

PREAMBLE:

The University framed a set of Statutes known as "The Statutes relating to the grant of Sabbatical Leave to the teachers of Mysore University, 2005". The same came to be assented to by the Chancellor on 10.6.2005 – vide letter No. ED 2 UMS 2005, Dated 28.6.2005. In the said Statutes, no provision is made as to the course of action to be taken against the teachers who availed the sabbatical leave and not submitted any report of study or research or other academic pursuit for which the sabbatical leave was sanctioned to them.

In this connection, the University constituted a committee of Professors to examine and suggest amendments to the above Statutes. Since changes are more in the recommendations, it would be appropriate to prepare a revised Statutes governing the Sabbatical Leave by repealing earlier Statutes.

Accordingly, the Syndicate has proposed the following revised Statutes.

IN EXERCISE OF POWERS CONFERRED UNDER SEC. 29(2)(t) READ WITH SEC. 40(1)(o) AND SEC. 41 OF KARNATAKA STATE UNIVERSITIES ACT, 2000, THE SYNDICATE MAKES THE FOLLOWING STATUTES

I Title and commencement :

- i) The Statutes shall be called, "The Statutes relating to the grant of Sabbatical Leave to the teachers of Mysore University (Revised) 2016".
- ii) These Statutes shall come into effect from the date they are assented to by the Chancellor.

II. Applicability :

The grant of Sabbatical Leave is applicable to the permanent full time teachers of the University who have completed, in Mysore University, seven years of continuous service as Associate Professor/ Professor.

III. Purpose :

Sabbatical Leave shall be granted to undertake study or research or other academic pursuit solely for the object of increasing proficiency of teachers and their usefulness to the University and higher education system.

IV. Terms & Conditions :

Sabbatical Leave shall be sanctioned subject to the following conditions:

- (i) The University Associate Professor/Professor shall be eligible for grant of Sabbatical Leave for a period of not more than one year in their entire service. Teachers should have put in seven years of continuous service in the University to become eligible for applying Sabbatical Leave.
- (ii) A teacher shall during the period of Sabbatical Leave be paid full pay and allowances subject to the prescribed conditions being fulfilled. He is entitled to normal annual increments on the due dates and the service shall count for purpose of pensionary benefits and leave calculation.
- (iii) A teacher on Sabbatical Leave shall not take up, during the period of leave, any regular appointment under another organization in India or abroad. He/She shall be allowed to accept a fellowship or a honorarium or any other form of assistance, other than regular employment in an institution of advanced studies, provided in such cases the Syndicate may, if so desires, sanction Sabbatical Leave on reduced pay and allowances.
- (iv) Those teachers returning after availing Sabbatical Leave, must have a minimum period of one year service before their retirement so as to avail their proficiency or usefulness gained during Sabbatical Leave, for the benefit of University students.

- (v) Teacher applying for Sabbatical Leave should submit the proposal in prescribed form attached to these Statutes. The application should indicate the academic programme to be carried out during the Sabbatical Leave. The application should be forwarded to the Registrar, University of Mysore, through proper channel.
- (vi) The teacher shall submit quarterly progress report in the prescribed form attached to these Statutes during the Sabbatical Leave.

V. In case, teachers availing Sabbatical Leave do not submit any report of study or research or other academic pursuit, undertaken, after return from Sabbatical Leave in a prescribed format, the entire period of Sabbatical Leave shall be treated as extraordinary leave without any salary. The salary already paid during the Sabbatical Leave will be recovered.

VI. Repealing :

The Statutes relating to grant of Sabbatical Leave to the teachers of "Mysore University 2005" stands repealed.


Registrar
University of Mysore
Mysuru

UNIVERSITY OF MYSORE

“STATUTES RELATING TO GRANT OF SABBATICAL LEAVE TO THE TEACHERS OF MYSORE UNIVERSITY, 2005”

I. Title and Commencement:

These statutes shall be known as “Statutes relating to grant of Sabbatical Leave to the Teachers of Mysore University, 2005”

II . These Statutes shall come into force from the date of assent of the Chancellor.

III. Applicability: The grant of Sabbatical Leave is applicable to the permanent, whole time teachers of the University who have completed, in Mysore University, seven years of continuous service as Selection Grade Lecturers / Readers or Professors.

