

**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
2009**

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**University Grants Commission
Bahadur Shah Zafar Marg
New Delhi-110002.**

No.F.3-1/2009 (PS)

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In exercise of the powers conferred by clause (e) and (g) of sub-section (I) of Section 26 read with Section 12 (j) and 14 of University Grants Commission Act, 1956 (3 of 1956), and in pursuance of the MHRD O.M.No.F.23-7/2008-IFD dated 23.10.08, read with Ministry of Finance (Department of Expenditure) O.M.No.F.1-1/2008-IC dated 30.08.2008, and in terms of the Schemes Regulations notified by MHRD Notification No.1-32/2006-U.II/U.I(1) issued subject to Ministry of Finance (Department of Expenditure) vide OM.No.7-23/2008-EIII dated 30.09.2008, and in supersession of the Regulations issued by University Grants Commission, vide Regulation No. F.3-1/2000 (PS) dated 4th April 2000, the University Grants Commission hereby notifies the following Regulations, namely:-

1. Short title, application and commencement:

- i. These Regulations may be called the University Grants Commission (Minimum Qualifications for Appointment of Teachers and other Academic Staff in Universities and Colleges and Measures for the Maintenance of Standards in Higher Education) Regulations, 2009.
- ii. They shall apply to every university established or incorporated by or under a Central Act, Provincial Act or a State Act, every institution including a constituent or an affiliated college recognised by the Commission, in consultation with the university concerned under Clause (f) of section 2 of the University Grants Commission Act, 1956 and every institution deemed to be a university under Section 3 of the said Act.

- iii. They shall come into force with immediate effect from the date on which these Regulations are notified. However, all promotions under CAS Schemes shall continue to be governed by the above referred Regulations vide No. F.3-1/2000 (PS) dated 4th April 2000, in case such candidate has become eligible for promotion on a date prior to the present Regulations coming into force.
2. Minimum qualifications for appointment and other service conditions of University and College teachers, Librarians and Directors of Physical education as a measure for the maintenance of standards in higher education, shall be as provided in these Regulations.

(Dr. R. K. Chauhan)
Secretary

To

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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

These Regulations are for revision of pay scales, minimum qualifications for appointment, and other service conditions of University and College Teachers, Librarians and Directors of Physical Education as a measure for the maintenance of standards in higher education.

1.0.0 COVERAGE

1.1.0 These Regulations applies to University and College Teachers, Librarians, Directors of Physical Education admitted to the privileges of the Universities.

1.1.1 For teachers in the Faculties of Agriculture and Veterinary Science, the norms /Regulations of Indian Council of Agricultural Research; for Faculty of Medicine, Dentistry, Nursing and AYUSH, the norms/Regulations of Ministry of Health and Family Welfare, Government of India; for Faculty of Education, the norms/Regulations of National Council of Teacher Education and for Engineering, Pharmacy and Management, the norms/Regulations of All India Council for Technical Education shall apply.

2.0.0 PAY SCALES AND PAY FIXATION FORMULA

2.1.0 The revised scales of pay, as decided by the Government of India, Ministry of Human Resource Development (Department of Education) may be seen as Appendix-I. The pay “fixation formula” developed by UGC and approved by MHRD appended as Appendix-II. This fixation formula shall be adopted for teachers and equivalent positions in the Library and Physical Education cadres in Universities and Colleges.

3.0.0 RECRUITMENT AND QUALIFICATIONS

3.1.0 The direct recruitment to the post of Assistant Professors, Associate Professors and Professors in the Universities and Colleges shall be on the basis of merit through all India advertisement and selections by the duly constituted Selection Committees as per the guidelines prescribed under these Regulations to be incorporated under the Statutes/Ordinances of the concerned university. The composition of such committees should be as prescribed by the UGC in these Regulations.

3.2.0 The minimum qualifications required for the post of Assistant Professors, Associate Professors, Professors, Principals, Assistant Directors of Physical Education, Deputy Directors of Physical Education, Directors of Physical Education, Assistant Librarians, Deputy Librarians, Librarians will be those as prescribed by the University Grants Commission in these Regulations.

3.3.0 The minimum requirements of a good academic record, 55% of the marks at the master's level and qualifying in the National Eligibility Test (NET), or an accredited test (State Level Eligibility Test - SLET/SET), shall remain for the appointment of Assistant Professors.

