



UNIVERSITY GRANTS COMMISSION

COMMISSION CIRCULAR NO: 867

No.20, Ward Place,
Colombo 07.

24th November 2005.

Vice-Chancellors of Universities,
Rectors of Campuses,
Directors of Institutes.

SCHEME FOR THE AWARD OF JUNIOR FELLOWSHIPS AND APPOINTMENT OF JUNIOR FELLOWS IN DEPARTMENTS ATTACHED TO THE FACULTIES OF ARTS, HUMANITIES & SOCIAL SCIENCES

The University Grants Commission at its 697th (Special) meeting held on 16th November 2005, having considered a recommendation made by the Standing Committee on Humanities & Social Sciences, approved the undermentioned scheme for the award of Junior Fellowships and appointment of Junior Fellows for implementation in Departments attached to the Faculties of Arts, Humanities & Social Sciences.

1. Position : Junior Fellows attached to the Faculties of Arts, Humanities & Social Sciences
2. Value of Award : An annual (12 months) grant awarded for a period of 3 – 4 years renewable after evaluation at the end of each 12 month period, payable in monthly installments, and equivalent to half the remuneration (including all appropriate allowances approved by the UGC) attached to a post coming under the salary code of B-05.
3. Method of Selection : By Open Advertisement.
All candidates under categories (1), (2) and (3) below may be interviewed and evaluated on one and the same occasion.
4. Qualifications :
 - (a) Category 1 –
A degree with specialization in the relevant subject with First or Second Class (Upper Division)

(b) Category 2 -

A Degree with specialization in the relevant subject with Second Class (Lower Division)

And

A Postgraduate Degree or Diploma of at least 01 academic years' duration in the relevant subject.

(c) Category 3 -

A Degree with specialization in the relevant subject without Honours

And

A Postgraduate Degree of at least 02 academic years' duration in the relevant subject with a research component.

5. Nature and period of Award and Appointment :

- (i) The Junior Research Fellowship is basically an award and an appointment to encourage and enable outstanding graduates in all fields of the Arts, Humanities & Social Sciences who are successful in winning an award, to undertake postgraduate studies (or, if they already have a postgraduate qualification, to do further studies or postgraduate research).
- (ii) Junior Fellows are expected to complete a postgraduate degree within a period of three or four years, according to the duration of the award (although completion of a postgraduate degree within that period is not mandatory)
- (iii) Junior Fellows are also required to contribute 2 ½ days each week towards the academic activities (including teaching) of the Department or Faculty to which they are attached, as assigned to them from time to time by the Head of the Department or Dean of the Faculty, as the case may be.
- (iv) Although an award of a Junior Fellowship and appointment as a Junior Fellow is designed for a period of three or four years (at the discretion of the Faculty or Department concerned), the Junior Fellow will be evaluated by the Head of Department and Dean of the Faculty at the end of each 12 month period during the duration of the fellowship, and the award and appointment renewed for a further 12 month period on the basis of a positive evaluation, on the recommendation of the Dean and the Head of Department (or by the Dean of the Faculty alone if the Junior Fellow is attached to a Faculty rather than to a Department). Conversely, a negative evaluation would result in the termination of the award and the appointment by the Council of the University on the recommendation of the Dean and the Head of Department (or on the recommendation of the Dean of the Faculty alone if the Junior Fellow is attached to a Faculty rather than to a Department).

- (v) A Junior Fellow may, of his or her own accord, terminate the award and the appointment with one month's notice at any time during the period of the award and the appointment.
- (vi) No awardee of a Junior Fellowship will be eligible for any other award of a Junior Fellowship and appointment as a Junior Fellow in the same Higher Educational Institution after he or she has completed a total period of four years as a Junior Fellow.
- (vii) It must be clearly understood that a Junior Fellowship is essentially a facility to encourage postgraduate studies and research, and to promote human resource development, and does not carry with it any indication that the awardee will be absorbed into the academic staff of the Faculty or Department concerned.

6. Selection Procedure :

- I. Selection of suitable candidates for the post of Junior Fellow should be based on the annexed Marking Scheme (Annex J)
A maximum overall mark of 80 or more is required for the award of a Junior Fellowship.
- II. Short listing of candidates may be done by a Committee comprising the undermentioned :
 - i. The Dean of the Faculty concerned.
 - ii. The Head of Department of Study concerned.
 - iii. A Senior Member of the Department/Faculty not below the rank of Senior Lecturer nominated by the principal Executive Officer.
- III. Short listed candidates are required to make an oral presentation of about 5 – 10 minutes at the final interview
- IV. The composition of the Selection Committee is as follows :-
 - i. The Dean of the Faculty concerned.
 - ii. The Head of Department of Study concerned.
 - iii. A Senior member of the Department not below the rank of an Associate Professor (a Senior Lecturer may be considered only if such Senior Academics are not available)
 - iv. A Senior member of the staff not below the rank of an Associate Professor from another Department/Faculty nominated by the Principal Executive Officer.

7. Creation of Cadre Provisions –

- I. Faculties or Department who wish to award Junior Fellowships have to resource these awards by the replacement of each vacant Temporary Lecturer cadre position with two Junior Fellowships.

- II. Faculties or Departments who opt to replace Temporary Lecturer positions with Junior Fellowships are required to progressively phase out Temporary Lecturer cadre positions and to replace all existing and future Temporary Lecturer positions with Junior Fellowships, once the existing staff who have been appointed as Temporary Lecturers have completed their permitted period of appointment.
- III. Once a Faculty or Department opts for the replacement of Temporary Lecturer positions with Junior Fellowships, they cannot revive the converted Temporary Lecturer positions, as the purpose of the new scheme is to progressively replace all Temporary Lecturer positions with Junior Fellowships. However, the option of adopting the new scheme or retaining the existing Temporary Lecturer system is left to the Faculty or Department concerned.
- IV. Persons who have completed their permitted period of appointment as Temporary Lecturers are eligible to compete for Junior Research Fellowships.
8. The Scheme of Recruitment will be effective from 01.12.2005. It will be applicable to all Faculties, Departments and other Institutions under the purview of the Standing Committee on Humanities & Social Sciences (including Faculties of Law and Education). However, it may also be adopted by all Faculties and Institutions in the University System.
9. Please take action accordingly.


(Prof. B. B. N. Mendis)
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Chairman

24.11.2005

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