to time)

3. **Prescribed Qualifications:**

(A) A Ph.D. Degree with First Class at Bachelor's or a Ph.D. Degree with Master's Degree in the Agricultural Engineering & Technology, and experience of eight years in teaching, research and / or industry at the level of Lecturer / Assistant Professor or equivalent grade, excluding period spent on obtaining the research degree.

OR

- A minimum of five years of experience of teaching and / or research in an academic / research / extension position equivalent to that of Assistant Professor in a University, College or Accredited Research Institution excluding the period of Ph.D., research with evidence of published work and a minimum of five publication as books and / or research, policy papers.

- For consideration of experience of Assistant Professor and its equivalent the experience of Agriculture Officer/ Veterinary Officer / Senior Research Assistant and its equivalent shall be considered for maximum three years in following manner.

- (a) Experience of employee as Agriculture Officer/Veterinary Officer/Senior Research Assistant after master degree be multiplied with factor of 0.6.
- (b) Experience of employee as Agriculture Officer/Veterinary Officer/Senior Research Assistant after Ph.D. degree be multiplied with factor of 0.8.

(B) In the event, the candidate is from industry and the profession, the following shall constitute as essential:

1. First Class Master's Degree in the Agricultural Engineering & Technology;
2. Significant professional work which can be recognised as equivalent to a Ph.D. Degree in Agricultural Engineering & Technology, and industrial / professional experience of eight years in a position equivalent to the level of Lecturer,

Provided that the recognition for significant professional shall be valid only if the same is recommended unanimously by a 3-Member Committee of Experts appointed by the Vice-Chancellor of the University.

Note : Red text is amendment and strikethrough text is deleted

(C) Without prejudice to the above, the following conditions may be considered desirable:

1. Teaching, research, industrial and / or professional experience in a reputed organisation;
2. Published work, such as research papers, patents filed / obtained, books, and / or technical reports;
3. Experience of guiding the project work / dissertation of PG / Research Students or supervising R&D projects in industry.

AGE : Below 45 years

Age relaxable in suitable cases of the employees of the Gujarat Agricultural Universities.

Relaxation in qualifications :

Relaxation shall be as per Rule-17.

Appendix - 3.5

1. **Name of the Posts :**

Associate Professor and its equivalent. (Agricultural Information Technology)

2. **Pay Band :**

₹ 15600-39100 with AGP ₹ 8000. (pay band 37400-67000 with AGP 9000 after three years. The pay band in academic grade pay shall be such as may be prescribe by the UGC / ICAR / State Government from time to time)

3. **Prescribed Qualifications :**

- i. Good academic record with a Ph.D. Degree in the concerned/relevant disciplines.
- ii. A Master's Degree with at least 55% marks (or an equivalent grade in a point scale wherever grading system is followed) in Information Technology / Computer Science / Computer Application / Computer Engineering / Agricultural Statistics.
- iii. A minimum of eight years of experience of teaching and/or research in an academic/research position equivalent to that of Assistant Professor in a University, College or Accredited Research Institution/industry excluding the period of Ph.D. research with evidence of published work and a minimum of 5 publications as books and/or research/policy papers.
- iv. ~~Contribution to educational innovation, design of new curricula and courses, and technology mediated teaching learning process with evidence of having guided doctoral candidates and research students.~~
A minimum of five years of experience of teaching and / or research in an academic / research / extension position equivalent to that of Assistant Professor in a University, College or Accredited Research Institution excluding the period of Ph.D., research with evidence of published work and a minimum of five publication as books and / or research, policy papers.
- v. ~~A minimum score as stipulated in the Academic Performance Indicator (API) based on ICAR Regulations / UGC Regulations.~~
- v. For consideration of experience of Assistant Professor and its equivalent the experience of Agriculture Officer/ Veterinary Officer / Senior Research Assistant and its equivalent shall be considered for maximum three years in following manner.
 - (a) Experience of employee as Agriculture Officer/Veterinary Officer/Senior Research Assistant after master degree be multiplied with factor of 0.6.
 - (b) Experience of employee as Agriculture Officer/Veterinary Officer/Senior Research Assistant after Ph.D. degree be multiplied with factor of 0.8.

AGE : Below 45 years

Age relaxable in suitable cases of the employees of the Gujarat Agricultural Universities.

Relaxation in qualifications :

Relaxation shall be as per Rule-17.