IV Purpose : Sabbatical leave shall be granted to undertake study or research or other academic pursuit solely for the object of increasing proficiency of teachers and there usefulness to the university and higher education system.

V. Terms and Conditions of Sabbatical leave:

Sabbatical leave shall be granted subject to the following conditions as laid down by the UGC as per the notification, 1998.

- i. University Selection Grade Lecturers / Readers or Professors not being eligible for grant of study leave shall be eligible for grant of Sabbatical leave availing for a period of not more than one year at a time and two years in the entire career of a teacher. It shall be granted at the end of every seven years of continuous service in the University for undertaking study, research and writing purposes within the country, or abroad.
- ii. A teacher who has availed the study leave, would not be entitled to the sabbatical leave. Provided further that sabbatical leave shall not be granted until after the expiry of five years from the date of the teacher's return from previous study leave or any kind of training programme.
- iii. A teacher shall, during the period of sabbatical leave, be paid full pay and allowances subject to the prescribed conditions being fulfilled.
- iv. A teacher on Sabbatical leave shall not take up, during the period of the leave, any regular appointment under another organisation in India or abroad. He/She shall be allowed to accept a fellowship or a honorarium or

any other form of assistance, other than regular employment in an institution of advanced studies, provided that in such cases the Syndicate may, if so desires, sanction sabbatical leave on reduced pay and allowances.

- v. During the period of sabbatical leave the teacher shall be allowed to draw the normal increments on the due date and the period of leave shall also count as regular service for purposes of pension / retirements benefits provided that the teacher rejoins the University in the expiry of his / her leave.

NOTE

- a) The Academic Programme to be carried out during the sabbatical leave shall be submitted to the University as a proposal for approval along with the application for grant of leave.
- b) On return from sabbatical leave, the teacher shall report to the university the nature of study / research or writing work undertaken during the period of leave on a prescribed format.

VI. As and when the UGC amends its guidelines relating to grant of Sabbatical Leave to the teachers working in the University, such an amendment shall automatically apply mutatis-mutandis to University teachers.

Repeal. The Statutes relating to grant of sabbatical leave to University Professors and Principals of Constituent Colleges of Mysore University 1993 is hereby repealed



Registrar
University of Mysore
Mysuru

Sd/-
REGISTRAR

UNIVERSITY OF MYSORE

AMENDMENTS TO THE STATUTES RELATING TO GRANT OF SABBATICAL LEAVE TO THE TEACHERS OF MYSORE
UNIVERSITY, 2005

Statute No.	Existing Statutes	Amendment Proposed	As it reads after Amendments	Reasons
I	Title and Commencement: These statutes shall be known as "Statutes relating to grant of Sabbatical Leave to the Teachers of Mysore University, 2005"	Title and Commencement: These statutes shall be known as "Statutes relating to grant of Sabbatical Leave to the Teachers of Mysore University, 2016"	Title and Commencement: These statutes shall be known as "Statutes relating to grant of Sabbatical Leave to the Teachers of Mysore University, 2016"	
II	These Statutes shall come into force from the date of assent of the Chancellor.	No Change	These Statutes shall come into force from the date of assent of the Chancellor.	
III.	Applicability: The grant of Sabbatical Leave is applicable to the permanent, whole time teachers of the University who have completed, in Mysore University, seven years of continuous service as Selection Grade Lecturers / Readers or Professors.	Applicability: The grant of Sabbatical Leave is applicable to the permanent, whole time teachers of the University who have completed, in Mysore University, seven years of continuous service as Associate Professor or Professors.	Applicability: The grant of Sabbatical Leave is applicable to the permanent, whole time teachers of the University who have completed, in Mysore University, seven years of continuous service as Associate Professor or Professors.	As per 2006 UGC revised pay scale, Selection Grade Lecturers/Readers have been termed as Associate Professor. Hence, the amendment has been proposed.
IV	Purpose : Sabbatical leave shall be granted to undertake study or research or other academic pursuit solely for the object of increasing proficiency of teachers and there usefulness to the university and higher education system.	NO CHANGE	Purpose : Sabbatical leave shall be granted to undertake study or research or other academic pursuit solely for the object of increasing proficiency of teachers and there usefulness to the university and higher education system.	

