

UNIVERSITY OF LADAKH / HIGHER EDUCATION DEPARTMENT, UT LADAKH

**SUBJECT: GENERAL GUIDELINES FOR ENGAGEMENT OF FACULTY AND OTHER
POSTS ON ACADEMIC ARRANGEMENT IN CONSTITUENT COLLEGES OF
UNIVERSITY OF LADAKH OF UT OF LADAKH**

In supersession of all previous orders issued on the subject, sanction is hereby accorded to the issuance of following guidelines for engagement of candidates as faculty and other posts purely on academic arrangement on need basis in the constituent colleges of University of Ladakh.

GENERAL GUIDELINES

With the implementation of National Education Policy, 2020, addition of new subjects and non-availability of adequate regular teaching staff, Government Degree Colleges/Constituent Colleges of the University of Ladakh, need to engage faculty on Academic Arrangement every year as Assistant Professor-I/Assistant Professor-II/Assistant PTI-I/Assistant PTI-II/Librarian-I /Assistant Librarian-II as per prescribed norms and guidelines which are detailed hereunder:

1. All engagements on Academic Arrangement for the constituent colleges will be done through the Office of the Director College Affairs, based on this prescribed Guideline.
2. Contractual Assistant Professor II and Contractual Librarian II and PTI-II may be engaged if no eligible/qualified candidate for Contractual Assistant Professor I, Contractual Librarian I and PTI-I are available in the relevant specialization. However, Contractual Assistant Professor II and Contractual Assistant Librarian II and PTI-II may be also be engaged where there is not enough workload or the need of the Contractual or Academic Arrangement is not required for the entire academic session.
3. All engagements shall be made through the selection process as per the evaluation criteria notified herewith.
4. The academic arrangement shall be purely need based and temporary and shall in no case confer any right for regular engagement or even continuation in any subsequent session.
5. All selections / engagements shall be for a maximum of one academic session (comprising of two semesters) only. Academic arrangement will be engaged only if there is sufficient work-load in the concerned subject. The respective Principals shall ensure engagement of need based academic arrangement of teaching faculty against justified work load and as per the allocated subjects in the college. Principals should also ensure availability of sufficient funds before engaging the Academic Arrangement in the appropriate head.
6. Subject where the workload is below the prescribed number, Teaching Assistant or Guest Faculty may be engaged. Online lectures may also be engaged, if necessary.
7. Any need of additional teachers in between the session, either Teaching Assistant or Guest Faculties or Visiting Faculty may be engaged.
8. Notwithstanding the selection, no candidate shall be allowed to report for rendering services unless he/she executes an agreement with the College on the prescribed format annexed as Form- A (undertaking/affidavit).
9. The academic Arrangement can be terminated by either party before the end of the academic session by giving one month's notice from either side or on payment of one month's remuneration in lieu of notice by the engaging authority, with the approval of Director College Affairs.
10. Candidate who has been selected and allotted a particular institution/college under Academic Arrangement for a particular session shall not be permitted to join any other institution/College in the same academic session under normal circumstances.
11. Engagement on academic arrangement basis shall not entitle such candidates to have any preferential

- claim for regularization of their services.
12. The engagement made under these guidelines shall be deemed to have terminated on the last date of academic session without any notice in this behalf.
 13. The faculty on academic arrangement shall be for one academic session excluding winter vacation. However, summer vacation (if any) shall be included.
 14. The teachers engaged shall be fully responsible for all records, evaluation & assessment of the courses assigned to him/her.
 15. The faculty on academic arrangement shall be entitled to Casual Leave as per prescribed norms during the academic session.
 16. The Academic arrangement candidates shall be allowed maternity leave (in case of female candidates) without remuneration on the basis of certificate issued by the concerned hospital. Maximum limit for such leave shall be 30 Days.
 17. Academic Arrangement candidates shall have to attend the counseling in person.
 18. Academic Arrangement candidates will be allotted colleges by the Office of the Director College Affairs, there will be no option of preferences by the candidates. Their duties may be in any of the constituent colleges of University of Ladakh. Denial of such duties may be treated as disqualified.
 19. Academic Arrangement candidate replaced by permanent faculty either by transfer or new appointment may be re-engaged against the requirement in any other college, as and when available and based on the merit.