Note : Red text is amendment and strikethrough text is deleted

Appendix - 3.6

1. Name of the Posts :

Associate Professor / Associate Research Scientist / Associate
Extension Educationist and its equivalent. (Fisheries Science)

2. Pay Band :

₹ 15600-39100 with AGP ₹ 8000. (pay band 37400-67000 with AGP 9000 after three years. The pay band in academic grade pay shall be such as may be prescribe by the UGC / ICAR / State Government from time to time)

3. Prescribed Qualifications :

- i. Good academic record with a Ph.D. Degree in the concerned/relevant disciplines.
- ii. A Master's Degree with at least 55% marks (or an equivalent grade in a point scale wherever grading system is followed).
- iii. A minimum of eight years of experience of teaching and/or research in an academic/research position equivalent to that of Assistant Professor in a University, College or Accredited Research Institution/industry excluding the period of Ph.D. research with evidence of published work and a minimum of 5 publications as books and/or research/policy papers.
- iv. ~~Contribution to educational innovation, design of new curricula and courses, and technology mediated teaching learning process with evidence of having guided doctoral candidates and research students.~~
A minimum of five years of experience of teaching and / or research in an academic / research / extension position equivalent to that of Assistant Professor in a University, College or Accredited Research Institution excluding the period of Ph.D., research with evidence of published work and a minimum of five publication as books and / or research, policy papers.
- v. ~~A minimum score as stipulated in the Academic Performance Indicator (API) based on ICAR Regulations / UGC Regulations.~~
- v. For consideration of experience of Assistant Professor and its equivalent the experience of Agriculture Officer/ Veterinary Officer / Senior Research Assistant and its equivalent shall be considered for maximum three years in following manner.
 - (a) Experience of employee as Agriculture Officer/Veterinary Officer/Senior Research Assistant after master degree be multiplied with factor of 0.6.
 - (b) Experience of employee as Agriculture Officer/Veterinary Officer/Senior Research Assistant after Ph.D. degree be multiplied with factor of 0.8.

AGE : Below 45 years

Age relaxable in suitable cases of the employees of the Gujarat Agricultural Universities.

Relaxation in qualifications :

Relaxation shall be as per Rule-17.

Note : Red text is amendment and strikethrough text is deleted

Appendix - 3.7

1. Name of the Posts:

Associate Professor / Associate Research Scientist / Associate Extension Educationist and its equivalent. (Home Science & Nutrition)

2. Pay Band:

₹ 15600-39100 with AGP ₹ 8000. (pay band 37400-67000 with AGP 9000 after three years. The pay band in academic grade pay shall be such as may be prescribe by the UGC / ICAR / State Government from time to time)

3. Prescribed Qualifications:

- i. Good academic record with a Ph.D. Degree in the concerned/relevant disciplines.
- ii. A Master's Degree with at least 55% marks (or an equivalent grade in a point scale wherever grading system is followed) from recognised Agriculture University.
- iii. A minimum of eight years of experience of teaching and/or research in an academic/research position equivalent to that of Assistant Professor in a University, College or Accredited Research Institution/industry excluding the period of Ph.D. research with evidence of published work and a minimum of 5 publications as books and/or research/policy papers.
- iv. ~~Contribution to educational innovation, design of new curricula and courses, and technology mediated teaching learning process with evidence of having guided doctoral candidates and research students.~~
A minimum of five years of experience of teaching and / or research in an academic / research / extension position equivalent to that of Assistant Professor in a University, College or Accredited Research Institution excluding the period of Ph.D., research with evidence of published work and a minimum of five publication as books and / or research, policy papers.
- v. ~~A minimum score as stipulated in the Academic Performance Indicator (API) based on ICAR Regulations / UGC Regulations.~~
- v. For consideration of experience of Assistant Professor and its equivalent the experience of Agriculture Officer/ Veterinary Officer / Senior Research Assistant and its equivalent shall be considered for maximum three years in following manner.
 - (a) Experience of employee as Agriculture Officer/Veterinary Officer/Senior Research Assistant after master degree be multiplied with factor of 0.6.
 - (b) Experience of employee as Agriculture Officer/Veterinary Officer/Senior Research Assistant after Ph.D. degree be multiplied with factor of 0.8.

AGE : Below 45 years

Age relaxable in suitable cases of the employees of the Gujarat

Agricultural Universities.

Relaxation in qualifications:

Relaxation shall be as per Rule-17.

