

DETAILS OF MINIMUM ELIGIBILITY AND OTHER INFORMATION

Minimum Qualifications for direct requirement to the post of Professor, Associate Professor, Assistant Professor will be as per the norms/guidelines laid down by the UGC/AICTE/NCTE/Rehabilitation Council of India (as amended from time to time).

1. MINIMUM QUALIFICATIONS FOR APPOINTMENT OF TEACHING FACULTY FOR THE DISCIPLINES OF ARTS, COMMERCE, HUMANITIES, LAW, SOCIAL SCIENCES, SCIENCES, LANGUAGES, LIBRARY SCIENCE, PHYSICAL EDUCATION, JOURNALISM & MASS COMMUNICATION AND PHARMACY (apart from minimum qualifications as below, for department of pharmacy valid registration as pharmacist under the pharmacy act, 1948 as amended from time to time including any succeeding enactment)

1.1 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) as given in UGC Regulations on Minimum Qualifications for Appointment of Teachers and other Academic Staff in Universities and colleges and measures for the maintenance of standards in Higher Education, 2018 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.

1.2 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 as given in UGC Regulations on Minimum Qualifications for Appointment of Teachers and other Academic Staff in Universities and colleges and measures for the maintenance of standards in Higher Education, 2018.

1.3 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 as given in UGC Regulations on Minimum Qualifications for Appointment of Teachers and other Academic Staff in Universities and colleges and measures for the maintenance of standards in Higher Education, 2018.
- 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.

3. MINIMUM QUALIFICATIONS FOR APPOINTMENT OF TEACHING FACULTY POSITIONS IN THE DEPARTMENT OF EDUCATION (B.Ed./M.Ed.)

3.1 ASSISTANT PROFESSOR (Fine Arts):

- a. A Master's Degree in Fine Arts (MFA) with a minimum of 55% marks (or an equivalent grade in a point scale wherever grading system is followed),
- b. 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.

Desirable : M.Ed

3.2 ASSOCIATE PROFESSOR:

- a. A Post Graduate Degree with minimum 55% marks in the discipline relevant to the area of specialization.
- b. Post Graduate Degree in Education (M.Ed./M. A. (Education) with a minimum of 55% marks (or an equivalent grade in a point scale wherever grading system is followed); and
- c. Ph. D. in Education or in the discipline relevant to the area of specialization.
- d. 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 as given in UGC Regulations on Minimum Qualifications for Appointment of Teachers and other Academic Staff in Universities and colleges and measures for the maintenance of standards in Higher Education, 2018.

3.3 PROFESSOR:

- a. A Post Graduate Degree with minimum 55% marks in the discipline relevant to the area of specialization.
- b. Post Graduate Degree in Education (M.Ed./M. A. (Education) with a minimum of 55% marks (or an equivalent grade in a point scale wherever grading system is followed); and
- c. Ph. D. in Education or in the discipline relevant to the area of specialization.
- d. 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 as given in UGC Regulations on Minimum Qualifications for Appointment of Teachers and other Academic Staff in Universities and colleges and measures for the maintenance of standards in Higher Education, 2018.
- e. 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.

3.4 ASSISTANT PROFESSOR (Special Education – Learning Disability):

- a. A Master's Degree in any discipline with not less than 50 % of marks
- b. M.Ed. Degree in specific disability area (LD) with not less than 55% of marks or an equivalent grade of B+ in 10 point scale of UGC.

OR

An equivalent degree from a foreign University recognized by RCI. (Valid registration with RCI u/s 19 of RCI Act, 1992 is essential.)

(RCI as Statutory Regulatory Body prescribes 50% as per the UGC Regulations Gazette dt. September 18, 2010 section 1.1.1

Desirable:

M.Phil/Ph.D in Special Education or Education with research emphasis on Special Education Experience for a period of at least 2 years as teacher or researcher in the area of specific disability.

4. MINIMUM QUALIFICATIONS FOR APPOINTMENT OF TEACHING FACULTY POSITIONS IN THE DEPARTMENT OF RURAL TECHNOLOGY AND SOCIAL DEVELOPMENT

4.1 ASSISTANT PROFESSOR:

- i) A good academic record with at least 55% marks (or an equivalent grade in a point scale wherever grading system is followed) at the Master's Degree (in the relevant/allied subjects) level or an equivalent degree from an Indian/Foreign University.
- ii) Ph.D. in in the relevant/allied subjects may also apply.

4.2 ASSOCIATE PROFESSOR:

- i) A Master's Degree with at least 55% marks (or an equivalent grade in a point scale, wherever the grading system is followed).
- ii) A good academic record, with a Ph.D. in in the relevant/allied subjects may also apply provided they have at least eight years of proven research experience in the relevant/allied subjects.
- 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, of UGC regulation, 2018 or as notified by the UGC from time to time.

