

*The fulfilment of these conditions is to be certified by the Registrar or the Dean (Academic Affairs) of the University concerned.*

- II.** The clearing of NET/SLET/SET shall not be required for candidates in such disciplines for which NET/SLET/SET has not been conducted.
- 3.4** A minimum of 55% marks (or an equivalent grade in a point-scale, wherever the grading system is followed) at the Master's level shall be the essential qualification for direct recruitment of teachers and other equivalent cadres at any level.
- I.** A relaxation of 5% shall be allowed at the Bachelor's as well as at the Master's level for the candidates belonging to Scheduled Caste/Scheduled Tribe/Other Backward Classes (OBC)(Non-creamy Layer)/Differently-abled ((a) Blindness and low vision; (b) Deaf and Hard of Hearing; (c) Locomotor disability including cerebral palsy, leprosy cured, dwarfism, acid-attack victims and muscular dystrophy; (d) Autism, intellectual disability, specific learning disability and mental illness; (e) Multiple disabilities from amongst persons under (a) to (d) including deaf-blindness) for the purpose of eligibility and assessing good academic record for direct recruitment. The eligibility marks of 55% marks (or an equivalent grade in a point scale wherever the grading system is followed) and the relaxation of 5% to the categories mentioned above are permissible, based only on the qualifying marks without including any grace mark procedure.
- 3.5.** A relaxation of 5% shall be provided, (from 55% to 50% of the marks) to the Ph.D. Degree holders who have obtained their Master's Degree prior to 19 September, 1991.
- 3.6** A relevant grade which is regarded as equivalent of 55%, wherever the grading system is followed by a recognized university, at the Master's level shall also be considered valid.
- 3.7** The Ph.D. Degree shall be a mandatory qualification for appointment and promotion to the post of Professor.
- 3.8** The Ph.D. Degree shall be a mandatory qualification for appointment and promotion to the post of Associate Professor.
- 3.9** The Ph.D. Degree shall be a mandatory qualification for promotion to the post of Assistant Professor (Selection Grade/Academic Level 12) in Universities.
- 3.10** The Ph.D. Degree shall be a mandatory qualification for direct recruitment to the post of Assistant Professor in Universities with effect from 01.07.2021.
- 3.11** The time taken by candidates to acquire M.Phil. and / or Ph.D. Degree shall not be considered as teaching/ research experience to be claimed for appointment to the teaching positions. Further the period of active service spent on pursuing Research Degree simultaneously with teaching assignment without taking any kind of leave, shall be counted as teaching experience for the purpose of direct recruitment/ promotion. Regular faculty members upto twenty per cent of the total faculty strength (excluding faculty on medical / maternity leave) shall be allowed by their respective institutions to take study leave for pursuing Ph.D. degree.
- 3.12 Qualifications:**
- No person shall be appointed to the post of University and College teacher, Librarian or Director of Physical Education and Sports, in any university or in any of institutions including constituent or affiliated colleges recognised under clause (f) of Section 2 of the University Grants commission Act, 1956 or in an institution deemed to be a University under Section 3 of the said Act if such person does not fulfil the requirements as to the qualifications for the appropriate post as provided in the Schedule 1 of these Regulations.
- 4.0 Direct Recruitment**
- 4.1 For the Disciplines of Arts, Commerce, Humanities, Education, Law, Social Sciences, Sciences, Languages, Library Science, Physical Education, and Journalism & Mass Communication.**
- I. Assistant Professor:**
- Eligibility (A or B) :**
- A.**
- i) A Master's degree with 55% marks (or an equivalent grade in a point-scale wherever the grading system is followed) in a concerned/relevant/allied subject from an Indian University, or an equivalent degree from an accredited foreign university.

- ii) Besides fulfilling the above qualifications, the candidate must have cleared the National Eligibility Test (NET) conducted by the UGC or the CSIR, or a similar test accredited by the UGC, like SLET/SET or who are or have been awarded a Ph. D. Degree in accordance with the University Grants Commission (Minimum Standards and Procedure for Award of M.Phil./Ph.D. Degree) Regulations, 2009 or 2016 and their amendments from time to time as the case may be exempted from NET/SLET/SET :

*Provided*, the candidates registered for the Ph.D. programme prior to July 11, 2009, shall be governed by the provisions of the then existing Ordinances/Bye-laws/Regulations of the Institution awarding the degree and such Ph.D. candidates shall be exempted from the requirement of NET/SLET/SET for recruitment and appointment of Assistant Professor or equivalent positions in Universities/Colleges/Institutions subject to the fulfillment of the following conditions :-

- a) The Ph.D. degree of the candidate has been awarded in a regular mode;
- b) The Ph.D. thesis has been evaluated by at least two external examiners;
- c) An open Ph.D. viva voce of the candidate has been conducted;
- d) The Candidate has published two research papers from his/her Ph.D. work, out of which at least one is in a refereed journal;
- e) The candidate has presented at least two papers based on his/her Ph.D work in conferences/seminars sponsored/funded/supported by the UGC / ICSSR/ CSIR or any similar agency.

