



गुरुकुल कांगड़ी विश्वविद्यालय, हरिद्वार  
(नैक से A ग्रेड प्राप्त एवं यूजीसी 10 एक्ट 1956 के सेक्शन 3 के अन्तर्गत सम विश्वविद्यालय)

### प्रबन्ध मण्डल की बारहवीं बैठक का कार्यवृत्त

दिनांक : 01.06.2019

समय : प्रातः 10:00 बजे

स्थान : ए आई यू हाउस, 16 कॉमरेड इन्द्रजीत गुप्ता मार्ग, नई दिल्ली-110002

सदन की बैठक में निम्न महानुभाव उपस्थित हुए ।

1. प्रो० विनोद कुमार, कुलपति-अध्यक्ष
2. प्रो० राजेन्द्र विद्यालंकार, भारत सरकार (मानव संसाधन विकास मंत्रालय) के नामित सदस्य
3. श्री विनय आर्य, प्रायोजक संस्था द्वारा नामित सदस्य
4. प्रो० सन्तराम वैश्य, वरिष्ठ प्रोफेसर, सदस्य
5. प्रो० ईश्वर भारद्वाज, वरिष्ठ संकायाध्यक्ष, सदस्य
6. प्रो० आर०सी० दूबे, वरिष्ठ संकायाध्यक्ष, सदस्य
7. डॉ० निपुर सिंह, कोर्डिनेटर, कन्या गुरुकुल परिसर, देहरादून, सदस्या
8. डॉ० सुनील पंवार, वरिष्ठ एसोसिएट प्रोफेसर, सदस्य
9. प्रो० दिनेश चन्द्र भट्ट, कुलसचिव/संयोजक

ईश वन्दना के साथ बैठक प्रारम्भ हुयी ।

प्रस्ताव संख्या 01

विश्वविद्यालय में दिनांक 16.02.2019 को हुई वित्त समिति की बैठक की कार्यवाही के अंकन के सम्बन्ध में प्रस्ताव ।

विश्वविद्यालय में दिनांक 16.02.2019 को मान्य कुलपति जी की अध्यक्षता में वित्त समिति की बैठक आहूत की गयी । वित्त समिति की उक्त बैठक के कुछ बिन्दुओं पर प्रबन्ध-मण्डल द्वारा निम्नानुसार निर्णय लिये गये हैं :-

1. वित्त समिति की बैठक दिनांक 16.02.2019 के प्रस्ताव संख्या 09 में प्रो० राजेन्द्र विद्यालंकार ने कहा कि विश्वविद्यालय को इस बात का ध्यान रखना चाहिए कि भविष्य में स्ववित्त पोषित विभागों की वित्तीय स्थिति ठीक रहे अन्यथा विभागों में स्थायी रूप से कार्यरत शिक्षक एवं शिक्षकेत्तर कर्मचारी विश्वविद्यालय की Liability बन सकते हैं। इस सम्बन्ध में श्री विनय आर्य ने कहा कि स्ववित्त पोषित संकायों एवं विभागों को एक समिति द्वारा ठीक प्रकार से संचालित किया जाये ।
2. वित्त समिति की बैठक दिनांक 16.02.2019 के प्रस्ताव संख्या 11 में प्रो० राजेन्द्र विद्यालंकार ने कहा कि यूनियन बैंक आफ इंडिया द्वारा विश्वविद्यालय परिसर में एक्सटेंशन कारुन्टर खोलने पर सम्बन्धित बैंक से किराया भी लिया जाना चाहिए ।

प्रस्ताव संख्या 02

विश्वविद्यालय के प्रबन्ध मण्डल की बैठक दिनांक 09.07.2018, 30.10.2018 एवं 13.03.2019 में पारित प्रस्तावों के क्रियान्वयन की कार्यवाही के सम्बन्ध में ।

विश्वविद्यालय के प्रबन्ध मण्डल की बैठक दिनांक 09.07.2018, 30.10.2018 (प्रस्ताव संख्या-10 को छोड़कर-पत्रावलियों के रख-रखाव के सम्बन्ध में) एवं 13.03.2019 (अन्य पूरक प्रस्ताव संख्या-02 को छोड़कर-विश्वविद्यालय के Vision Documents के