4.3 PROFESSOR:

- i) A Master's Degree with at least 55% marks (or an equivalent grade in a point-scale, wherever the grading system is followed).
- ii) A good academic record, with a Ph.D. in the relevant/allied subjects may also apply provided they have at least ten years of proven research experience in the relevant/allied subjects.
 - 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 120 as per the criteria given in Appendix II, Table 2. of UGC Regulations, 2018
 - 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 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 year's experience.

For avoidance of doubt, it is hereby clarified that:

1. If Class or Division is not declared at the Bachelor's or Master's Degree levels, an aggregate of $\geq 60\%$ or equivalent Cumulative Grade Point Average (CGPA) is to be considered as equivalent to First Class.
 2. In respect of CGPA awarded to the candidates on a 10-Point Scale, the table of equivalence shall be provided by the university concerned followed for determining the Class obtained by them as per (1) cited above.
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Counting of Past Services for Direct Recruitment in all departments as per Clause 10 of UGC Regulation 2018

Previous regular service, whether national or international, as Assistant Professor, Associate Professor or Professor or equivalent in a University, College, National Laboratories or other scientific/professional organisations such as the CSIR, ICAR, DRDO, UGC, ICSSR, ICHR, ICMR and DBT, should count for the direct recruitment and promotion under the CAS of a teacher as Assistant Professor, Associate Professor, Professor or any other nomenclature, provided that:

- (a) The essential qualifications of the post held were not lower than the qualifications prescribed by the UGC for Assistant Professor, Associate Professor and Professor, as the case may be.
- (b) The post is/was in an equivalent grade or of the pre-revised scale of pay as the post of Assistant Professor (Lecturer) Associate Professor (Reader) and Professor.
- (c) The concerned Assistant Professor, Associate Professor and Professor should possess the same minimum qualifications as prescribed by the UGC for appointment to the post of Assistant Professor, Associate Professor and Professor, as the case may be.
- (d) The post was filled in accordance with the prescribed selection procedure as laid down in the Regulations of the University/State Government/Central Government/ Institutions concerned, for such appointments.
- (e) The previous appointment was not as guest lecturer for any duration.
- (f) The previous Ad-hoc or Temporary or contractual service (by whatever nomenclature it may be called) shall be counted for direct recruitment and for promotion, provided that:
 - (i) the essential qualifications of the post held were not lower than the qualifications prescribed by the UGC for Assistant Professor, Associate Professor and Professor, as the case may be
 - (ii) the incumbent was appointed on the recommendation of a duly constituted Selection Committee/Selection Committee constituted as per the rules of the respective university;
 - (iii) the incumbent was drawing total gross emoluments not less than the monthly gross salary of a regularly appointed Assistant Professor, Associate Professor and Professor, as the case may be; and
- (g) No distinctions shall be made with reference to the nature of management of the institution where previous service was rendered (private/local body/Government), while counting the past service under this clause.

For counting of Past Services the candidate must upload the relevant documents which clearly show / reflect the above details. Failing which the candidature shall not be considered.

5. MINIMUM QUALIFICATIONS FOR APPOINTMENT OF TEACHING FACULTY IN THE ENGINEERING AND TECHNOLOGY DISCIPLINE (School of Engineering and Technology):

The minimum qualifications for the appointment in the teaching posts for the School of Studies, Engineering and Technology shall be based on the Regulations of UGC/AICTE as amended from time to time.

Appointment for the post in Engineering and Technology branches (Engineering Trade) shall be as per the eligibility prescribed by AICTE, whereas for other posts in the School of Studies of Engineering and Technology such as Humanities, Basic Sciences, Biology etc. shall be as per UGC Regulations prevailing at the time of advertisement.

5.1 ASSISTANT PROFESSOR

i. Essential,

B. E. / B. Tech. / B. S. and M. E. / M. Tech. / M. S. or Integrated M. Tech. in relevant branch with first class or equivalent in any one of the degrees.

5.2 ASSOCIATE PROFESSOR

i. Essential:

a. Ph.D. degree in the relevant field and First class or equivalent at either Bachelor's or Master's level in the relevant branch

AND

b. At least total 6 research publications in SCI journals / UGC / AICTE approved list of journals.

AND

c. Minimum of 8 years of experience in teaching / research / industry out of which at least 2 years shall be Post Ph.D. experience.

5.3 PROFESSOR:

i. Essential:

a. Ph. D. degree in relevant field and First class or equivalent at either Bachelor's or Master's level in the relevant branch.

