Recruitment and Qualifications

1. The direct recruitment to the posts of Assistant Professor, Associate Professor and Professor in the Universities, shall be on the basis of merit through an all-India advertisement, followed by selection by a duly-constituted Selection Committee as per the provisions made under these Regulations. These provisions shall be incorporated in the Statutes/Ordinances of the university.

2. The minimum qualifications required for the post of Assistant Professor, Associate Professor, Professor, shall be as specified by the UGC.

3. The National Eligibility Test (NET) or an accredited test (State Level Eligibility Test SLET/SET) shall remain the minimum eligibility for appointment of Assistant Professor and equivalent positions wherever provided in these Regulations. Further, SLET/SET shall be valid as the minimum eligibility for direct recruitment to university.

   Provided that candidates who 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) Regulation, 2009, or the University Grants Commission (Minimum Standards and Procedure for Award of M.Phil/Ph.D. Degree) Regulation, 2016, and their subsequent amendments from time to time, as the case may be, shall be exempted from the requirement of the minimum eligibility condition of NET/SLET/SET for recruitment and appointment of Assistant Professor or any equivalent position in any University, College or Institution.

   Provided further that the award of degree to candidates registered for the M.Phil/Ph.D.programme prior to July 11, 2009, shall be governed by the provisions of the then existing Ordinances / Bye-laws / Regulations of the Institutions awarding the degree. All 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/Institution subject to the fulfillment of the following conditions:

   a) The Ph.D. degree of the candidate has been awarded in regular mode only;

   b) The Ph.D. thesis has been awarded 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.

4. The clearing of NET/SLET/SET shall not be required for candidates in such disciplines for which ET/SLET/SET has not been conducted.

5. 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.

6. 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.

7. 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 to19 September, 1991.

8. 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.

9. The Ph.D. Degree shall be a mandatory qualification for appointment and promotion to the post of Professor.

10. The Ph.D. Degree shall be a mandatory qualification for appointment and promotion to the post of Associate Professor.

11. The Ph.D. Degree shall be a mandatory qualification for promotion to the post of Assistant Professor (Selection Grade/Academic Level 12) in universities.

12. 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.

For the Disciplines of Arts, Commerce, Humanities, Social Sciences, Sciences, Languages.

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 (Table 3) for universities, 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 Table 1.

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 Table 1.

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.

Table 1

Methodology for University 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	Faculty of Languages / Humanities / Arts / Social Sciences / Commerce / Management & other related disciplines
1.	**Research Papers in Peer-Reviewed or UGC listed Journals**	08 per paper	10 per paper
2.	**Publications (other than Research papers)**		
	(a) Books authored which are published by;		
	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) Translation works in Indian and Foreign Languages by qualified faculties		
	Chapter or Research paper	03	03
	Book	08	08
3.	**Creation of ICT mediated Teaching Learning pedagogy and content and development of new and innovative courses and curricula**		
	(a) Development of Innovative pedagogy	05	05
	(b) Design of new curricula and courses	02 per curricula/course	02 per curricula/course
	(c) MOOCs		
	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
	(d) E-Content		
	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	**(a) Research guidance**		
	Ph.D.	10 per degree awarded	10 per degree awarded
	M.Phil./P.G dissertation	02 per degree awarded	02 per degree awarded
	(b) Research Projects Completed		
	More than 10 lakhs	10	10
	Less than 10 lakhs	05	05
	(c) Research Projects Ongoing:		
	More than 10 lakhs	05	05
	Less than 10 lakhs	02	02
	(d) Consultancy	03	03
5	**(a) Patents**		
	International	10	10
	National	07	07
	(b) *Policy Document (Submitted to an International body/organisation like UNO/UNESCO/World Bank/International Monetary Fund etc. or Central Government or State Government)		
	International	10	10
	National	07	07
	State	04	04
	(c) Awards/Fellowship		
	International	07	07
	National	05	05
6.	***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)**		
	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.

Clarifications for Table 2

Sr. No.	Academic/Research Activity	Clarifications
1.	**Research Papers in Peer-reviewed or UGC Listed Journals**	• Research Papers published in Journals listed in UGC-CARE will only be considered for Academic/ Research activity if the publication date of the said Research papers is on or after 14th June 2019. • Research Papers published in Peer-Reviewed / UGC Listed Journals will also be considered only if the publication date of the said Research papers is before 14th June 2019. • Research Papers published on or after 14th June 2019, if the journal in which the research paper is published is subsequently removed from the UGC-CARE list and if the candidate provides proof that the journal was in the UGC-CARE list on the date of publication, then the Research paper will be considered. • Only published Research Papers will be considered for Academic/ Research activity. Merely acceptance of the Research Papers will not be considered for Academic/ Research activity.

2.	**Publications (other than research papers)**
	(a) Books authored which are published by:
	   (i) International Publishers
	   (ii) National Publishers
	   (iii) Chapter in Edited Book
	   (iv) Editor of Book by International Publisher
	   (v) Editor of Book by National Publisher
		• For Chapters published in Edited books, the book should have ISBN.