3.3.1. NET/SLET/SET shall remain the minimum eligibility condition for recruitment and appointment of Assistant Professors in Universities / Colleges / Institutions. Provided, however, that candidates, who are or have been awarded Ph. D. degree in compliance of the "University Grants Commission (minimum standards and procedure for award of Ph.D. Degree), Regulations 2009, shall be exempt from the requirement of the minimum eligibility condition of NET/SLET/SET for recruitment and appointment of Assistant Professor or equivalent positions in Universities / Colleges / Institutions".

3.3.2 Reference to Ph.D-s in these Regulations shall be taken as a doctoral degree from a University following the above UGC Regulations of 2009 regarding registration process, course work, and evaluation process with effect from the date of issue of such guidelines by UGC. The exemption from NET/SLET/SET will not be applicable to Ph.D degrees awarded by the universities who have not adopted and followed the above UGC Regulations of 2009, provided the Universities have adopted the guidelines issued by UGC from time to time to accord exemption of the Ph.D. degree holders from acquiring a pass in NET/SLET/SET.

3.3.3 NET/SLET/SET shall not be required for such Masters Degree Programmes in disciplines for which NET/SLET/SET/ accredited test is not conducted. Any relaxation in the prescribed qualification, including the NET exemption, can be made only by the University Grants Commission in a particular subject in which NET/SLET/SET is not conducted. Such relaxation would be based on the application made by only the affected universities for the specified subject(s) and for a specified period based on sound justification.

Provided in case of State Universities, where NET/SET/SLET qualified candidates are not available, the concerned Universities may grant exemption only with the concurrence of the respective State Government.

Provided further in case of Central Universities such exemption can be granted by the concerned University only with the concurrence of the UGC.

Provided further that exemption so granted in both the cases stated above, shall be subject to the condition that the candidates shall acquire their NET/SLET/SET qualification, preferably within a period of 2 years, failing which they shall not be eligible for any increments in their pay scales and for seniority for the years of service rendered by them without such qualifications. The eligibility for increments and service seniority shall become operational from the date of qualifying for NET/SLET/SET or acquiring Ph.D. Degree as per the UGC Regulations, 2009.

3.3.4 The 55% marks in Master's level should be insisted upon for those entering the system from outside and at the entry point of Assistant Professors, Assistant Librarians, Assistant Director of Physical Education.

3.4.0 A relaxation of 5% may be provided at the graduate and master's level for the SC/ST/Differently-abled (Physically and visually handicapped) categories for the purpose

of eligibility and for assessing good academic record during direct recruitment to teaching positions. Rounding off of marks to make it to 55% or 50% as the case may be through grace mark procedure etc., by universities is not permissible for claiming relaxation.

- 3.5.0 A relaxation of 5% may be provided, from 55% to 50% of the marks to the Ph.D. degree holders, who have passed their Master's degree prior to 19th September, 1991.
- 3.6.0 Relevant grade which is regarded as equivalent of 55% wherever the grading system is followed by a recognized university shall also be considered eligible.
- 3.7.0 The Ph.D. should be a compulsory requirement for the designation of Professors, Librarians and Physical Education Directors.
- 3.8.0 Ph.D. shall be a compulsory requirement for all candidates applying for direct recruitment as Associate Professor /Deputy Librarian/Deputy Directors of Physical Education,
- 3.9.0 The period of time taken by candidates to acquire M.Phil. and/or Ph.D shall not be considered as research experience to be claimed for appointment to the teaching positions.

4.0.0 DIRECT RECRUITMENT

✓ 4.1.0 PROFESSOR

- A. (i) An eminent scholar with Ph.D. qualification 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 publications as books and/or research / policy papers in indexed / ISBN/ISSN numbered journals and/or ISBN/ISSN numbered books and the University developed ISBN/ISSN numbered list of journals/books hosted in the website of the concerned University.
- (ii) A minimum of 10 years of teaching experience in university/college, and/or experience in research at the University/National Level institutions/industries, including experience of guiding candidates for research at doctoral level;
- (iii) Contribution to educational innovation, design of new curricula and courses, and technology – mediated teaching learning process.
- (iv) A minimum score as stipulated in the Academic Performance Indicator (API) based on Performance Based Appraisal System (PBAS) developed by UGC in these Regulations.