Note : Red text is amendment and strikethrough text is deleted

Appendix - 3.8

1. Name of the Posts :

Associate Professor and its equivalent. (Agri-business Management)

2. Pay Band :

₹15600-39100 with AGP ₹ 8000. (pay band 37400-67000 with AGP 9000 after three years. The pay band in academic grade pay shall be such as may be prescribe by the UGC / ICAR / State Government from time to time)

3. Prescribed Qualifications :

Essential :

- (A)
1. Consistently good academic record with at least 55% marks (or an equivalent grade in a point scale wherever grading system is followed) in Master's Degree in Agricultural Business Management / Business Management (Marketing/HR/Finance) / Administration in a relevant management related discipline or first class in two years full time PGDM declared equivalent by AIU / recognised by the AICTE / UGC;
 2. Ph.D. or Fellow of Indian Institute of Management or of an Institute recognised by AICTE and declared equivalent by the AIU.
 3. A minimum of five years of experience of teaching and / or research in an academic / research / extension position equivalent to that of Assistant Professor in a University, College or Accredited Research Institution excluding the period of Ph.D., research with evidence of published work and a minimum of five publication as books and / or research, policy papers.

OR

- (B) In the event, the candidate is from industry and the profession, the following requirements shall constitute as essential requirements:

1. Consistently good academic record with at least 55% marks (or an equivalent grade in a point scale wherever grading system is followed) in Master's Degree in Agricultural Business Management / Business Management (Marketing/HR/Finance)/ Administration / in a relevant management related discipline or first class in two years full time PGDM declared equivalent by AIU / recognized by AICTE / UGC,

Note : Red text is amendment and strikethrough text is deleted

2. A minimum of ten years experience of teaching industry / research / profession, out of which five years must be at the level of Assistant Professor or equivalent excluding the period spent for obtaining research degree. The candidate should have Professional work experience, which is significant and can be recognized at national / international level as equivalent to Ph.D. and ten years managerial experience in industry / profession of which at least five years should be at the level comparable to that of lecturer / assistant professor.
- (C) Without prejudice to the above, the following conditions may be considered desirable:
1. Teaching, research, industrial and / or professional experience in a reputed organization;
 2. Published work, such as research papers, patents filed / obtained, books and / or technical reports; and
 3. Experience of guiding the project work /dissertation of PG / Research Students or supervising R&D projects in industry.

AGE : Below 45 years

Age relaxable in suitable cases of the employees of the Gujarat Agricultural Universities.

Relaxation in qualifications:

Relaxation shall be as per Rule-17.

Appendix - 4.0

1. **Name of the Posts : Training**

Organiser

2. **Pay Band :**

₹15600-39100 with AGP ₹8000. (pay band 37400-67000 with AGP 9000 after three years. The pay band in academic grade pay shall be such as may be prescribe by the UGC / ICAR / State Government from time to time)

3. **Prescribed Qualifications :**

Essential :

- i. Good academic record with a Ph.D. Degree in Agriculture or Allied Science.
- ii. A Master's Degree with at least 55% marks (or an equivalent grade in a point scale wherever grading system is followed) in Agriculture or Allied Science.
- iii. A minimum of eight years of experience of teaching and/or research in an academic/research position equivalent to that of Assistant Professor in a University, College or Accredited Research Institution/industry excluding the period of Ph.D. research with evidence of published work and a minimum of 5 publications as books and/or research/policy papers. Three years of experience must be in the field of conceded specialised subject as Assistant Professor or its equivalent posts.
- iv. ~~Contribution to educational innovation, design of new curricula and courses, and technology mediated teaching learning process with evidence of having guided doctoral candidates and research students.~~
A minimum of five years of experience of teaching and / or research in an academic / research / extension position equivalent to that of Assistant Professor in a University, College or Accredited Research Institution excluding the period of Ph.D., research with evidence of published work and a minimum of five publication as books and / or research, policy papers.
- v. ~~A minimum score as stipulated in the Academic Performance Indicator (API) based on ICAR Regulations / UGC Regulations.~~
- v. For consideration of experience of Assistant Professor and its equivalent the experience of Agriculture Officer/ Veterinary Officer / Senior Research Assistant and its equivalent shall be considered for maximum three years in following manner.
 - (a) Experience of employee as Agriculture Officer/Veterinary Officer/Senior Research Assistant after master degree be multiplied with factor of 0.6.
 - (b) Experience of employee as Agriculture Officer/Veterinary Officer/Senior Research Assistant after Ph.D. degree be multiplied with factor of 0.8.

Desirable :

Five years experience of working in Extension Education Programme.

AGE : Below 45 years

Age relaxable in suitable cases of the employees of the Gujarat Agricultural Universities.

Relaxation in qualifications :

Relaxation shall be as per Rule-17.