	(a) Translation works in Indian and Foreign Languages by Qualified Faculties
	   (i) Chapter or Research Paper
	   (ii) Book
		• If translation work is done for the entire book, the candidate should claim points only for the book and not for individual Chapters. Provided the book should have ISBN and the candidate's name should be mentioned as the translator in the book.

3.	**Creation of ICT-mediated Teaching Learning pedagogy and content and development of new and innovative courses and curricula**	
	(a) Development of Innovative pedagogy	• The Development of Innovative pedagogy should be as per the UGC Guidelines for Innovative Pedagogical Approaches & Evaluation Reforms published on 22/12/2022
	(b) Design of new curricula and courses	• Appointment of the applicant for such assignment should be made by a competent body/authority (i.e. Board of Studies/Academic Council etc.) exclusively for designing and content development of new curricula and courses. Merely revision of a course/syllabi will not be considered for Research Score.

	(c) MOOCs
	   (i) Development of complete MOOCs in 4 quadrants (4 credit course) (In case of MOOCs of lesser credits 05 marks/credit)
	   (ii) MOOCs (developed in 4 quadrants) per module/lecture
	   (iii) Content writer/subject matter expert for each module of MOOCs (at least one quadrant)
	   (iv) Course Coordinator for MOOCs (4 credit course) (In case of MOOCs of lesser credits 02 marks/credit)
		• For MOOC and e-Content development, the MHRD Guidelines for developing online Courses for SWAYAM', 1st June 2017 has to be followed.

	(d) E-Content	

	(i) Development of e-Content in 4 quadrants for a complete course/e-book	
	(ii) e-Content (developed in 4 quadrants) per module	
	(iii) Contribution to the development of e-content module in complete course/paper/e-book (at least one quadrant)	
	(iv) Editor of e-content for complete course/ paper /e-book	
4.	**(a) Research Guidance**	• For P.G. Dissertation, the Research Score will be considered only if it is full-time and one semester without any other course(paper) completed or studied in parallel during the tenure of the P.G. Dissertation.
	(i) Ph.D.	
	(ii) M.Phil./P.G. Dissertation	
	(b) Research Projects Completed	• In case of Research Projects (Completed or Ongoing) given to an individual or University/Institution, Director and Co-Director, Convenor and Co-Convenor, Coordinator, and Co-Coordinator, etc. will be considered equivalent to Principal Investigator and Co-Investigator respectively. In the case of a Project team member, he/she will be considered equivalent to Co-Investigator.
	More than 10 lakhs	
	Less than 10 lakhs	
	(c) Research Project Ongoing	
	More than 10 lakhs	
	Less than 10 lakhs	
	(d) Consultancy	---
5.	(a) **Patents**	• Patent Awarded/Granted Certificate should be considered for Research Score. Merely Patent application/registration Certificate will not be considered for Research Score.
	International	
	National	
	(b) *Policy Document (Submitted to an International body/organization like UNO/UNESCO/World Bank/International Monetary Fund etc. or Central Government or State Government)	---
	International	
	National	
	State	
	(c) Awards/Fellowship	• Best papers awarded during conferences/seminars/workshops etc. will not be considered.
	International	
	National	
6.	***Invited lectures / Resource Person/ paper presentation in Seminars/ Conferences/full paper in Conference Proceedings (Paper presented in Seminars/Conferences and also published as a full paper in Conference Proceedings will be counted only once)**	• Invited Lectures/Resource Persons in Seminars / Conferences / Workshops / Training Programmes / Short Term Programmes / FDP / QIP/ Symposium / Refresher Courses / Orientation Programme will be considered for Research Score.
	International (Abroad)	• Lectures delivered as a part of Syllabi from course content will not be considered for Research Score.
	International (Within the country)	• Membership in various committees of event organization viz. Conference organizing committee, Advisory Committee, Technical Committee, Publication Committee, etc. will not be considered for Research Score.
	National	
	State/University	• In the case of Paper presentation (Poster/Oral), Proof of Paper presentation by the candidate will be considered for the Research Score. A mere attendance certificate for the same will not be considered for Research Score.

Note:

1. 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.

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

3.Paper presented if part of edited book or proceeding then it can be claimed only once.

4. 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.

5. *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.

6. The research score shall be from the minimum of three categories out of six categories.

Table: 3

Criteria for Short-listing of Candidates for Interview for the Post of Assistant Professors in Universities

S.N.	Academic Record	S			
1.	**Graduation**	80% & Above = 15	60% to less than 80% = 13	55% to less than 60% = 10	45% to less than
2.	**Post-Graduation**	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.	**M.Phil.**	60% & above = 07	55% to less than 60% = 05		
4.	**Ph.D.**	30			
5.	**NET with JRF**	07			
	NET	05			
	SLET/SET	03			
6.	**Research Publications (2 marks for each research publications published in Peer-Reviewed or UGC-listed Journals)**	10			
7.	**Teaching / Post Doctoral Experience (2 marks for one year each) #**	10			
8.	**Awards**				
	International / National Level (Awards given by International Organisations/ Government of India / Government of India recognised National Level Bodies)	03			
	State-Level (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

          ――――――――――――――――――――――

          Total   -   **100**

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