

Centurion
UNIVERSITY

CENTURION UNIVERSITY OF TECHNOLOGY & MANAGEMENT PARALAKHEMUNDI
PROCEEDINGS OF THE VICE CHANCELLOR

No: CUTM/ Reg.Off./CIT/Per- R.Ch.M./2015

Date: 01-07-2015

To
Dr. Ramesh Ch. Mohanty
Associate Professor in Mechanical Engineering.
CUTM, Jatni-

Sub: Revision of Designation & Pay Scale – Reg.

Based on your performance in the interview, the CUTM, Paralakhemundi is pleased to promote you as Professor in the Department of Mechanical Engineering w.e.f. 01-07-2015. You will be paid a total gross salary of Rs. 72,278/- p.m. in the pay scale of (Rs. 37400-67000) with a basic pay of Rs. 37,400/-, Grade Pay of Rs. 10,000/-, 30% DA (Rs.14220/-) & 5% HRA (Rs.2370/-) and a personal pay/ other allowance of Rs. 8288/- w.e.f. 01-07-2015.

The other terms & conditions mentioned in your earlier appointment order shall remain the same.

You are required to submit the joining report in HR Section through proper channel.

A. Misra

REGISTRAR

Copy to: Accounts Section
Personal file

Accepted with thanks.
HR
15/07/15



CENTURION
GROUP OF INSTITUTES

Centurion Institute of Technology

Approved by AICTE, Recognized by Govt. of Orissa and Affiliated to Biju Patnaik University of Technology, Rourkela, Orissa

CIT/Rec./Fac./2010/135

Dt:15.08.2010

APPOINTMENT ORDER

To,

Mr.Ramesh Chandra Mohanty
At.Sanakusumi,
P.O.Chandeswar, Via-Tangi
Dist.Khurda, Orissa - 752 023

Dear Mr. Ramesh Chandra Mohanty,

Based on your qualification & experience, the Management of Centurion Institute of Technology, is happy to appoint you as **Assistant Professor (Selection Grade)** in Mechanical Engineering Department. The appointment shall come into effect from 16/08/2010 or the 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 have to teach the courses and take the laboratory classes as per the norm of the institute.
- ✓ It is desirable that you publish at least one conference paper per year. However you are encouraged to publish at least one referred journal article every two years.
- ✓ You will have to guide at least four students in the final semester project.
- ✓ It is desirable that you take up at least one R&D/consulting /extension project in your area of expertise per year. However all such projects must be prior approved by the Principal and must be routed through the institution.
- ✓ You will have to volunteer to coordinate one institute activity every year. Such activity could be running the college magazine, maintaining the college web site, managing placement office etc.

2. PERFORMANCE STANDARD:

- ✓ The teaching quality will be assessed by the student feedback, percentage of classes taken, attendance in the class, number and quality of assignments 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

Campus: At - Ramchandrapur, Po- Jatni, Dist.- Khurda

Resident Office : HIG - 5, Phase - 1, BDA Duplex, Pokhariput, Bhubaneswar, India, Ph.: 91-674-2352667, Fax: 91-674-2352433

(A Signature Institute of Centurion Group)

- ✓ 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 standard.
- ✓ Your other assignments will be judged by the amount of grants/revenue generated, client feedback and any external awards received and the quality of journals accepting your publications.
- ✓ A faculty review committee, consisting of the Principal and two senior faculty members will review your performance at least once in six months. The Director/ Managing Trustee will constitute the committee and the Principal will be the member secretary and the committee will enjoy a two-year term.

3. REMUNERATION

- ✓ You will be paid a monthly consolidated salary of Rs 45000/- (Rupees Forty five thousand only).
- ✓ You will be given a yearly medical insurance cover for Rs.1, 00000.

4. OTHER BENEFIT.

- ✓ You will be entitled to leave as per the leave rules of the Institute.

5. CODE OF CONDUCT:

- ✓ You will maintain highest values of academic, financial and professional integrity. Indulging in academic corruption, plagiarism, encouraging/allowing students to cheat in the exams, encouraging groupism among the students, irregularity in conducting classes, laxity in invigilation, not submitting the projects in time, violating client confidentiality, not routing projects through the institute, diverting students to other colleges during the admissions, teaching in other colleges without proper permission 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 management. The appointment will be reviewed and renewed every year.

7. TERMINATION:

- ✓ This contract can be terminated with mutual consent by giving three month's notice on either side.
- ✓ The employee can resign unilaterally by giving three months notice.
- ✓ Generally three month's pay shall be considered as equivalent of the notice period on either side.
- ✓ The management can terminate the contract if the performance standards are not met or the code of the conduct is violated. However the management 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 management shall be effected without giving the party 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 Director shall be the administrative and reporting authority, the Chairman/Managing Trustee, CIT shall be the appeals authority.
- ✓ Wherever not mentioned, the rules of C.I.T, Bhubaneswar 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.
- ✓ The original certificates needs to be produced at the time of joining in the Institute.

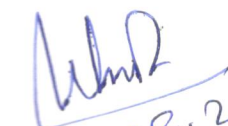
Please sign a copy of this letter as a token of your acceptance.



**Director
Centurion Institute of Technology**

Copy to: Establishment section, A/C section.

Received and accepted


19.08.2010