Statute No.	Existing Statutes	Amendment Proposed	As it reads after Amendments	Reasons
V	<p>Terms and Conditions of Sabbatical leave:</p> <p>Sabbatical leave shall be granted subject to the following conditions as laid down by the UGC as per the notification, 1998.</p> <p>i. University Selection Grade Lecturers / Readers or Professors not being eligible for grant of study leave shall be eligible for grant of Sabbatical leave availing for a period of not more than one year at a time and two years in the entire career of a teacher. It shall be granted at the end of every seven years of continuous service in the University for undertaking study, research and writing purposes within the country, or abroad.</p>	<p>Terms and Conditions of Sabbatical leave:</p> <p>Sabbatical leave shall be granted subject to the following conditions as laid down by the UGC Regulations of 2010</p>	<p>Terms and Conditions of Sabbatical leave:</p> <p>Sabbatical leave shall be granted subject to the following conditions as laid down by the UGC Regulations of 2010</p>	<p>UGC has issued Regulations on minimum qualifications for Appointment of Teachers and other Academic Staff in Universities and Colleges and Measures for the maintenance of standards in Higher Education, 2010. Hence the amendment is proposed.</p> <p>As per 2006 UGC revised pay scale, Selection Grade Lecturers/Readers have been termed as Associate Professor. Hence, the amendment has been proposed.</p> <p>In the existing statutes Sabbatical leave was sanctioned for a period of not more than one year at a time and two years in the entire career of a teacher. But, now the amendment is proposed to sanction sabbatical for a period of one year in the entire career of a Teacher. The amendment has been proposed by considering the following facts:</p> <ol style="list-style-type: none"> 1. Shortfall of workload in the Department, where the teacher is availing the sabbatical leave 2. Financial Burden, like appointment of Guest Faculty on ad-hoc basis. 3. Departments may face lack of experienced Teachers

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	<p>ii. A teacher who has availed the study leave, would not be entitled to the sabbatical leave. Provided further that sabbatical leave shall not be granted until after the expiry of five years from the date of the teacher's return from previous study leave or any kind of training programme.</p>	<p>NO CHANGE</p>	<p>A teacher who has availed the study leave, would not be entitled to the sabbatical leave. Provided further that sabbatical leave shall not be granted until after the expiry of five years from the date of the teacher's return from previous study leave or any kind of training programme</p>	<p>-</p>
	<p>iii. A teacher shall, during the period of sabbatical leave, be paid full pay and allowances subject to the prescribed conditions being fulfilled.</p>	<p>NO CHANGE</p>	<p>A teacher shall, during the period of sabbatical leave, be paid full pay and allowances subject to the prescribed conditions being fulfilled.</p>	<p>-</p>
	<p>iv. A teacher on Sabbatical leave shall not take up, during the period of the leave, any regular appointment under another organisation in India or abroad. He/ She shall be allowed to accept a fellowship or a honorarium or any other form of assistance, other than regular employment in an institution of advanced studies, provided that in such cases the Syndicate may, if so desires, sanction sabbatical leave on reduced pay and allowances.</p>	<p>NO CHANGE</p>	<p>A teacher on Sabbatical leave shall not take up, during the period of the leave, any regular appointment under another organisation in India or abroad. He/ She shall be allowed to accept a fellowship or a honorarium or any other form of assistance, other than regular employment in an institution of advanced studies, provided that in such cases the Syndicate may, if so desires, sanction sabbatical leave on reduced pay and allowances.</p>	<p>-</p>