PROCEDURE OF ENGAGEMENT:

1. An open advertisement with wide publicity specifying details including eligibility conditions and evaluation criteria and inviting application shall be issued at the beginning / before every academic session by the Director College Affairs, University of Ladakh after approval from the Competent Authority.
2. Director College Affairs, University of Ladakh shall assess the requirement of faculty for each subject with the college wise allocation of courses/subjects. In anticipation of vacancy or need based faculty, application will be invited for all the available courses/subjects, including physical education and library to create the **Panel of Academic Arrangement** in each discipline. Invitation of application does not necessarily mean that vacancy will be available for academic arrangement in any particular subject.
3. A Panel of Academic Arrangement shall be prepared by the University of Ladakh for each subject and other posts on the basis of merit. Merely enlisted in the Academic Arrangement Panel, does not necessarily mean that the candidate will be engaged for the said posts in the colleges.
4. Depending on the qualification/eligibility Academic Arrangement as Assistant Professor I and Assistant Professor II will be enlisted. Likewise, Librarian I and Assistant Librarian II and PTI-I and PTI-II will be enlisted.
5. Contract based appointments shall be made from the merit list in the Panel for each subject, depending on the vacancy available in the colleges. The panel for each subject shall form the basis of all the engagements which shall be valid for one academic session only. Any objections received shall be scrutinized for proper disposal.
6. Other Category of Teaching Faculty such as Teaching Assistant or Guest Faculty may be engaged by the Institute after prior approval of the competent authority.
7. Selected candidates from the Panel will be called to join any constituent colleges of University of Ladakh through email only. Applicants should make sure to have an active email id and phone numbers. If the candidate fails to response as per the instruction in the mail, the next candidate in the Panel will be contacted without any further notice.
8. University of Ladakh shall conduct counselling cum interview in person (offline) mode only.
9. Candidates will have to join within five days time, after intimation of selection, if the candidate fails to join within the time mentioned, next candidate shall be contacted. All correspondence shall be made through email. The candidates shall have to provide their active email IDs and their working contact number that remain active all through the session so that they can be called/contacted

whenever required. In case the contact/contacts provided are found non-functional, the next candidate shall be contacted.

10. Candidates have to fill the form online through the link provided in the advertisement. The information submitted in the prescribed form will be scrutinized and verified before inclusion in the Panel. Any misinformation or unsubstantiated claim to enhance the 'Score' may invite outright rejection of the form.
11. All the positions for academic arrangement shall be available upon approval of appropriate budgets. In case of non-availability of appropriate budget or insufficient funds, engagements may be cancelled at any point of time.
12. Other category of teaching faculty such as Teaching Assistant, Visiting Faculty and Guest Faculty may be engaged by the respective Principals / Institute after prior approval of the Director College Affairs and as per the guideline mentioned separately.

ELIGIBILITY

S No	Name of the Posts	Qualification	Salary / Remunerations
1.	Contractual Assistant Professors I	Master Degree in the concerned subject or its equivalent degree in grade point scale wherever grading system is followed, duly certified/notified by the concerned University with minimum 55% marks (50% in case of SC/ST/differently abled candidates) along with NET/SLET/SET/Ph. D	Basic Rs. 57700.00
2.	Contractual Assistant Professors II (Teaching Assistant)	Master Degree in the concerned subject or its equivalent degree in grade point scale wherever grading system is followed, duly certified/notified by the concerned University with minimum 55% marks (50% in case of SC/ST/differently-abled candidates).	Rs. 40,000.00
3.	Contractual Librarian I / PTI-I	Master Degree in the relevant subject or its equivalent degree in a point scale wherever grading system is followed, duly certified/notified by the concerned University with minimum 55% (50% in case of SC/ST/differently abled candidates) along with NET/SLET/SET/Ph. D.	Rs. 57700.00
4.	Contractual Librarian II / Asstt. PTI-II	Master Degree in the relevant subject or its equivalent degree in a point scale wherever grading system is followed, duly certified/notified by the concerned University with minimum 55% (50% in case of SC/ST/differently abled candidates).	Rs. 40,000.00