OR

- B. An outstanding professional with established reputation in the relevant field who has made significant contribution to knowledge.

4.2.0. PRINCIPAL

- i. A Master's Degree with at least 55% of the marks or a relevant grade regarded as equivalent to 55% wherever grading system is followed by a recognized University.
- ii. Ph.D. qualification in concerned/allied/ relevant discipline with evidence of published work and research guidance.

- iii. Associate Professor/Professor with a total experience of 15 years of teaching/research/administration in Universities / Colleges and other institutions of higher education.
- iv. A minimum score as stipulated in the Academic Performance Indicator (API) based on Performance Based Appraisal System (PBAS) for Professors as developed by UGC in these Regulations.

✓ 4.3.0 ASSOCIATE PROFESSOR

- i. Good academic record with a Ph.D. degree in the concerned / allied/relevant disciplines.
- ii. 55% of the marks, or equivalent grade wherever grading system is followed at the Master's degree level.
- iii. A minimum of five 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 excluding the period of Ph.D research with evidence of published work and a minimum of 5 publications as books and/or research/policy papers in indexed/ISBN/ISSN numbered books/journals and University developed -ISBN/ISSN list of journals hosted in the website of the concerned University.
- iv. Contribution to educational innovation, design of new curricula and courses, and technology – mediated teaching learning process with evidence of having guided doctoral candidates and research students.
- v. A minimum score as stipulated in the Academic Performance Indicator (API) based Performance Based Appraisal System (PBAS) developed by UGC in these Regulations.

4.4.0 ASSISTANT PROFESSOR

4.4.1. Arts, Humanities, Sciences, Social Sciences, Commerce, Education, Languages, Law, Journalism and Mass Communication.

- i. Good academic record as defined by the concerned university with at least 55% of the marks or equivalent grade where grading system is practiced at the Master's degree level in a relevant subject from an Indian University, or an equivalent degree from an accredited foreign university.
- ii. Besides fulfilling the above qualifications, the candidate should have cleared the National Eligibility Test (NET) conducted by the UGC, CSIR or similar test accredited by the UGC like SLET/SET.
- iii. Holders of Ph.D. degree as on the date of Notification of these Regulations, along with those candidates who are awarded a Ph.D. degree through a process of admission,

registration, course work and external evaluation as laid down in the UGC (Minimum Standards and Procedures for award of M.Phil /Ph.D Degree), Regulations, 2009 and so adopted by the university, shall be exempted from NET/SLET/SET.

- iv. NET/SLET/SET shall also not be required for such Masters Programmes in disciplines for which NET/SLET/SET is not conducted subject to the conditions stipulated in these Regulations in clause.3.3.3.

4.4.2. MUSIC, PERFORMING ARTS, VISUAL ARTS AND OTHER TRADITIONAL INDIAN ART FORMS LIKE SCULPTURE ETC.,

4.4.3. MUSIC AND DANCE DISCIPLINE:

1. ASSISTANT PROFESSOR:

Good academic record with at least 55% of the marks, or an equivalent grade to that of 55% wherever grading system is practiced at the Master's degree level, in the relevant subject or an equivalent degree from an Indian/Foreign University.

Besides fulfilling the above qualifications, candidates should have cleared the National Eligibility test (NET/SLET/SET) conducted by the UGC, CSIR, or similar test accredited by the UGC.

OR

A traditional and a professional artist with highly commendable professional achievement in the concerned subject, who should have:

1. Studied under noted/reputed traditional masters and has thorough knowledge to explain the subject concerned.
2. B high grade artist of AIR/TV.
3. Ability to explain the logical reasoning of the subject concerned and adequate knowledge to teach theory with illustrations in that discipline.

 **2. ASSOCIATE PROFESSOR:**

Good academic record with doctoral degree, with performing ability of high professional standard.

Five years of experience of teaching and/or research excluding the period spent for obtaining the research degree.

Has made significant contributions to the knowledge in the subject concerned as evidenced by quality of publications.

Contribution to educational innovation such as designing of new courses and/or curricula and/or outstanding performing achievement in the field of specialization.