*The fulfilment of these conditions is to be certified by the Registrar or the Dean (Academic Affairs) of the University concerned.*

Note: NET/SLET/SET shall also not be required for such Masters Programmes in disciplines for which NET/SLET/SET is not conducted by the UGC, CSIR or similar test accredited by the UGC, like SLET/SET.

**OR**

- B.** The Ph.D degree has been obtained from a foreign university/institution with a ranking among top 500 in the World University Ranking (at any time) by any one of the following: (i) Quacquarelli Symonds (QS) (ii) the Times Higher Education (THE) or (iii) the Academic Ranking of World Universities (ARWU) of the Shanghai Jiao Tong University (Shanghai).

*Note: The Academic score as specified in Appendix II (Table 3A) for Universities, and Appendix II (Table 3B) for Colleges, shall be considered for short-listing of the candidates for interview only, and the selections shall be based only on the performance in the interview.*

**II. Associate Professor:**

**Eligibility:**

- i) A good academic record, with a Ph.D. Degree in the concerned/allied/relevant disciplines.
- ii) A Master's Degree with at least 55% marks (or an equivalent grade in a point-scale, wherever the grading system is followed).
- iii) A minimum of eight years of experience of teaching and / or research in an academic/research position equivalent to that of Assistant Professor in a University, College or Accredited Research Institution/industry with a minimum of seven publications in the peer-reviewed or UGC-listed journals and a total research score of Seventy five (75) as per the criteria given in Appendix II, Table 2.

**III. Professor:**

**Eligibility (A or B) :**

**A.**

- i) An eminent scholar having a Ph.D. degree in the concerned/allied/relevant discipline, and published work of high quality, actively engaged in research with evidence of published work with, a minimum of 10 research publications in the peer-reviewed or UGC-listed journals and a total research score of 120 as per the criteria given in Appendix II, Table 2.

- ii) A minimum of ten years of teaching experience in university/college as Assistant Professor/Associate Professor/Professor, and / or research experience at equivalent level at the University/National Level Institutions with evidence of having successfully guided doctoral candidate.

**OR**

- B.** An outstanding professional, having a Ph.D. degree in the relevant/allied/applied disciplines, from any academic institutions (not included in A above) / industry, who has made significant contribution to the knowledge in the concerned/allied/relevant discipline, supported by documentary evidence provided he/she has ten years' experience.

#### **IV. Senior Professor in Universities**

Up to 10 percent of the existing sanctioned strength of Professors in the university may be appointed as Senior Professor in the universities, through direct recruitment.

##### **Eligibility:**

- i) An eminent scholar with good track record of high-quality research publications in Peer-reviewed or UGC-listed journals, significant research contribution to the discipline, and engaged in research supervision.
- ii) A minimum of ten years of teaching/research experience as Professor or an equivalent grade in a University, College or an institute of national level.
- iii) The selection shall be based on academic achievements, favourable review from three eminent subject experts who are not less than the rank of Senior Professor or a Professor of at least ten years experience.
- iv) The selection shall be based on ten best publications in the Peer-reviewed or UGC -listed journals and award of Ph.D degrees to at least two candidates under his/her supervision during the last 10 years and interaction with the Selection Committee constituted as per the UGC Regulations.

#### **V. College Principal and Professor (Professor's Grade)**

##### **A. Eligibility:**

- (i) Ph.D. degree
- (ii) Professor/Associate Professor with a total service/ experience of at least fifteen years of teaching/research in Universities, Colleges and other institutions of higher education.
- (iii) A minimum of 10 research publications in peer-reviewed or UGC-listed journals.
- (iv) A minimum of 110 Research Score as per Appendix II, Table 2

##### **B. Tenure**

- i) A College Principal shall be appointed for a period of five years, extendable for another term of five years on the basis of performance assessment by a Committee appointed by the University, constituted as per these regulations.
- ii) After the completion of his/her term as Principal, the incumbent shall join back his/her parent organization with the designation as Professor and in the grade of the Professor.