उक्त प्रस्ताव पर गठित समिति की संस्तुतियों पर विचार विमर्श करने के उपरान्त सदन द्वारा निम्नानुसार निर्णय लिये गये।

1. भारत सरकार के संचार मंत्रालय के डाक विभाग के दिनांक 13.03.2019 के पत्र संख्या 7-8/2016&PCC (Pt.) के आलोक में 25/07/2016 से पूर्व के सभी कर्मचारियों के गोपनीय वार्षिक आंकलन को एक श्रेणी उच्च करते हुए निम्न प्रकार से अंक प्रदान किये जाये।

दी गयी आंकलन ग्रेडिंग एक श्रेणी उच्च करने पर आंकलन ग्रेडिंग अंक

विशिष्ट	विशिष्ट (इससे ऊपर श्रेणी परिभाषित नहीं है)	9
बहुत अच्छा	विशिष्ट	9
अच्छा	बहुत अच्छा	7
सन्तोषजनक	अच्छा	5
असन्तोषजनक	सन्तोषजनक	3

2. सभी कर्मचारियों के 25/07/2016 से बाद के गोपनीय वार्षिक आंकलन को बिना उच्च किये उपरोक्तानुसार अंक प्रदान किये जायें।

3. प्रत्येक कर्मचारी का उपरोक्तानुसार प्रदत्त अंकों का पांच वर्षों का योग कर औसत निकाल लिया जाये तथा औसत के आधार पर गणना निम्नानुसार की जाये (Table Page 53, Nabhi's Handbook on Confidential Reports (Annual Performance Assessment Reports) of Govt. Employees)

Grade Obtained      Grading      Score to be considered

Between 8 and 10	विशिष्ट	9
Between 6 and 8	बहुत अच्छा	7
Between 4 and 6	अच्छा	5
Below 4	-----	0

4. एम.ए.सी.पी. दिये जाने हेतु भारत सरकार के कार्मिक, लोक शिकायत एवं पेंशन मंत्रालय के दिनांक 27/28.11.2016 के पत्रांक संख्या 35034/3/2015-Estt.(D) के अनुसार आगामी सत्र में उन्हीं कर्मचारियों को एम0ए0सी0पी0 प्रदान की जायेगी जिनकी ग्रेडिंग "बहुत अच्छा" या इसके ऊपर हो।
5. उक्त प्रक्रिया एम0ए0सी0पी0 हेतु आगामी वर्ष 2019-20 एवं 2020-21 तक भी लागू की जायेगी।

**प्रस्ताव संख्या 09**

विश्वविद्यालय में शिक्षकों के CAS प्रौन्नति हेतु यू0जी0सी0 रेगुलेशन 2016 एवं 2018 के अनुसार तैयार किये गये प्रपत्र (Performa) के सम्बन्ध में।

यू0जी0सी0 रेगुलेशन 2016 एवं 2018 के अनुसार विश्वविद्यालयों में शिक्षकों के लिये CAS प्रौन्नति दिये जाने हेतु प्रपत्र (Performa) तैयार किये जाने हेतु प्रो0 श्रवण कुमार शर्मा की अध्यक्षता में एक समिति का गठन किया गया था। समिति द्वारा उक्त यू0जी0सी0 रेगुलेशन के अनुसार शिक्षकों के लिये CAS प्रौन्नति हेतु प्रपत्र (Performa) तैयार किये गये हैं। तैयार किये गये प्रपत्रों को विश्वविद्यालय की वेबसाईट पर अपलोड किया जाना है, जिससे कि विश्वविद्यालय के सम्बन्धित शिक्षक CAS प्रौन्नति हेतु अपना आवेदन कर सकें।

बैठक में विश्वविद्यालय में शिक्षकों के CAS प्रौन्नति हेतु यू0जी0सी0 रेगुलेशन 2016 एवं 2018 के अनुसार तैयार किये गये प्रपत्र (Performa) को एवं यू0जी0सी0 रेगुलेशन 2018 को सर्वसम्मति से स्वीकृत किया गया।

*Signature*

**16.2.** The self-appraisal methodology, as per Clause 6.0 and its sub-clauses and Clauses 6.1 to 6.4 and all the sub-clauses contained therein and as per Tables 1 to 5 of Appendix II, as per eligibility, shall form part of the service agreement/record.