SELECTION CRITERIA: The selection criteria will be as per the merit compiled on the basis of Academic Record detailed hereunder:

S. No.	Academic Record	Scores			
1	Graduation	80% & above = 21	60% to less than = 19	55% to less than 60 =16	45% to less than 55% = 10
2	Post-Graduation	80% & above = 25	60% to less than = 23	55% to less than = 20 50% in case of reservations	
3	M Phil	60% & above = 07	60% and less = 05		
4	Ph. D.	25	No marks for M Phil		
5	NET with JRF	10	NET+SLET+JRF max 10 marks		
6	NET	08			
7	SLET/SET	05			
8	Research Publications (2 marks for each paper in peer reviewed or UGC listed journals)	06			
9	Teaching / Post-Doctoral experience (2 marks for each year) in Higher Education sector	Max 10			
10	International/National Level Awards	03	Max 03 marks		
11	State-Level Awards	02			

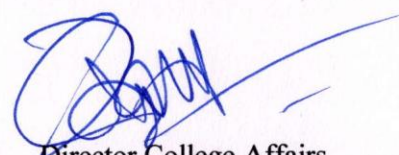
NOTE:

1. In case two or more candidates of the same subject score same points, the candidate having higher marks percentage in PG shall be given the first preference and if the tie still persists, it shall be resolved on the basis of UG marks. In case tie persists at UG marks, age of the applicant shall be considered with preference to the older candidate.
2. The teaching experience issued by the UGC approved government Universities / Colleges of India shall only be accepted.
3. Counseling/Interview on allotted dates and time, in offline mode, will be conducted out of 30 marks, in addition to the scores obtained in the above criteria.
4. Any claim of unable to upload or any other kind of inadvertent errors during the upload on the portal leading to low scores, will not be accepted at later stage or after the final submission.

SELECTION COMMITTEE

The selection of candidates for the Academic Arrangement and Teaching Assistant shall comprise of following:

1. Director College Affairs, University of Ladakh
2. Two Principals of the constituent colleges, to be nominated by the Vice-Chancellor, UoL.
3. Two representative of concerned subject teachers to be nominated by the Vice-Chancellor, UoL.
4. Representative of Higher Education Department, UT Ladakh.



 Director College Affairs
 University of Ladakh

No. DCA/Estt-3/25/231-242

Dated: 14th May 2025

Copy to:

1. Registrar, University of Ladakh for information.
2. Dean Academic Affairs University of Ladakh for information and n/a.
3. Principal Govt. Degree College Kargil for information.
4. Principal Govt. Degree College Khaltse for information.
5. Principal Govt. Degree College Nobra for information.
6. Principal Govt. Degree College Leh/EJM College for information.
7. Principal Govt. Degree College Drass for information.
8. Principal Govt. Model Degree College Zaskar for information.
9. Nodal Officer Govt. Degree College Kargil (Sankoo Campus) for information.
10. Undersecretary HED UT Ladakh for information.
11. PA to the Administrative Secretary Higher Education Department UT Ladakh for the information of the Secretary.
12. System Analyst UOL for uploading on the University of Ladakh website.
13. Office Record.