OR

1. 'A' grade artist of AIR/TV;
2. Eight years of outstanding performing achievements in the field of specialization.
3. Experience in designing of new courses and /or curricula.
4. Participation in Seminars/Conferences in reputed institutions.
5. Ability to explain the logical reasoning of the subject concerned and adequate knowledge to teach theory with illustrations in that discipline.

A minimum of five 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 excluding the period of Ph.D research with evidence of published work and a minimum of 5 publications as books and/or research/policy papers in indexed/ISBN/ISSN numbered books/journals and University developed -ISBN/ISSN list of journals hosted in the website of the concerned University.

Contribution to educational innovation, design of new curricula and courses, and technology – mediated teaching learning process with evidence of having guided doctoral candidates and research students.

A minimum score as stipulated in the Academic Performance Indicator (API) based Performance Based Appraisal System (PBAS) developed by UGC in these Regulations.

✓ 3. PROFESSOR:

An eminent scholar with a doctoral degree actively engaged in research with 10 years of experience in PG teaching and /or research at the University/National level institutions including experience of guiding research at doctoral level with outstanding performing achievements in the field of specialization.

OR

1. 'A' grade artist of AIR/TV
2. Twelve years of outstanding performing achievements in the field of specialization.
3. Significant contributions in the field of specializations and ability to guide research
4. Participation in National/International Seminars/Conferences/ Workshops and/ or recipient of National/International Awards/Fellowships.
5. Ability to explain the logical reasoning of the subject concerned and adequate knowledge to teach theory with illustrations in that discipline.

4.4.4. DRAMA DISCIPLINE:

1. ASSISTANT PROFESSOR:

Good academic record with at least 55% of the marks, or an equivalent grade to that of 55% wherever grading system is practiced at the Master's degree level, in the relevant subject or an equivalent degree from an Indian/Foreign University.

Besides fulfilling the above qualifications, candidates should have cleared the National Eligibility Test (NET/SLET/SET) conducted by the UGC, CSIR, or similar test accredited by the UGC.

OR

1. A professional artist with first class degree/diploma from National School of Drama or any other approved Institution in India or abroad
2. Five years of regular acclaimed performance in regional/ national stage with evidence.
3. Ability to explain the logical reasoning of the subject concerned and adequate knowledge to teach theory with illustrations in that discipline.

2. ASSOCIATE PROFESSOR:

Good academic record with doctoral degree with performing ability of high professional standard as recommended by an expert committee constituted by the University concerned for the said purpose.

Five years of experiences of teaching and/ or research excluding the period spent for obtaining the research degree.

Has made significant contributions to the knowledge in the subject concerned as evidenced by quality of publications.

Contributions to educational innovation such as designing new courses and/ or curricula and/ or outstanding performing achievements in the field of specializations.

OR

1. A recognized artist of Stage/ Radio/TV.
2. Eight years of outstanding performing achievements in the field of specialization.
3. Experience in designing of new courses and /or curricula.
4. Participation in Seminars/Conferences in reputed institutions.
5. Ability to explain the logical reasoning of the subject concerned and adequate knowledge to teach theory with illustrations in that discipline.

3. PROFESSOR:

An eminent scholar with a doctoral degree actively engaged in research with 10 years of experience in Post-graduate teaching and /or research at the University/National level institutions including experience of guiding research in doctoral level, with outstanding performing achievement in the field of specialization.

OR

1. Twelve years of outstanding performing achievements in the field of specialization.
2. Significant contributions in the field of specializations and ability to guide research.

3. Participation in National/International Seminars/Conferences/Workshops and/ or recipient of National/International Awards/Fellowships.
4. Ability to explain the logical reasoning of the subject concerned and adequate knowledge to teach theory with illustrations.

4.4.5. VISUAL (FINE) ARTS DISCIPLINE:

1. ASSISTANT PROFESSOR:

Good academic record with at least 55% of the marks, or an equivalent grade to that of 55% wherever grading system is practiced at the Master's degree level, in the relevant subject or an equivalent degree from an Indian/Foreign University.

Besides fulfilling the above qualifications, candidates should have cleared the National Eligibility Test (NET/SLET/SET) for lecturers conducted by the UGC, CSIR, or similar test accredited by the UGC.