Statute No.	Existing Statutes	Amendment Proposed	As it reads after Amendments	Reasons
	v. During the period of sabbatical leave the teacher shall be allowed to draw the normal increments on the due date and the period of leave shall also count as regular service for purposes of pension / retirements benefits provided that the teacher rejoins the University in the expiry of his / her leave.	NO CHANGE	During the period of sabbatical leave the teacher shall be allowed to draw the normal increments on the due date and the period of leave shall also count as regular service for purposes of pension / retirements benefits provided that the teacher rejoins the University in the expiry of his / her leave.	-
	vi. ADDITIONAL CLAUSE ADDED	The Teacher availing the Sabbatical leave should have a minimum of one year service to be rendered after the completion of the Sabbatical leave. Such teachers are not entitled to avail any other kind of leave including Voluntary Retirement of Service	The Teacher availing the Sabbatical leave should have a minimum of one year service to be rendered after the completion of the Sabbatical leave. Such teachers are not entitled to avail any other kind of leave including Voluntary Retirement of Service	Additional Clause has been added with the intention, that the knowledge acquired by the teacher should be available to Students and University, before teacher retires from the University.
	NOTE a. The Academic Programme to be carried out during the sabbatical leave shall be submitted to the University as a proposal for approval along with the application for grant of leave.	NOTE a. The Academic Programme to be carried out during the Sabbatical Leave shall be submitted to the University as a proposal for approval along with the application for grant of leave in the prescribed format shown in Annexure A	NOTE a. The Academic Programme to be carried out during the Sabbatical Leave shall be submitted to the University as a proposal for approval along with the application for grant of leave in the prescribed format shown in Annexure A	Prescribed format has been included with an intention to know clearly about the nature and anticipated contribution of the proposal to be carried out during the sabbatical leave

Statute No.	Existing Statutes	Amendment Proposed	As it reads after Amendments	Reasons
	<p>b. On return from sabbatical leave, the teacher shall report to the university the nature of study / research or writing work undertaken during the period of leave on a prescribed format.</p>	<p>b. On return from Sabbatical Leave, the teacher shall report to the University, all details about the nature of study/research or writing work undertaken during the period of leave, in the prescribed format shown in Annexure B</p>	<p>b. On return from Sabbatical Leave, the teacher shall report to the University, all details about the nature of study/research or writing work undertaken during the period of leave, in the prescribed format shown in Annexure B</p>	<p>Prescribed format has been included with an intention to know clearly about the outcome of the proposal.</p>
	<p>c. ADDITIONAL NOTE ADDED</p>	<p>c. Recommendation of the forwarding authority may also be enclosed along with the proposal based on Annexure C</p>	<p>c. Recommendation of the forwarding authority may also be enclosed along with the proposal based on Annexure C</p>	<p>To know the recommendations of the concerned Head of the Department/ College</p>
	<p>d. ADDITIONAL NOTE ADDED</p>	<p>d. The teacher shall submit quarterly progress report in the prescribed format shown in Annexure D. He/She may also be invited to make a presentation to the committee as and when required.</p>	<p>d. The teacher shall submit quarterly progress report in the prescribed format shown in Annexure D. He/She may also be invited to make a presentation to the committee as and when required.</p>	<p>Prescribed format has been included with an intention to know the progress of the proposal carried out by teachers quarterly.</p>
VI	<p>As and when the UGC amends its guidelines relating to grant of Sabbatical Leave to the teachers working in the University, such an amendment shall automatically apply mutatis-mutandis to University teachers.</p>	<p>NO CHANGE</p>	<p>As and when the UGC amends its guidelines relating to grant of Sabbatical Leave to the teachers working in the University, such an amendment shall automatically apply mutatis-mutandis to University teachers.</p>	<p>-</p>

Statue No.	Existing Statutes	Amendment Proposed	As it reads after Amendments	Reasons
	<p>Repeal. The Statutes relating to grant of sabbatical leave to University Professors and Principals of Constituent Colleges of Mysore University 1993 is hereby repealed</p>	<p>Repeal. The Statutes relating to grant of sabbatical leave to the Teachers of Mysore University, 2005 is hereby repealed.</p>	<p>Repeal. The Statutes relating to grant of sabbatical leave to the Teachers of Mysore University, 2005 is hereby repealed.</p>	<p>Consequent on the change of the title the repealing provision is added.</p>

e) Non-Conformance / Non-Compliance:

In case of any non-compliance committed by a faculty who has availed the Sabbatical Leave in furnishing all relevant documents/reports/copies of evidence academic contributions made during the period, within 03 months of the closure of the said leave, the following penalties shall be enacted by the authorities:

1. Issuing a memo for obtaining the details and replies of non-compliance.
2. Recommend to stop the further increments till the end of their service or till the date of submission of details.
3. Recommend for the disciplinary action including suspension, pending enquiry for period of six months.
4. Recommend to recover the Basic pay paid during the entire Sabbatical leave period, from the faculty who has committed non-compliance even at the time of retirement.