



SHANTI COLLEGE OF PHARMACY

(Govrn. By SHANTI CHARITABLE TRUST)

(Approved by PCI – New Delhi, Affiliated with BTE Lucknow, Uttar Pradesh.)

Majhauri, Ballia, Uttar Pradesh.

FACULTY SERVICE RULES

SERVICE RULES FOR FACULTY

As it is necessary to define the Service Rules, its terms and conditions of Appointment, Leave and other services of all the employees, i.e., Teaching and Non-Teaching persons employed in all the Institutions managed by Shanti College of Pharmacy and to provide for their duties, conduct / discipline and pay and perks payable to them the management of the Shanti College of Pharmacy has made the following Rule and Regulations for administration of the Institutions under their management.

The lecturer is the main pillar on which the system of collegiate education rests. Teaching is the most important function of the lecturer which should be undertaken with utmost dedication and sincerity.

I. APPOINTMENT OF FACULTY:

All faculty members are appointed on ad-hoc basis and have to be ratified by the selection panel. Any faculty not ratified may be relieved of duties based on the decision of the management committee.

1. All the members of Faculty have to work for a minimum period of one academic year. Resignation in the middle of the academic year is not accepted.
2. Willingness to continue in the institute for the next academic year should be submitted before 31st March. Those who have not submitted are assumed to be not continuing their services in the institute.
3. Once academic year starts in July/August resignation will not be accepted.
4. Faculty Increments and promotions will be based on students' feedback, results, self-appraisal, Principal's and HOD assessment.
5. The service of any staff member can be terminated at any time, without giving any reason thereof, for any of the following reasons:
 - Poor academic feedback from the students.
 - Threatening the students in the class or in general as well.
 - Misbehavior towards girl students.

- Encouraging communal feelings/politics.
- Non-co-operation with the organization.

II. **WORKING HOURS:** All the Faculty including non-teaching staff are required to be present in the college during the college timings.

III. **LATE COMING:** All the Faculty members and all other staff are required to be always before time. Every three (3) late comings shall be treated as one (1) leave resulting in 1 day loss of pay. Late permission is only for 30mts, thereafter it will be treated as one late coming.

IV. **PERMISSIONS:** No permission to go out during the college working hours is granted. If for any reason, faculty needs to go out, he/she is required to take leave from the principal only after getting his/her classes adjusted with another faculty after only endorsed by the HOD and authorized by the principal.

V. **LEAVES & ABSENCE:** Leave is a privilege. Staff should not cause damage, loss to the students in enjoying the privilege. Should take prior permission; make alternate arrangements before proceeding on leave. This will ensure proper utilization of students' time and ensure discipline. This is an important aspect of a good teacher.

1. All Senior teaching faculty and Senior Non-teaching staff (Who have completed one-year services in the institute are allowed 14 days of leave per academic year, effective from June to May. Faculty/non-teaching staff with less than one year service in the institute is eligible for 12 days leave per year. Faculty can use it any time not exceeding 3 days at a time. If Faculty uses more than 3 days at a time, all the days will be treated as loss of pay even when they have leave eligibility. Any excess leave used will be treated as loss of pay at the end of semester and academic year.
2. Sunday is calculated for payment only if faculty is present on Saturday and on Monday. However, it is mandatory to be present on the last working day and first working day of each semester/year. Being absent on the last working day or the first working day shall entail complete loss for the duration of the terminal holidays.
3. Faculty members are required to apply for leave at least (1) day in advance after adjusting his/her classes with another faculty and get the same

sanctioned from the principal. If, however, due to any reason, applying for advance leave is not possible, the faculty must telephone before the “In-time” and take permission. Unsanctioned leave/ non-information before In-time / absenteeism shall lead to 2 days loss of pay

4. No leaves are allowed during the time of Internal / External exams.
5. Discretion to give permission of leave (Advance or emergency) lies entirely with principal on the recommendation /endorsement of the HOD.

VI. CONDUCT AND DISCIPLINE

- Every employee must and should abide by conduct and discipline rules of the College and comply with and obey all the orders as per the directions of the management from time-to-time with utmost care towards promoting interests of the organization where the staff is engaged by showing sincere courtesy and care in all the activities.
- No employee shall engage himself/herself in other activities such as Business or engaging in part-time jobs in other organizations whether on contract or honorary without prior written permission of the management. However, an employee with a specific permission of the organization may undertake the work of a social, charitable nature or artistic subject provided such work does not interfere with his official duties.
- Every employee must and should maintain confidentiality with regards to the activities of the Institution and its Rules and Regulations and shall not divulge directly or indirectly any information of confidential nature either to a member of the public or the Institution staff without the permission of the management.
- An employee shall not absent himself/herself or abscond from the duties without obtaining to permission of the organization. In case of un-avoidable situations, if any, a letter or message should be sent on the following working day giving the genuine reasons for the absence.

VII. DRESS CODE & DECORUM:

1. Faculty members are required to be dressed in formals on all days.
2. Male faculty shall come in Shirt tuck in and black/brown leather shoes. During seminars or college function they come with tie.

3. Slippers are not permitted.
4. The Identity card issued must be worn at all times visibly within the campus.
5. Cell- phones must not be taken to class in any case and within campus it should be used in silent mode.
6. Faculty to maintain highest standards of decorum in interacting with others and be an example to the students.
7. Jeans, shorts, t-shirts, sweatpants or sweatshirts, windjammers, sheer or spandex clothing, hats, athletic jerseys or shoes, and flip-flops are not permissible for faculty members.
8. Women faculty members may wear dresses, skirts, blouses, dress slacks, cropped pants (no more than 4" above the ankle), but not gauchos, shorts, skorts, leggings, halter tops, or halter dresses. Clothing should be modest. Dresses/tops with straps must be covered by a blouse or jacket, and midriffs need to be covered while sitting, standing, or reaching. Low-cut clothing or excessive slits are not acceptable.
9. Jewelry should be appropriate and in keeping with a professional image. Plugs and body piercing are not appropriate, but women may have modest ear piercing. Tattoos must be covered.

