

**34. STATUTE FOR PROMOTION OF LECTURERS IN THE SENIOR PAY SCALE  
(RS.3000-5000) TO THE POSTS OF READERS IN THE PAY SCALE OF 3700-5700  
AND PLACEMENT OF LECTURERS IN THE SENIOR SCALE OF PAY TO THE  
POST OF LECTURERS IN THE SELECTION GRADE (3700-5700)**

1. Notwithstanding anything to the contrary, as contained in the Statutes of the University, every Lecturer in the senior scale will be eligible for promotion to the post of Reader in the scale of pay of Rs.3700-5700 on the recommendation of the Bihar State University (Constituent Colleges) Service Commission subject to the following conditions :

(a) That, he has completed eight years of service in the senior scale; provided that the requirement of eight years will be relaxed if the total service of the Lecturer is not less than sixteen years.

(b) That, he holds a Ph. D. degree, or an equivalent published work which will be judged on the basis of publications in standard Indian/Foreign Journal, citation index, international abstracting and inclusion in the relevant current contents where applicable.

(c) That, he has made some mark in the areas of Scholarship and Research as evidenced by self-assessment, quality of publications, contribution to educational innovation, design of new courses and curricula, platform presentation of research papers in national/international seminars and symposia.

(d) That, he has participated in two refresher course/summer institutes each of approximately 4 weeks' duration or engaged in other appropriate continuing educational programmes of comparable quality specified by the U.G.C., after placement in the senior scale.

(e) That, he possesses consistently good performance appraisal reports.

2. Such promotions shall be deemed to be personal promotion. They shall not be automatic but shall be made on the recommendations of the Bihar State University (Constituent Colleges) Service Commission on consideration of experience, records and papers pertaining to the conditions laid down in Clause 1 above.

Provided that initial selection for promotion to the post of Reader will be made by a Screening Committee of the University Department as Internal Expert and Two External Experts appointed by the Vice-Chancellor from the panel prepared by the Bihar Inter University Board.

Provided that the recommendation of the Screening Committee shall become invalid if any one of the two External Experts appointed by the Vice-Chancellor is from outside the panel prepared by the Bihar Inter University Board.

Provided further that the report of the Screening Committee in each case shall be referred to the Bihar State University (Constituent Colleges) Service Commission for its recommendation. The Commission shall give due consideration for the report of the Screening Committee. There shall be at least two, outside Experts to be nominated by the Vice-Chancellor from the panel prepared by the Inter University Board who will assist the Commission in making its recommendations. Orders for promotion shall be passed by the Syndicate after taking final decision on the recommendation of the said Commission.

Provided further that the report of the Screening Committee with all relevant records and papers shall have to be sent to the Commission by the University within a period of one

month from the date of Screening otherwise it shall cease to be operative after a lapse of one month from the date of screening.

Provided further that the Bihar State University (Constituent Colleges) Service Commission shall send its recommendations within six months.

3. Posts of Readers will be created for this purpose by upgrading corresponding number of posts of Lecturers in the University and the Colleges. The up gradation of those posts shall take effect from the date of such promotions and shall remain upgraded as such till the incumbent continues to hold the post, but the same shall be converted into the post of Lecturer in the event of retirement, resignation, death or otherwise.

4. The upgraded post shall be deemed to be substantive post till the promotee holds it, but any temporary vacancy on the post on account of promotee being on leave or on foreign service, or officiating or holding another post on temporary basis, shall be that of Lecturer.

5. The date of promotion of the Lecturer in senior scale to the post of Reader shall take effect from the date recommended by the Bihar State University (Constituent Colleges) Service Commission and the pay of the promotee shall be fixed from the same date in the higher scale under the relevant provisions of the Service Statutes of the University.

6. Those Lecturers in the Senior Scale who do not have Ph.D. degree or equivalent published work as defined in Clause 1 (b) above or who do not meet the scholarship and research standards of a Reader, but fulfil the other criteria laid down in Clause 1 above, and have a good record in teaching and/or participation in extension activities, shall be placed in the Selection Grade of Rs. 3700-5700 subject to the recommendations of the Screening Committee and the Bihar State University (Constituent Colleges) Service Commission as mentioned in clause 2. These Lecturers in senior pay scale shall be designated as Lecturers in the Selection Grade for which posts shall be created by upgrading the posts held by them subject to the conditions laid down for the Readers in Clauses 3, 4, 5 and 6 above. The Lecturers in the Selection Grade could offer themselves for a fresh assessment after obtaining Ph.D. degree and/or fulfilling other requirements for promotion as Reader, and if found suitable by the Screening Committee and the Bihar State University (Constituent Colleges) Service Commission, shall be given the designation of Reader.

7. Duly created and sanctioned posts of Readers shall be filled in by open advertisement.

8. The Statute for placement of Lecturers in the senior pay scale and also the Statute for promotion of Lecturers in the senior pay scale to the post of Reader and placement of lecturers in the senior pay scale to the post of Lecturers in the selection Grade shall come into force in supersession of the Statutes approved by the Chancellor on 24.12.1986 (BSU-27185-4032-GS (1) and amended on 20.11.1987 (BSU-27/85-4099-GS (1) and 28.11.1987 (BSU-27/85-4213-GS(1).