#### **VI. Vice Principal**

An existing senior faculty member may be designated as Vice-Principal by the Governing Body of the College on the recommendation of the Principal, for a tenure of two years, who can be assigned specific activities, in addition to his/her existing responsibilities. During the absence of the Principal, for any reason, the Vice Principal shall exercise the powers of the Principal.

#### **4.2. Music, Performing Arts, Visual Arts and Other Traditional Indian Art Forms like Sculpture, etc.**

##### **I. Assistant Professor:**

##### **Eligibility (A or B):**

##### **A.**

- i) Master's Degree with 55% marks (or an equivalent grade in a point scale wherever grading system is followed) in the relevant subject or an equivalent degree from an Indian/foreign University.

**Table 2****Methodology for University and College Teachers for calculating Academic/Research Score**

(Assessment must be based on evidence produced by the teacher such as: copy of publications, project sanction letter, utilization and completion certificates issued by the University and acknowledgements for patent filing and approval letters, students' Ph.D. award letter, etc.,)

| S.N. | Academic/Research Activity   | Faculty of Sciences<br>/Engineering / Agriculture<br>/ Medical /Veterinary<br>Sciences | Faculty of Languages /<br>Humanities / Arts / Social<br>Sciences / Library /Education<br>/ Physical Education /<br>Commerce / Management &<br>other related disciplines |
|------|--|--|---|
| 1.   | <b>Research Papers in Peer-Reviewed or UGC listed Journals</b>   | 08 per paper   | 10 per paper  |
| 2.   | <b>Publications (other than Research papers)</b>   |  |   |
|      | <b>(a) Books authored which are published by ;</b>   |  |   |
|      | International publishers   | 12   | 12  |
|      | National Publishers  | 10   | 10  |
|      | Chapter in Edited Book   | 05   | 05  |
|      | Editor of Book by International Publisher  | 10   | 10  |
|      | Editor of Book by National Publisher   | 08   | 08  |
|      |  |  |   |
|      | <b>(b) Translation works in Indian and Foreign Languages by qualified faculties</b>  |  |   |
|      | Chapter or Research paper  | 03   | 03  |
|      | Book   | 08   | 08  |
| 3.   | <b>Creation of ICT mediated Teaching Learning pedagogy and content and development of new and innovative courses and curricula</b> |  |   |
|      | <b>(a) Development of Innovative pedagogy</b>  | 05   | 05  |
|      | <b>(b) Design of new curricula and courses</b>   | 02 per curricula/course  | 02 per curricula/course   |
|      | <b>(c) MOOCs</b>   |  |   |
|      | Development of complete MOOCs in 4 quadrants (4 credit course)(In case of MOOCs of lesser credits 05 marks/credit)                 | 20   | 20  |
|      | MOOCs (developed in 4 quadrant) per module/lecture   | 05   | 05  |
|      | Content writer/subject matter expert for each module of MOOCs (at least one quadrant)  | 02   | 02  |
|      | Course Coordinator for MOOCs (4 credit course)(In case of MOOCs of lesser credits 02 marks/credit)                                 | 08   | 08  |
|      | <b>(d) E-Content</b>   |  |   |
|      | Development of e-Content in 4 quadrants for a complete course/e-book   | 12   | 12  |
|      | e-Content (developed in 4 quadrants) per module  | 05   | 05  |
|      | Contribution to development of e-content module in complete course/paper/e-book (at least one quadrant)                            | 02   | 02  |
|      | Editor of e-content for complete course/ paper /e-book   | 10   | 10  |
| 4    | <b>(a) Research guidance</b>   |  |   |