AFFIDAVIT

1. I _____ S/o D/o _____ R/o _____ hereby accept to be engaged as Assistant Professor (contractual) in Constituent Colleges of University of Ladakh in the subject _____ for the session 2025-26. I am ready to serve in any of the colleges allotted to me.
2. That on my enrolment as Assistant Professor (contractual)/ _____, I will accept the salary fixed by the University of Ladakh.
3. That engagement shall be for a period as mentioned in my job offer letter or till the posts of the University are filled up by way of an appointment of a candidate duly selected by the competent authority or by transfer/posting of permanent faculty, whichever is earlier.
4. That I shall maintain discipline and shall not act in a manner unbecoming of an Assistant Professor lack of officer-like qualities or indiscipline of any kind which will entail disengagement.
5. That after the expiry of the period of my engagement, I shall not seek extension of engagement as a matter of right nor shall I have any claim for permanent adjustment in the colleges of University of Ladakh on account of my having remained temporarily engaged as Assistant Professor.
6. That I shall maintain punctuality and work to the entire satisfaction of students as well as the Head of the Institution.
7. In addition to the terms and conditions, as contained in the advertisement notice, I affirm that I am not working in any Government/Semi-Government organization nor am in receipt of any scholarship /financial support leading to the award of degree scheme.
8. I submit on affidavit, duly authenticated by a First-Class Magistrate, to the effect that if any complaint is received with regard to the clash in my obtaining higher qualification with the period of engagement as Assistant Professor on academic arrangement in the past, my engagement shall be liable to be cancelled and I shall not claim remuneration for the period of service already rendered.
9. In case of a verdict against me or any institution/university by any Hon'ble Court, my engagement is liable to be cancelled.
10. In case of any violation or contrary of Contractual Obligation or In-disciplinary conduct, the institute has the right to terminate my service without serving any prior notice or citing any reason.
11. If, on verification, the certificates produced by me are proved fake or forged, the appointment shall be cancelled ab-initio.



OFFICE OF THE DIRECTOR COLLEGE AFFAIRS
UNIVERSITY OF LADAKH

aa.dca.uol@gmail.com

(EJM College, Leh)

ADVERTISEMENT NOTICE

**FOR ACADEMIC ARRANGMENT IN CONSTITUENT COLLEGES
OF UNIVERSITY OF LADAKH FOR THE SESSION 2025-26**

Order No. 06 of DCA 2025

Dated: 14/05/2025

Ref: No. DCA/Estt-3/25/231-242, Dated: 14th May 2025

Online applications are invited from eligible candidates on Academic Arrangement for inclusion in the Panel of Contractual Assistant Professors/Librarian/PTI (I & II) and Teaching Assistant for the session 2025-26 for the constituent colleges of Ladakh in the discipline listed below:

Anthropology	Botany	English	History	Philosophy	Social Work
Arabic	Chemistry	EVS	Commerce	Physics	Sociology
Librarian	Computer	Geography	Mathematics	Pol. Science	TTM
Biochemistry	Economics	Geology	MCJ	Psychology	Urdu
Biotechnology	Education	Hindi	Persian	PTI	Zoology

IMPORTANT DATES

Opening date of receipt of application form	15-05-2025
Closing date of receipt of application form	30-05-2025

HOW TO APPLY

Visit: <http://uol.ac.in/career> for the link to the form on e-samarth portal.

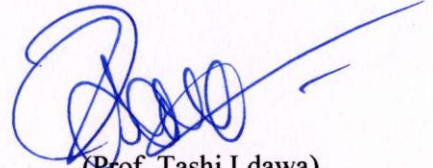
TERMS AND CONDITIONS

1. The criteria for preparing the Panel for Academic Arrangement of the candidates shall be as per the guidelines notified **No. DCA/Estt-3/25/231-242, Dated: 14th May 2025** available on the website of UoL. Applicants are advised to read the guidelines before filling up the form.
2. Preference shall be given to candidates with Ladakh Resident Certificate holders.
3. Candidates should be below 60 years of age, at the time of joining.
4. Candidates missing out any details in the online form will not be allowed to alter their details once the form is submitted and no further communication will be entertained.
5. All verifications shall be done immediately before joining, any information given by candidate is found false, incomplete, incorrect, forged or tampered, the candidature of



the applicant will be cancelled without any notice thereof. Further, misleading information shall also warrant necessary legal action.

6. Counselling/Interview of shortlisted candidates shall be conducted in physical mode only as per the date & time notified by the University of Ladakh.
7. A non-refundable processing fee shall be payable online as per the details below:
 - a. Rs. 200.00 (Rupees two hundred) for candidates with category certificates i.e. ST/SC, PWD, OBC etc.
 - b. Rs. 400.00 (Rupees Four hundred) for general candidates.



(Prof. Tashi Ldawa)
Director College Affairs
University of Ladakh