**16.3 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 the 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.

**17.0 Code of Professional Ethics**

**I. Teachers and their Responsibilities :**

Whoever adopts teaching as a profession assumes the obligation to conduct himself / herself in accordance with the ideal of the profession. A teacher is constantly under the scrutiny of his students and the society at large. Therefore, every teacher should see that there is no incompatibility between his precepts and practice. The national ideals of education which have already been set forth and which he/she should seek to inculcate among students must be his/her own ideals. The profession further requires that the teacher should be calm, patient and communicative by temperament and amiable in disposition.

**Teacher should:**

- (i) Adhere to a responsible pattern of conduct and demeanor expected of them by the community;
- (ii) Manage their private affairs in a manner consistent with the dignity of the profession;
- (iii) Seek to make professional growth continuous through study and research;
- (iv) Express free and frank opinion by participation at professional meetings, seminars, conferences etc., towards the contribution of knowledge;
- (v) Maintain active membership of professional organisations and strive to improve education and profession through them;
- (vi) Perform their duties in the form of teaching, tutorials, practicals, seminars and research work, conscientiously and with dedication;
- (vii) Discourage and not indulge in plagiarism and other non ethical behaviour in teaching and research;
- (viii) Abide by the Act, Statute and Ordinance of the University and to respect its ideals, vision, mission, cultural practices and tradition;
- (ix) Co-operate and assist in carrying out the functions relating to the educational responsibilities of the college and the university, such as: assisting in appraising applications for admission, advising and counselling students as well as assisting the conduct of university and college examinations, including supervision, invigilation and evaluation; and
- (x) Participate in extension, co-curricular and extra-curricular activities, including the community service.

**II. Teachers and Students**

**Teachers should:**

- (i) Respect the rights and dignity of the student in expressing his/her opinion;
- (ii) Deal justly and impartially with students regardless of their religion, caste, gender, political, economic, social and physical characteristics;
- (iii) Recognise the difference in aptitude and capabilities among students and strive to meet their individual needs;
- (iv) Encourage students to improve their attainments, develop their personalities and at the same time contribute to community welfare;
- (v) Inculcate among students scientific temper, spirit of inquiry and ideals of democracy, patriotism, social justice, environmental protection and peace;
- (vi) Treat the students with dignity and not behave in a vindictive manner towards any of them for any reason;

- (vii) Pay attention to only the attainment of the student in the assessment of merit;
- (viii) Make themselves available to the students even beyond their class hours and help and guide students without any remuneration or reward;
- (ix) Aid students to develop an understanding of our national heritage and national goals; and
- (x) Refrain from inciting students against other students, colleagues or administration.

### III. Teachers and Colleagues

#### Teachers should:

- (i) Treat other members of the profession in the same manner as they themselves wish to be treated;
- (ii) Speak respectfully of other teachers and render assistance for professional betterment;
- (iii) Refrain from making unsubstantiated allegations against colleagues to higher authorities; and
- (iv) Refrain from allowing considerations of caste, creed, religion, race or sex in their professional endeavour.

### IV. Teachers and Authorities :

#### Teachers should:

- (i) Discharge their professional responsibilities according to the existing rules and adhere to procedures and methods consistent with their profession in initiating steps through their own institutional bodies and / or professional organisations for change of any such rule detrimental to the professional interest;
- (ii) Refrain from undertaking any other employment and commitment, including private tuitions and coaching classes which are likely to interfere with their professional responsibilities;
- (iii) Co-operate in the formulation of policies of the institution by accepting various offices and discharge responsibilities which such offices may demand;
- (iv) Co-operate through their organisations in the formulation of policies of the other institutions and accept offices;
- (v) Co-operate with the authorities for the betterment of the institutions keeping in view the interest and in conformity with the dignity of the profession;
- (vi) Adhere to the terms of contract;
- (vii) Give and expect due notice before a change of position takes place; and
- (viii) Refrain from availing themselves of leave except on unavoidable grounds and as far as practicable with prior intimation, keeping in view their particular responsibility for completion of academic schedule.