AND

b. Minimum of 10 years of experience in teaching / research / industry out of which at least 3 years shall be at a post equivalent to that of an Associate Professor.

AND

c. At least 6 research publications at the level of Associate Professor in SCI journals / UGC / AICTE approved list of journals and at least 2 successful Ph.D. guided as Supervisor / Co-supervisor till the date of eligibility of promotion.

OR

At least 10 research publications at the level of Associate Professor in SCI journals / UGC / AICTE approved list of journals till the date of eligibility of promotion.

6. MINIMUM QUALIFICATIONS FOR APPOINTMENT OF TEACHING FACULTY POSITIONS IN THE DEPARTMENT OF MANAGEMENT/BUSINESS ADMINISTRATION:

6.1 ASSISTANT PROFESSOR:

i. Essential:

Bachelor's Degree in any discipline and Master's Degree in Business Administration / PGDM / C. A. / ICWA/ M. Com. with First Class or equivalent and two years of professional experience after acquiring the degree of Master's degree.

6.2 ASSOCIATE PROFESSOR:

i. Essential:

a. Ph.D. degree in the relevant field and First class or equivalent at either Bachelor's or Master's level in the relevant branch

AND

b. At least total 6 research publications in SCI journals / UGC / AICTE approved list of journals.

AND

c. Minimum of 8 years of experience in teaching / research / industry out of which at least 2 years shall be Post Ph.D. experience.

6.3 PROFESSOR:

i. Essential:

a. Ph. D. degree in relevant field and First class or equivalent at either Bachelor's or Master's level in the relevant branch.

AND

- b. Minimum of 10 years of experience in teaching / research / industry out of which at least 3 years shall be at a post equivalent to that of an Associate Professor.

AND

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- c. At least 6 research publications at the level of Associate Professor in SCI journals / UGC / AICTE approved list of journals and at least 2 successful Ph.D. guided as Supervisor / Co-supervisor till the date of eligibility of promotion.

OR

At least 10 research publications at the level of Associate Professor in SCI journals / UGC / AICTE approved list of journals till the date of eligibility of promotion.

Counting of Past Services for Direct Recruitment as per Clause 2.25 of AICTE Regulation 2019

Previous regular service, whether national or international, as Assistant Professor, Associate Professor or Professor or equivalent in a University, College, National Laboratories or other scientific/professional organisations such as the CSIR, ICAR, DRDO, UGC, ICSSR, ICHR, ICMR and DBT or State PSUs etc., should be counted for the direct recruitment as an Assistant Professor/ Associate Professor/Professor provided that:

- (a) The qualifications for the post held are not lower than the qualifications prescribed by the AICTE for Assistant Professor, Associate Professor and Professor, as the case may be.
- (b) The post is/was in an equivalent grade or of the pre-revised scale of pay as the post of Assistant Professor / Associate Professor /Reader and Professor.
- (c) The candidate for direct recruitment has applied through proper channel.
- (d) The concerned Assistant Professor, Associate Professor and Professor should possess the same minimum qualifications as prescribed by the AICTE for appointment to the post of Assistant Professor, Associate Professor and Professor, as the case may be.
- (e) The post was filled in accordance with the prescribed selection procedure as laid down in the Regulations of the University/State Government/Central Government/ concerned Institutions, for such appointments.
- (f) The previous appointment was not as guest faculty for any duration or ad-hoc or in leave vacancy of less than one year duration. Ad-hoc or Temporary service of more than one year duration can be counted provided that:
 - (i) The period of service of more than one year.
 - (ii) The incumbent was appointed on the recommendation of the duly constituted Selection Committee;
 - (iii) the incumbent was selected for the permanent post in continuation to the ad-hoc or temporary service.
 - (iv) An artificial break in service shall not be used to the prejudice of employee, appointed on permanent basis. The person appointed on a permanent basis shall be given the benefit of the entire service rendered by him with effect from the date of initial appointment (temporary/contractual/ad-hoc) notwithstanding the artificial break/breaks in service.
 - (v) The incumbent was drawing total gross emoluments not less than the monthly gross salary at the initial stage of a regularly appointed Assistant Professor, Associate Professor and Professor, as the case may be; and
 - (vi) At the time of selection, the negotiated terms and conditions clearly mention the period of experience, nature of experience and same has been consented by the employer.
- (g) No distinctions should be made with reference to the nature of management (private/local body/Government) of the institution where previous services were rendered while counting the past service under this clause.

For counting of Past Services the candidate must upload the relevant documents which clearly show / reflect the above details. Failing which the candidature shall not be considered.