VIII. DEPARTMENTAL RESPONSIBILITIES:

1. Faculty must report to the Principal/HOD upon arrival in the college for confirmation of day's plan and to accommodate any changes, schedule other assignments, if any
2. Faculty to meet Principal/HOD before leaving for the day of submission of daily report, attendance registers, teaching dairies, and for other assignment/reallocations, if any.
3. Faculty must be at the classroom 5 minutes before the commencement of the class and should leave the class only after the next teacher comes. Faculty must take the subject attendance before commencement of each class.
4. Faculty to ensure student conduct code of dress, cell phone use, and late entry.
5. Taking in to consideration the number of working days and periods available

for each subject, the month-wise lecture plan should be prepared by each lecturer in the department. Provision should be made for revision of the syllabus before the end of the semester. In case of any dislocation in working days, either due to disturbances or due to his/her own absence in the college, extra classes should be taken to complete the syllabus.

6. Faculty to conduct internals, correct answer sheets, declare marks and compile the marks each month as per the session plan without fail and every mid exam and semester wise exam result analysis should be submitted to the HOD/Principal.
7. Faculty to update the session status sheet with Principal/HOD each and every weekend.
8. Mentors in charges to execute their responsibilities in co-ordination with the principal/HOD for timely monitoring.
9. Faculty will ensure to spend the non-teaching days of the semester fruitfully in writing articles, studying emerging issues and present the same in a special seminar to be held for the same. This is necessary for the enhancement of intellectual resources within the institution. Institution shall sponsor faculty who write articles for FDPs.
10. Faculty members are required to prepare the subject plan in advance that they desire to take up in the next semester in consultation with the Principal/HOD. Having decided once, changes are not advised.
11. Faculty need to use the LCD projector/OH projector in the class rooms as far as possible. In this regard, all faculty members are required to be ready with their teaching material either OHP transparencies or power point presentation files one month before the semester begins and submit a report of completion. The academic committee instituted will sit for the purpose of examining and observing the faculty in special faculty development session.
12. Faculty are required to be available for any other assignment either academic or administrative (Like results analysis, special classes, management meets, PCI Inspection work, ISO, Admissions, or any other internal or external institutional work) which may be given from time to time by the Principal/HOD/Management.
13. Faculties are required to function as team in the department and are welcome to offer suggestions for improvement. However, the organizational hierarchy has to be strictly adhered to.

14. Principal/HOD to co-ordinate all departmental activities to ensure smooth conduct, execution and completion on academics.
15. The HOD of the department should review the progress of coverage of syllabus at the end of every month and inform the principal. If the schedule is not completed, he/she should discuss with the lecturer concerned and plan for the completion of the backlog in the succeeding month.
16. Whenever the faculty presence is required, they have to stay back up to the completion of the work. If their services are required during holidays they have to come to the college. No compensation is permissible for such service.
17. The lecturer has the primary duty to disseminate the knowledge in his/her subject to all the students.
18. The lecturer should inform the students the schedule of coverage of syllabus.
19. The Lecturer concerned should also plan the seminars, tutorials and assignments and such other academic activities.
20. Along with the lecturer method, the lecturer should also motivate the students and enliven the process of learning by adopting other methods of instruction like group discussions, question-answer sessions.
21. To achieve the best results, it is necessary for the lecturer to give regular assignments to the students, preferably every fortnight.
22. The lecturer should maintain a synopsis of each lesson prepared by him/her. As far as possible a copy of the synopsis should be provided to the students. The record of synopsis maintained by the lecturer will be checked by the principal every month.
23. Remedial Coaching: Remedial coaching should be arranged for academically backward students, outside the college hours. The HOD of the department should plan for remedial coaching and submit to the principal.
24. The lecturer should participate in students counseling programmes organized by the principal. He/she should give necessary counseling to 20 to 30 students allotted to him/her guidance should be given on opportunities in the field of collegiate education and the employment opportunities. As a counselor, the lecturer should act as liaison between college administration and his wards. He/she should enlighten the wards about the facilities

available in library, games etc., and orient them to the traditions, rules and regulations of the college.

25. The lecturer should co-operate and participate in all co-curricular and extracurricular activities in the college.
26. He/She should accept the membership of the committee to which he/she is nominated by the principal and discharge the duties with commitment.
27. The lecturer should attend to all examination duties without fail.
28. The lecturer should assist the principal in the maintenance of the discipline in the college.
29. The lecturer should also take apart in community service; conduct such programmers as useful seminars, interface-discussions, etc., involving local experts, and the users for the benefit of the community. The lecturer of the subject concerned can act as moderator.
30. As per the orders of the government and the concerned university from time to time, the lecturers have to adhere to the workload prescribed.
31. At the end of academic year HOD should submit department & lab result analysis to the principal.
32. Any of the above rules can be modified from time to time by the management.
33. Every staff member must account for any item borrowed from the institute library officer or any other department) at the end of every year or at the time of their leaving the institute.

The faculty will appreciate that the interest of the students is supreme and clear-cut systems lead to consistency in performance and hence improvement all around. Faculty will please understand that the above is not punitive but a deterrent to non-systems and unprofessional performance. Team work is of supreme value and the ultimate mark of our institution's ethos.

It is with this in view that management seeks the co-operation of all the Teaching and Non-teaching staff for the successful implementation of the above guidelines and help to make the institution move in the right direction.