### V. Teachers and Non-Teaching Staff :

#### Teachers should :

- (i) Treat the non-teaching staff as colleagues and equal partners in a cooperative undertaking, within every educational institution;
- (ii) Help in the functioning of joint-staff councils covering both the teachers and the non-teaching staff.

### VI. Teachers and Guardians

#### Teachers should:

- (i) Try to see through teachers' bodies and organisations, that institutions maintain contact with the guardians, their students, send reports of their performance to the guardians whenever necessary and meet the guardians in meetings convened for the purpose for mutual exchange of ideas and for the benefit of the institution.

### VII. Teachers and Society

#### Teachers should:

- (i) Recognise that education is a public service and strive to keep the public informed of the educational programmes which are being provided;

- (ii) Work to improve education in the community and strengthen the community's moral and intellectual life ;
- (iii) Be aware of social problems and take part in such activities as would be conducive to the progress of society and hence the country as a whole;
- (iv) Perform the duties of citizenship, participate in community activities and shoulder responsibilities of public offices;
- (v) Refrain from taking part in or subscribing to or assisting in any way activities, which tend to promote feeling of hatred or enmity among different communities, religions or linguistic groups but actively work for national integration.

**The Vice-Chancellor/Pro-Vice-Chancellor/Rector**

**The Vice-Chancellor/Pro-Vice-Chancellor/Rector should :**

- (a) Provide inspirational and motivational value-based academic and executive leadership to the university through policy formation, operational management, optimization of human resources and concern for environment and sustainability;
- (b) Conduct himself/herself with transparency, fairness, honesty, highest degree of ethics and decision making that is in the best interest of the university;
- (c) Act as steward of the university's assets in managing the resources responsibility, optimally, effectively and efficiently for providing a conducive working and learning environment;
- (d) Promote the collaborative, shared and consultative work culture in the university, paving way for innovative thinking and ideas;
- (e) Endeavour to promote a work culture and ethics that brings about quality, professionalism, satisfaction and service to the nation and society.
- (f) Refrain from allowing considerations of caste, creed, religion, race, gender or sex in their professional endeavour.

**College Principal should;**

- (a) Provide inspirational and motivational value-based academic and executive leadership to the college through policy formation, operational management, optimization of human resources and concern for environment and sustainability;
- (b) Conduct himself/herself with transparency, fairness, honesty, highest degree of ethics and decision making that is in the best interest of the college;
- (c) Act as steward of the College's assets in managing the resources responsibility, optimally, effectively and efficiently for providing a conducive working and learning environment;
- (d) Promote the collaborative, shared and consultative work culture in the college, paving way for innovative thinking and ideas;
- (e) Endeavour to promote a work culture and ethics that brings about quality, professionalism, satisfaction and service to the nation and society.
- (f) Adhere to a responsible pattern of conduct and demeanor expected of them by the community;
- (g) Manage their private affairs in a manner consistent with the dignity of the profession;
- (h) Discourage and not indulge in plagiarism and other non ethical behaviour in teaching and research;
- (i) Participate in extension, co-curricular and extra-curricular activities, including the community service.
- (j) Refrain from allowing considerations of caste, creed, religion, race, gender or sex in their professional endeavour.

**Director Physical Education and Sports (University/College)/Librarian (University/College) should;**

- (a) Adhere to a responsible pattern of conduct and demeanor expected of them by the community;
- (b) Manage their private affairs in a manner consistent with the dignity of the profession;
- (c) Discourage and not indulge in plagiarism and other non ethical behaviour in teaching and research;
- (d) Participate in extension, co-curricular and extra-curricular activities, including the community service.