|    |   |  |  |
|----|---|--|--|
|    | Ph.D.   | 10 per degree awarded<br>05 per thesis submitted | 10 per degree awarded<br>05 per thesis submitted |
|    | M.Phil./P.G dissertation  | 02 per degree awarded                            | 02 per degree awarded                            |
|    | <b>(b) Research Projects Completed</b>  |  |  |
|    | More than 10 lakhs  | 10   | 10   |
|    | Less than 10 lakhs  | 05   | 05   |
|    | <b>(c) Research Projects Ongoing :</b>  |  |  |
|    | More than 10 lakhs  | 05   | 05   |
|    | Less than 10 lakhs  | 02   | 02   |
|    | <b>(d) Consultancy</b>  | 03   | 03   |
| 5  | <b>(a) Patents</b>  |  |  |
|    | International   | 10   | 10   |
|    | National  | 07   | 07   |
|    | <b>(b) *Policy Document (Submitted to an International body/organisation like UNO/UNESCO/World Bank/International Monetary Fund etc. or Central Government or State Government)</b>   |  |  |
|    | International   | 10   | 10   |
|    | National  | 07   | 07   |
|    | State   | 04   | 04   |
|    | <b>(c) Awards/Fellowship</b>  |  |  |
|    | International   | 07   | 07   |
|    | National  | 05   | 05   |
|    |   |  |  |
|    |   |  |  |
| 6. | <b>*Invited lectures / Resource Person/ paper presentation in Seminars/ Conferences/full paper in Conference Proceedings (Paper presented in Seminars/Conferences and also published as full paper in Conference Proceedings will be counted only once)</b> |  |  |
|    | International (Abroad)  | 07   | 07   |
|    | International (within country)  | 05   | 05   |
|    | National  | 03   | 03   |
|    | State/University  | 02   | 02   |

**The Research score for research papers would be augmented as follows :**

Peer-Reviewed or UGC-listed Journals (Impact factor to be determined as per Thomson Reuters list) :

- i) Paper in refereed journals without impact factor - 5 Points
  - ii) Paper with impact factor less than 1 - 10 Points
  - iii) Paper with impact factor between 1 and 2 - 15 Points
  - iv) Paper with impact factor between 2 and 5 - 20 Points
  - v) Paper with impact factor between 5 and 10 - 25 Points
  - vi) Paper with impact factor >10 - 30 Points
- (a) Two authors: 70% of total value of publication for each author.
  - (b) More than two authors: 70% of total value of publication for the First/Principal/Corresponding author and 30% of total value of publication for each of the joint authors.

Joint Projects: Principal Investigator and Co-investigator would get 50% each.

**Note:**

- Paper presented if part of edited book or proceeding then it can be claimed only once.
- For joint supervision of research students, the formula shall be 70% of the total score for Supervisor and Co-supervisor. Supervisor and Co-supervisor, both shall get 7 marks each.
- \*For the purpose of calculating research score of the teacher, the combined research score from the categories of 5(b). Policy Document and 6. Invited lectures/Resource Person/Paper presentation shall have an upper capping of thirty percent of the total research score of the teacher concerned.
- The research score shall be from the minimum of three categories out of six categories.

**Table: 3 A****Criteria for Short-listing of Candidates for Interview for the Post of Assistant Professors in Universities**

| S.N. | Academic Record   | Score            |                           |   |                           |
|------|---|------------------|---------------------------|---|---------------------------|
| 1.   | <b>Graduation</b>   | 80% & Above = 15 | 60% to less than 80% = 13 | 55% to less than 60% = 10   | 45% to less than 55% = 05 |
| 2.   | <b>Post-Graduation</b>  | 80% & Above = 25 | 60% to less than 80% = 23 | 55% (50% in case of SC/ST/OBC (non-creamy layer)/PWD) to less than 60% = 20 |                           |
| 3.   | <b>M.Phil.</b>  | 60% & above = 07 | 55% to less than 60% = 05 |   |                           |
| 4.   | <b>Ph.D.</b>  | 30               |                           |   |                           |
| 5.   | <b>NET with JRF</b>   | 07               |                           |   |                           |
|      | <b>NET</b>  | 05               |                           |   |                           |
|      | <b>SLET/SET</b>   | 03               |                           |   |                           |
| 6.   | <b>Research Publications ( 2 marks for each research publications published in Peer-Reviewed or UGC-listed Journals)</b>                                    | 10               |                           |   |                           |
| 7.   | <b>Teaching / Post Doctoral Experience (2 marks for one year each)#</b>   | 10               |                           |   |                           |
| 8.   | <b>Awards</b>   |                  |                           |   |                           |
|      | International / National Level<br>(Awards given by International Organisations/ Government of India / Government of India recognised National Level Bodies) | 03               |                           |   |                           |
|      | State-Level<br>(Awards given by State Government)   | 02               |                           |   |                           |

*#However, if the period of teaching/Post-doctoral experience is less than one year then the marks shall be reduced proportionately.*

**Note:**

- (A) (i) M.Phil + Ph.D Maximum - 30 Marks  
(ii) JRF/NET/SET Maximum - 07 Marks  
(iii) In awards category Maximum - 03 Marks
- (B) Number of candidates to be called for interview shall be decided by the concerned universities.

