

3. Amendments to Ordinance XII of the Ordinances of the University regarding College Appointed Teachers. (Page No. 364 of the University Calendar Vol. 1, 2004) (E.C. 6.03.2014).

- (i) **Add** 'Code of Professional Ethics' as Appendix-A to Ordinance XII
- (ii) **Add** the following clause after clause-1A.

Clause 1-B The teacher shall comply with the Code of Professional Ethics (Appendix A to this Ordinance). Failure to comply with the said Code of Professional Ethics will also be construed as misconduct on the part of the teacher and he/she shall be liable to face action as deemed necessary by the Governing Body of the College.

Provided further, if the circumstances so warrant, the Vice Chancellor may direct the Governing Body of the College to initiate action against a teacher on the ground of misconduct, failing which the Vice-Chancellor may take such action as provided for in the Act, Statutes, Ordinances and Regulations of the University.

Add the following provision after clause 1-B of Ordinance XII:

Clause 1-C The term of appointment of the Principal shall be FIVE years with eligibility for reappointment for another term only after following the due process of selection laid down under Ordinance XVIII.

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 teachers should be calm, patient and communicative by temperament and amiable in disposition.

Teachers should:

- (i) Adhere to a responsible pattern of conduct and demeanour 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 organizations and strive to improve education and profession through them;
- (vi) Perform their duties in the form of teaching, tutorial, practical, seminar and research work conscientiously and with dedication;
- (vii) Co-operate and assist in carrying out functions relating to the educational responsibilities of the college and the university such as: assisting in appraising applications for admission, advising and counseling students as well as assisting the conduct of university and college examinations, including supervision, invigilation and evaluation; and
- (viii) Participate in extension, co-curricular and extra-curricular activities including community service.

II. TEACHERS AND THE STUDENTS

Teachers should:

- (i) Respect the right and dignity of the student in expressing his/her opinion;
- (ii) Deal justly and impartially with students regardless of their religion, caste, political, economic, social and physical characteristics;
- (iii) Recognize 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 outlook and respect for physical labour and ideals of democracy, patriotism and peace;
- (vi) Be affectionate to the students 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 lodging 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 organizations 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 organizations 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 dignity of the profession;
- (vi) Should adhere to the conditions of contract;
- (vii) Give and expect due notice before a change of position is made; 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:

- (i) Teachers should treat the non-teaching staff as colleagues and equal partners in a cooperative undertaking, within every educational institution; and
- (ii) Teachers should help in the function of joint staff-councils covering both teachers and the non-teaching staff.

VI. TEACHERS AND GUARDIANS

Teachers should:

- (i) Try to see through teachers' bodies and organizations, 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) Recognize 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.

4. Amendments to Ordinance XVIII of the Ordinances of the University regarding Colleges other than those Maintained by the Government of India. (Page No. 411 of the University Calendar Vol.1 2004) (E.C. 6.03.2014)

S. No.	Existing	Amended
1.	7(2) The appointment of the Principal shall be made by the Governing Body of the College on the recommendation of a Selection Committee consisting of the Chairman of the Governing Body (Chairman), one member of the Governing Body to be nominated by the Chairman, two nominees of the Vice-Chancellor, out of whom one should be an expert, 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 Governing Body) out of a panel of experts approved by the Vice-Chancellor (At least four members, including two	7(2) (a) The appointment of the Principal shall be made by the Governing Body of the College on the recommendation of a Selection Committee consisting of the following: <ol style="list-style-type: none">1. Chairperson of the Governing Body as Chairperson.2. Two members of the Governing Body of the College to be nominated by the Chairperson of whom one shall be an expert in academic administration.3. One nominee of the Vice-Chancellor who shall be a Higher Education expert. In case of Colleges notified/declared as

<p>experts, should constitute the quorum), provided that prior to final selection and appointment (a) the Governing Body shall submit to the University a list of persons who have applied for the post of Principal, as also names of persons, who may not have applied but whose names the Governing Body may desire to consider for the post, in a form prescribed by the University and shall indicate the persons from whom, in their opinion, the final selection may be made;</p> <p>(b) the list thus submitted shall be considered by the selected</p>	<p>minority educational institutions, one nominee of the Chairperson of the College from out of a panel of five names, preferably from minority communities, recommended by the Vice-Chancellor of whom one should be a subject expert.</p> <p>4. 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 Governing Body of the college) out of a panel of six experts approved by the Academic Council.</p> <p>5. An academician representing SC/ST/OBC/Minority/Women/Persons with Disability categories, if any of candidates representing these categories is an applicant, to be nominated by the Vice-Chancellor, if any of the above members of the selection committee does not belong to that category.</p> <p>(b) At least five members, including two experts will constitute the quorum.</p> <p>(c) The list of selected and waitlisted candidates/Panel of names in order of merit, duly signed by all members of the selection committee shall be forwarded to the University.</p> <p>(b) No change (i) to (v)</p>
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<p>committee constituted for the purpose and consisting of the following:</p> <p>(i) Vice-Chancellor, (ii) Pro-Vice-Chancellor, (iii) A nominee of the Visitor, (iv) Chairman of the Governing Body of the College concerned; and (v) Two members of the Executive Council, nominated by it; and</p> <p>(c) on the recommendation of the Selection Committee the University shall transmit to Governing Body a list of preference whom the University would be prepared to recognize as Principal or, if none of the applicants are considered suitable, shall refrain from sending a list, in which case the post shall be re-advertised.</p> <p>Provide that where in the opinion of the Vice-Chancellor, emergency action is called for or where in his opinion, it would be unnecessary to adopt the procedure prescribed in (b) and (c) above, the Vice-Chancellor may indicate merely which of the candidates included in the list submitted by the Governing Body under sub-clause 2(a) of Clause 7 of Ordinance XVIII, will not be acceptable to the University, briefly indicating ground for the decision. In such a case, the Governing Body will be free to appoint any person from any of the candidates against whom no such disapproval has been indicated.</p>	<p>(vi) An academician representing SC/ST/OBC/Minority/Women/Persons with Disability categories, if any of candidates representing these categories is an applicant, to be nominated by the Vice-Chancellor, if any of the above members of the selection committee does not belong to that category.</p> <p>(c) No change</p> <p>Provided that the term of appointment of the college principal shall be FIVE years with eligibility for reappointment for another term only after following the due process of selection laid down under this Ordinance.</p>
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