

**LALA LAJPAT RAI UNIVERSITY OF VETERINARY AND ANIMAL SCIENCES,
HISAR**

NOTIFICATION

No. Admn./F-2/2026/6009

Dated: 11-8-2026

In pursuance of the decision taken by the Board of Management, LUVAS vide Agenda Item No. B-7 of its 36th meeting held on 03.08.2026, the following guidelines, terms and conditions are hereby notified for engagement of Teaching Associates/Extension Associates/Training Associates/ Animal Health Associates or Equivalent at University Campus and Extension Centres of LUVAS:

Guidelines for hiring of Teaching Associates

1. Background

There is shortage of faculty in various departments of the University. Although, there is provision to engage the retired faculty members as consultant faculty, but the retired faculty members are not available for many departments/disciplines. Therefore, for smooth teaching activities, there is requirement to engage fresh candidates as Teaching Associates to meet out the shortage of teaching faculty in the University as stop gap academic arrangement.

2. Nature of engagement

The engagement shall be Non-regular, time-bound, purely on temporary basis and co-terminus with the academic year. The engagement shall not exceed the duration of a particular Academic Year (July to June) and no extension whatsoever for any duration shall be allowed in any situation. Notwithstanding the duration of academic year, the engagement of teaching associate can be discontinued owing to administrative reasons at any time on 15 days' notice. The engaged teaching associate may also leave assignment, on their own volition, by giving 15 days' notice. If the candidate fails to give such a notice, the University/ Department shall be entitled to recover 15 day's honorarium or for the period by which the notice falls short of 15 days, from him/her in lieu of such notice. At the end of the engagement period, the teaching associate will have no right to claim any employment or engagement/ extension in engagement in the LUVAS.

3. Qualifications

- i. Bachelor's degree in relevant discipline of Veterinary Sciences, Animal Sciences, Dairy Sciences and Allied Sciences.
- ii. Master's degree in the subject/discipline to be defined by HoD at the time of advertisement/requisition relevant discipline of Veterinary Sciences, Animal Sciences, Dairy Sciences and Allied Sciences.

- iii. Preference in engagement shall be given to the Ph.D. degree holder in the relevant discipline.

4. (A) Engagement procedure

- i. The notice for engagement of Teaching Associates on temporary basis will be put up on the university website/appropriate medium as deemed fit by the concerned Dean indicating the duration and nature of the engagement.
- ii. The engagement of the Teaching Associates would be purely non-regular, non-tenurial, time-bound and not against any sanctioned post in the university.
- iii. The engagement will be based on a co-terminus arrangement for the particular academic year and the person engaged will not have any right to claim any weightage, preference or legitimate expectation on the basis of previous engagement.
- iv. The candidates called for interview will not be entitled for any Travelling Allowance, Daily Allowance etc.
- v. Reservation will be applicable as per instructions issued by State Govt. from time to time.

4. (B) Selection Criteria

S. No.	Academic Qualifications	Maximum Marks
1.	Bachelor's Degree	20 (on pro-rata system)
2.	Master's Degree	20 (on pro-rata system)
3.	Doctoral Degree	10 (on pro-rata system)
4.	Additional Qualifications	
	i) University Level Academic Awards (Like University Level Gold Medal etc)	05
	ii) Publications (1 mark each for NAAS rating ≥ 6 and 0.5 each for NAAS rating < 6).	10
5.	Power Point Presentation on any topic (preference of the candidate) as undergraduate teacher	15
6.	Performance in the Interview	20
	Total	100

5. Engagement committee for Teaching Associates:

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|------|---|----------|
| i. | Dean of the college concerned | Chairman |
| ii. | HOD concerned | Member |
| iii. | One faculty member to be nominated by the Vice-Chancellor | Member |

The recommendations of the Engagement Committee shall be submitted by the concerned Dean to the Vice-Chancellor who will consider the same for acceptance and grant

approval thereof. Upon approval of Vice-Chancellor, the engagement letter shall be issued by the concerned Dean in accordance with the terms and conditions stipulated in these guidelines. The engagement committee can also recommend waiting list of the candidates in addition to the name of the selected candidate. If the selected candidate does not join in given period time or leaves in between after joining the post, the respective Head of Department can select the candidate from waiting list or can request Dean of respective college for fresh advertisement of the vacancy. The waiting list shall be valid for a period of six months from the date of interview. If fresh advertisement is done the waiting list will automatically stand null and void.

6. Monthly Fixed Honorarium

- i. The engagement will be for a particular academic year only.
- ii. The monthly fixed honorarium will be Rs. 60000/-.
- iii. The Teaching Associates engaged will not be more than 02 in a discipline and maximum Teaching Associates will not exceed 50 in the University at a time.

7. Leave

The person engaged as Teaching Associate would be entitled only for 15 casual leave and 02 restricted holidays in an academic year or proportionate to the engagement period as the case may be.

8. Medical/ Other Benefits

The person engaged as Teaching Associate will not be entitled to any benefit of Leave encashment/Gratuity/FMA/ Medical Reimbursement etc.

9. Other conditions

- i. The teaching associate will be under the administrative control of the concerned Head of the Department/Dean of the respective college.
- ii. The engagement of the teaching associate will stand automatically terminated on completion of the particular academic year whether so communicated formally on individual basis or not.
- iii. If a teaching associate remains absent from work/duty without prior permission for 15 days, his/her engagement shall be liable to be terminated by the Dean, concerned on the recommendations of concerned HoD.
- iv. The teaching associate shall have no legal or equitable right to claim his/her regularization and/or absorption against any regular posts or continuation, re-engagement/any other contractual engagement or parity in pay or service conditions on termination of the academic year.
- v. The teaching associates engaged in the University are required to adhere to the administrative, financial, and disciplinary regulations of university. Regular attendance will be ensured by the concerned HOD by maintaining an attendance register.

- vi. In case the work and conduct of the engaged Teaching Associate is not found satisfactory, the concerned Dean can terminate the service of Teaching Associate, after giving due opportunity of hearing.
- vii. After completion of academic year, no extension shall be allowed and thereafter, if considered necessary fresh engagement procedure shall be adopted as per requirement.
- viii. The duties assigned to Teaching Associates shall be clearly confined to limited teaching support functions under the supervision of Head of the Department and they should not be entrusted with any administrative or governance related functions or duties reserved for regular faculty members.
- ix. No extension, interim arrangement or ad hoc continuation for whatsoever reasons would be permitted.

Note: Further, the engagement of Extension Associates/Training Associates/ Animal Health Associates or Equivalent at University Campus and Extension Centres of LUVAS on temporary basis as required can be done on the above terms and conditions. However, the maximum number of all such engagements including teaching associates shall be limited to two per discipline and fifty across the University.

Sd/-
Registrar

Endst. No. Admn./F-2/2026/6010-6057

Dated: 11-8-2026

A copy of the above is forwarded to the following for information & further necessary action:-

1. SPS to Vice-Chancellor for kind information of Worthy Vice-Chancellor, LUVAS, Hisar.
2. All Deans/Directors/HoDs/Officers/Incharges (including outstations), LUVAS, Hisar.
3. Incharge, University Website, LUVAS, Hisar.
4. Incharge, E-gov. Cell, LUVAS, Hisar.
5. Social Media Champion, LUVAS, Hisar.
6. The Joint Director (Audit), LUVAS, Hisar.
7. General, Academic and Establishment Branch (Internal), O/o Registrar, LUVAS, Hisar.


Admn.-cum-Accounts Officer
for Registrar