(C)

|                       |          |            |
|-----------------------|----------|------------|
| Academic Score        | -        | 80         |
| Research Publications | -        | 10         |
| Teaching Experience   | -        | 10         |
| <b>Total</b>          | <b>-</b> | <b>100</b> |

(D) Score shall be valid for appointment in respective State SLET/SET Universities/ Colleges/ Institutions only

**Table: 3 B****Criteria for Short-listing of candidates for Interview for the Post of Assistant Professors in Colleges**

| S.N. | Academic Record   | Score            |                           |   |                           |
|------|---|------------------|---------------------------|---|---------------------------|
|      |   | 1.               | <b>Graduation</b>         | 80% & Above = 21  | 60% to less than 80% = 19 |
| 2.   | <b>Post-Graduation</b>  | 80% & Above = 25 | 60% to less than 80% = 23 | 55% (50% in case of SC/ST/OBC (non-creamy layer)/PWD) to less than 60% = 20 |                           |
| 3.   | <b>M.Phil.</b>  | 60% & above = 07 | 55% to less than 60% = 05 |   |                           |
| 4.   | <b>Ph.D.</b>  | 25               |                           |   |                           |
| 5.   | <b>NET with JRF</b>   | 10               |                           |   |                           |
|      | <b>NET</b>  | 08               |                           |   |                           |
|      | <b>SLET/SET</b>   | 05               |                           |   |                           |
| 6.   | <b>Research Publications ( 2 marks for each research publications published in Peer-Reviewed or UGC-listed Journals)</b>                                    | 06               |                           |   |                           |
| 7.   | <b>Teaching / Post Doctoral Experience (2 marks for one year each)#</b>   | 10               |                           |   |                           |
| 8.   | <b>Awards</b>   |                  |                           |   |                           |
|      | International / National Level<br>(Awards given by International Organisations/ Government of India / Government of India recognised National Level Bodies) | 03               |                           |   |                           |
|      | State-Level<br>(Awards given by State Government)   | 02               |                           |   |                           |

# However, if the period of teaching/post-doctoral experience is less than one year then the marks shall be reduced proportionately.

Note :

(A)

- |       |                    |         |   |          |
|-------|--------------------|---------|---|----------|
| (i)   | M.Phil. + Ph.D.    | Maximum | - | 25 Marks |
| (ii)  | JRF/NET/SET        | Maximum | - | 10 Marks |
| (iii) | In awards category | Maximum | - | 03 Marks |

- (B) Number of candidates to be called for interview shall be decided by the college.
- (C) Academic Score - 84  
 Research Publications - 06  
Teaching Experience - 10  
TOTAL - 100
- (D) SLET/SET score shall be valid for appointment in respective State Universities/Colleges/institutions only.

**Table 4**  
**Assessment Criteria and Methodology for Librarians**

| S.No. | Activity  | Grading Criteria   |
|-------|---|--|
| 1     | <p>Regularity of attending library (calculated in terms of percentage of days attended to the total number of days he/she is expected to attend)</p> <p>While attending in the library, the individual is expected to undertake, inter alia, following items of work:</p> <ul style="list-style-type: none"> <li>• Library Resource and Organization and maintenance of books, journals and reports.</li> <li>• Provision of Library reader services such as literature retrieval services to researchers and analysis of report.</li> <li>• Assistance towards updating institutional website</li> </ul> | <p>90% and above - Good</p> <p>Below 90% but 80% and above - Satisfactory</p> <p>Less than 80% - Not satisfactory</p>  |
| 2.    | Conduct of seminars/workshops related to library activity or on specific books or genre of books.   | <p>Good – 1 National level seminar/ workshop + 1 State/institution level workshop/Seminar</p> <p>Satisfactory - 1 National level seminar/ workshop or 1 state level seminar/ workshop + 1 institution level seminar/ workshop or 4 institution seminar / workshop</p> <p>Unsatisfactory – Not falling in above two categories</p>  |
| 3.    | <p>If library has a computerized database then<br/>OR<br/>If library does not have a computerized database</p>  | <p>Good – 100% of physical books and journals in computerized database.</p> <p>Satisfactory – At least 99% of physical books and journals in computerized database.</p> <p>Unsatisfactory – Not falling under good or satisfactory.</p> <p>OR</p> <p>Good – 100% Catalogue database made up to date</p> <p>Satisfactory- 90% catalogue database made up to date</p> <p>Unsatisfactory - Catalogue database not upto mark.</p> <p>(To be verified in random by the CAS Promotion Committee)</p> |