

# Centurion University of Technology and Management

No. CUTM/Reg.Office/Per/ Rec.Fac./SOM/2011/03

Dt: 01-08-2011

## APPOINTMENT ORDER

To  
Prof. P. K. Mohanty,  
Plot No: 48, Road No.3, Dibyavihar  
Samantarapur, Old Town, Bhubaneswar - 751002

Dear Prof. P. K. Mohanty,

As per the recommendation of selection committee, CUTM Paralakhemundi I am happy to appoint you as Dean School of Management in the rank of Professor in School of Management, CUTM, Paralakhemundi. The appointment shall come into effect from 01-08-2011 or date of acceptance of the offer whichever is later. The appointment will be governed by the following terms and conditions:

### 1. JOB DESCRIPTION:

- ✓ You will report to the Vice Chancellor, CUTM on all academic matters.
- ✓ You will have to teach at least 3 theory courses in a year
- ✓ You will have to co-ordinate different projects and activities of the School of Management -CUTM as assigned by the reporting officer/management
- ✓ You will have to co-ordinate voluntarily one Institute activity every year. Such activity could be running the Department of School of Management magazine, time table work, placement activity, cultural etc
- ✓ Any other work responsibility entrusted by the University from time to time.

### 2. PERFORMANCE STANDARDS

- ✓ The teaching quality will be assessed by the student's feedback, percentage of classes taken, attendance in the class, number and quality of assignment given, number of tutorials held; pass percentage in the subject and quality of handouts and material preparation. Each of these items shall be scored on a scale of 10 and the average score will be calculated every year. You will have to keep at least 6 out of 10 as a general performance.

*Accepted the offer  
of Appointment*

Contd. P/2

*Parash*  
11/8/11

CUTM Campus

Paralakhemundi

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Samantarapur, Old Town, Bhubaneswar - 751002

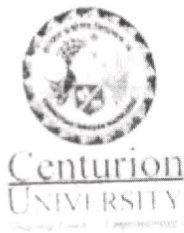
Bhubaneswar

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# Centurion University of Technology and Management

:-P-2:-

- ✓ Your other assignments will be judged by the amount of grants/revenue generated, Projects handled, Client feedback and any external awards received and the quality of journals accepting your publications.
- ✓ A faculty review committee, consisting of the Vice Chancellor and two senior faculty members will review your performance at least once in six months.

### 3. REMUNERATION

- ✓ You will be paid a monthly-consolidated amount of Rs. 45,000/- (Rupees forty five thousand only) in the pay scale of (Rs 37400-67000) with usual DA & HRA. In addition you will be paid P.F. and other statutory dues as per the rules of the Institute/ University.

### 4. OTHER BENEFITS

- ✓ You will be entitled to avail leave as per leave rules of the University.
- ✓ You will be given a yearly medical insurance cover of Rs. 1,00,000.
- ✓ You will be able to negotiate project related benefits from time to time depending on the assignments you bring.

### 5. CODE OF CONDUCT

- ✓ You will maintain highest values of academic, financial and professional integrity. Indulging in academic corruption, encouraging groupism among the students, violating client confidentiality, not routing projects through the Institute, diverting students to other colleges during the admissions are some of the practices that will be considered as a violation of the code of conduct.
- ✓ The above list is by no means exhaustive and is only indicative in nature.

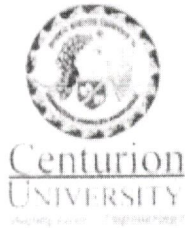
### 6. REVISION CLAUSE

- ✓ This appointment is valid during the period it is given, unless explicitly terminated by an order of the appointing authority. The appointment will be reviewed and renewed every year.
- ✓ The renewed appointment could either be a simple renewal, or a renewal with review of terms including the remuneration.

Contd. P/3

CUTM Campuses  
Paralakhemundi

At Paralakhemundi, Odisha  
Dr. Anupam Mishra, Director (Academic) and Vice-Chancellor  
Ph: 0674-2621111, 2621112, 2621113, 2621114, 2621115, 2621116, 2621117, 2621118, 2621119, 2621120, 2621121, 2621122, 2621123, 2621124, 2621125, 2621126, 2621127, 2621128, 2621129, 2621130, 2621131, 2621132, 2621133, 2621134, 2621135, 2621136, 2621137, 2621138, 2621139, 2621140, 2621141, 2621142, 2621143, 2621144, 2621145, 2621146, 2621147, 2621148, 2621149, 2621150, 2621151, 2621152, 2621153, 2621154, 2621155, 2621156, 2621157, 2621158, 2621159, 2621160, 2621161, 2621162, 2621163, 2621164, 2621165, 2621166, 2621167, 2621168, 2621169, 2621170, 2621171, 2621172, 2621173, 2621174, 2621175, 2621176, 2621177, 2621178, 2621179, 2621180, 2621181, 2621182, 2621183, 2621184, 2621185, 2621186, 2621187, 2621188, 2621189, 2621190, 2621191, 2621192, 2621193, 2621194, 2621195, 2621196, 2621197, 2621198, 2621199, 2621200, 2621201, 2621202, 2621203, 2621204, 2621205, 2621206, 2621207, 2621208, 2621209, 2621210, 2621211, 2621212, 2621213, 2621214, 2621215, 2621216, 2621217, 2621218, 2621219, 2621220, 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# Centurion University of Technology and Management

1000 Lakeside Drive, Centurion, Gauteng, South Africa

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## 7. TERMINATION

- ✓ This contract can be terminated with mutual consent by giving one months' notice on either side.
- ✓ The employee can resign unilaterally by giving a one months' notice.
- ✓ Generally a one months' pay shall be considered as equivalent of the notice period on either side.
- ✓ The appointing authority can terminate the contract if the performance standards are not met or the code of conduct is violated. However the appointing authority shall be guided by the principles of natural justice, fair play and shall give the employee reasonable chances of improvement unless the offenses are of grave nature.
- ✓ No termination by the appointing authority shall be effected without giving the party at least some opportunity to be heard.
- ✓ Such termination issued can be either upheld, modified or rejected by the appeals authority.

## 8. ADMINISTRATION

- ✓ For the purpose of this contract, the Vice Chancellor, CUTM Paralakhemundi shall be the administrative and reporting authority.
- ✓ Wherever not mentioned, the rules of CUTM, Paralakhemundi from time to time as well as the general rules guiding good academic institutes will be referred to.
- ✓ However such reference shall only take place if such specific terms are not mentioned in this letter.

Please sign a copy of this letter as a token of your acceptance.

  
REGISTRAR

Copy to: Establishment section, A/E section.

### CUTM Campuses

#### Paralakhemundi

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Tel: +27 12 574 5000 Fax: +27 12 574 5001  
E: [info@cutm.ac.za](mailto:info@cutm.ac.za)

#### Rhodesia

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### Corporate Office

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