Note : Red text is amendment and strikethrough text is deleted

Appendix - 5.0

1. ~~Name of the Posts :~~

~~Director of Information Technology~~

2. ~~Pay Band :~~

~~₹ 15600-39100 with Grade Pay ₹ 8,000.~~

3. ~~Prescribed Qualifications :~~

Essential :

~~Ph.D Degree with First Class at Batchelor's or Ph.D. Degree with Master's degree in Computer Engineering / Information Technology / Computer Science / Agril Statistics / Statistics / Agriculture Information Technolgoy / Computer Application / Agricultural Engineering.~~

OR

~~Master degree in above subjects with eight years' experience in Teaching / Industry / Research at the level of Assistant Professor or equivalent.~~

AGE : ~~Below 45 years~~

~~Age relaxable in suitable cases of the employees of the Gujarat Agricultural Universities.~~

~~Relaxation in qualifications :~~

~~Relaxation shall be as per Rule 17.~~

DELETED

Appendix - 6.0

1. **Name of the Posts :**

Assistant Professor / Assistant Research Scientist / Assistant Extension Educationist and its equivalent.

- (1) **Agriculture / Horticulture / Horticulture & Forestry**
- (2) **Veterinary Science**
- (3) **Dairy Technology/ Dairy Science & Food Technology/ Food Processing Technology and Bio-Energy**
- (4) **Agriculture Engineering & Technology / Agricultural Engineering / Renewable Energy & Environmental Engineering**
- (5) **Agricultural Information Technology**
- (6) **Fisheries Science**
- (7) **Home Science & Nutrition**
- (8) **Agri-business Management**
- (9) **Basic-Science and Humanities**

2. **Pay Band :** ₹ 15600-39100 with AGP ₹6000.

The Pay Band in Academic grade pay shall be such as may be prescribed by the UGC/ICAR/State Government from time to time.

3. **Prescribed Qualifications :**

- i. ~~Good academic record as defined by the concerned university with at least 55% marks (or an equivalent grade in a point scale wherever grading system is followed) at the Master's Degree level in a relevant subject of the concerned faculty from an Indian University.~~

Good academic record with at least 55% of marks or an equivalent grade at the Master or Doctorate level degree in the relevant subject of concerned faculty from recognized 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 / ICAR.~~

The candidate should have passed NET examination conducted by UGC/ CSIR / ICAR / NET recognized by the State Government in the subject where, NET examination is conducted and should have published at least one article in National Academic of Agriculture Science (NAAS) New Delhi rated journal.

Note : Red text is amendment and strikethrough text is deleted

But, candidate who has acquired Ph.D. degree with course work as per the UGC Notification, 2009 and published two full length publication heaving a NAAS rating not less than four shall be exempted from NET on the last date of submission of application. Those candidates with Ph.D. degree without course work will not qualify for NET examination.

Other Qualification:

The candidate should possess the basic knowledge of computer application and should have passed CCC+ examination, he will have to pass the same during the probation period, failing which his probation period will not be regularized.

- (c) In case of Veterinary faculty, the candidates should be the member of State Veterinary Council and Veterinary Council of India.

Note : NET/SLET/SET shall not be required for such subjects for which NET/SLET/SET accredited test is not conducted.

AGE : Below 35 years

Age relaxable in suitable cases of the employees of the Gujarat Agricultural Universities.

Relaxation in qualifications :

Relaxation shall be as per Rule-17.

Appendix - 7.0

1. Name of the Posts :

Physical Instructor

2. Pay Band :

₹ 15600-39100 with AGP ₹ 6000.

3. Prescribed Qualifications :

Qualifications :

- 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 consistancely good academic record.
- ii. Record of having represented the University / College at the inter-university /intercollegiate competitions or the State and/ or national championships **will preferable.**
- 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.

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 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 RUN/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 RUN / 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.

AGE : Below 35 years

Relaxation in qualifications :

Relaxation shall be as per Rule-17.

Appendix - 8.0

1. **Name of the Posts :**

Training Associate (KVK) (Class-II)

2. **Pay Band :**

₹ 15600-39100 with AGP ₹ 6000.

3. **Prescribed Qualifications :**

- i. Good academic record as defined by the concerned university with at least 55% marks (or an equivalent grade in a point scale wherever grading system is followed) at the Master's Degree level in a relevant subject of the concerned faculty from an 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 / ICAR.

Note : NET/SLET/SET shall not be required for such subjects for which NET/SLET/SET accredited test is not conducted.

AGE : Below 35 years

Age relaxable in suitable cases of the employees of the Gujarat Agricultural Universities.

Relaxation in qualifications :

Relaxation shall be as per Rule-17.