

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.

Registrar University of Mysore Mysuru

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. Incase, 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:

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The Statutes relating to grant of Sabbatical Leave to the teachers of "Mysore University 2005" stands repealed.

Registrar University of Mysoro 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

Registrar Mysoro Mysuru 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

Sd/-REGISTRAR

Registrar University of Mysore Mysuru

UNIVERSITY OF MYSORE

AMENDMENTS TO THE STATUTES RELATING TO GRANT OF SABBATICAL LEAVE TO THE TEACHERS OF MYSORE

Statue	tatue Existing Statutes	Amendment Proposed A	As it reads after Amendments	Reasons
No.			Tide and Commencement:	
I	Title and Commencement:	Title and Commencement:	I He and Commencement	
	These statutes shall be	These statutes shall be known as		
		"Statutes relating to grant of	"Statutes relating to grant or	
	of Sabbatical Leave to the	Sabbatical Leave to the Teachers	Sabbatical Leave to the Teachers	
	University,	of Mysore University, 2016	of Mysore Omversity, 2010	
	2005"		Statutes shall come into	
=	These Statutes shall come into	No Change	I nese statutes shan come mo	
	force from the date of assent of the		Torce from the date of assement	
	Chancellor.		ne Chancelot.	As ner 2006 UGC revised pay scale,
III.	Applicability:	Applicability:	Аррисавшіў.	Selection Grade Lecturers/Readers
	The grant of Sabbatical Leave is	The grant of Sabbatical Leave is		have been termed as Associate Professor. Hence, the amendment
	applicable to the permanent,	applicable to the permanent,	whole time teachers of the	has been proposed.
	Whole the leachers of the	University who have completed,	University who have completed, in	
	Mysore University, seven years of	in Mysore University, seven	Mysore University, seven years of	
	continuous service as Selection	years of continuous service as	continuous service as Associate	
	Grade Lecturers / Readers or	Associate Professor or	Professor of Professors.	
	Professors.	Professors.	Purnose:	
IV	Purpose:	NO CHANGE	Salbatical leave shall be granted to	
	Sabbatical leave shall be granted to		Sabbatical leave strain be granted to	
	undertake study or research or		undertake study of research of	
	other academic pursuit solely for		other academic pursuit soicily for	
	the object of increasing proficiency		the object of increasing producincy	
	of teachers and there usefulness to		the maintain and higher education	
	the university and higher education		evertem	
	system.		o) oresiste	

	<	Statue No.
Lecturers / Readers or Professors not being eligible for 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 seven years of continuous service in the University for undertaking study, research and writing purposes within the country, or abroad.	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.	Existing Statutes
University Associate Professor of Professors not being eligible for prant of Sabbatical Leave. The leave shall be availed for a period of not more than one year in the entire career of a teacher. It shall be granted after seven years of continuous service in the University for undertaking study, research and writing purposes within the country or abroad.	Sabbatical leave: Sabbatical leave shall be granted subject to the following conditions as laid down by the UGC Regulations of 2010	ment P
	ical leave: cal leave shall be granto the followons as laid down by legulations of 2010	As it reads after Americans Terms and Conditions of
Selection Grade Lecturers/Readers have been termed as Associate Professor. Hence, the amendment has been proposed. 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: 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	minimum qualifications tor 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. As per 2006 UGC revised pay scale,	UGC has issued Regulations on

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

		Annexure A		
with an intention to know clearly about the nature and anticipated contribution of the proposal to be carried out during the sabbatical leave	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	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	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.	
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.		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	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	
Reasons	As it reads after Amendments During the period of sabbatical - leave the teacher shall be allowed	Amendment Proposed NO CHANGE	.4	Statue No.

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

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

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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.