OR

A Professional artist with highly commendable professional achievement in the concerned subject, who should have:

1. First class Diploma in Visual (Fine) arts discipline from the recognized Institution of India/Abroad.
2. Five years of experience of holding regular regional/National exhibitions/Workshops with evidence.
3. Ability to explain the logical reasoning of the subject concerned and adequate knowledge to teach theory with illustrations in that discipline.

2. ASSOCIATE PROFESSOR:

Good academic record with doctoral degree, with performing ability of high professional standard.

Five years of experience of teaching and/ or research excluding the period spent for the research degree, Ph. D.

Has made significant contributions to the knowledge in the subject concerned as evidenced by quality of publications.

Contributions to educational innovation such as: designing new courses and/ or curricula and/ or outstanding performing achievements in the field of specializations.

OR

1. A recognized artist of his/her own discipline.
2. Eight years of outstanding performing achievements in the field of specialization.
3. Experience in designing of new courses and /or curricula.

(ii) Qualification for the post of Assistant Professor in Computer

Applications:

Good academic record with at least 55% marks in Master's degree level, in the relevant subject from University of Rajasthan or equivalent degree from an Indian or foreign university. Applications of candidates holding the degree from a University which is not recognized by University of Rajasthan or if the particular degree is not recognized as equivalent by University of Rajasthan will be rejected.

Besides fulfilling the above qualifications, candidates should have cleared the eligibility test (NET) for lecturers conducted by the UGC, CSIR or similar test accredited by the UGC. However, the candidates having Ph.D. degree in the concerned subject are exempted from NET. The candidates having M.Phil. degree in the concerned subject are not exempted from NET.

OR

First Class at Master's degree level in the appropriate branch of Science/ Engineering /Technology with 5 years experience in teaching/Industry /Research at the level of lecturer or equivalent. Such candidates will be required to obtain Ph.D. degree within a period of 7 years from the date of appointment as Assistant Professor failing which the increments will be stopped until Ph.D. is earned. For candidates from

Industry Professional experience in R&D and patents would be desirable qualifications.

(iii) Qualification for the post of Assistant Professor in Converging Technologies

Good academic record with at least 60% marks in each of the Senior Secondary, Bachelor Degree and Master's degree level examination. Master's degree in the appropriate branch of Science or Engineering or Technology in the relevant subject from University of Rajasthan or equivalent degree from an Indian or foreign university. Applications of candidates holding the degree from a University which is not recognized by University of Rajasthan or if the particular degree is not recognized as equivalent by University of Rajasthan will be rejected.

The candidates must hold either Ph.D. degree in the Science/ Engineering/Technology or have qualified NET and have two years research experience on a topic which has well established connection with any of the streams of Converging Technologies, namely, nanotechnology, biotechnology and bioinformatics, information and communication technology, cognitive and neuroscience, or basic quantum science.

OR

First Class at Master's level in the appropriate branch of Science/Engineering/Technology with 5 years experience in teaching/ Industry/Research at the level of lecturer or equivalent. Such candidates will be required to obtain Ph.D. degree within a period of 7 years from the date of appointment as Assistant Professor failing which the increments will be stopped until Ph.D. is earned. For candidates from Industry Professional experience in R&D and patents would be desirable qualifications.

(v) Qualification for the post of Assistant Professor in Yoga

Good academic record with at least 55% marks in Master's degree level, from University of Rajasthan or equivalent degree from an Indian or foreign university. Applications of candidates holding the degree from a University which is not recognized by University of Rajasthan or if the particular degree is not recognized as equivalent by University of Rajasthan will be rejected.

Besides fulfilling the above qualifications, candidates should have

(i) Post Graduate (Full time course) in Yoga/Yogic Science/Yoga Therapy/Yoga Studies etc. from Universities.

OR

(ii) Post Graduate Diploma (Full time one year course) in Yoga/Yogic/Yoga Therapy/Yoga studies etc. from Universities.

(iii) DYN (One year Diploma in Yoga & Naturopathy)

(iv) NDDY (3.5 years course) (Recognized Institution)

OR

M.A. (Philosophy) with one year Diploma in Yoga Education from a recognized University or Recognized yoga Institution

The minimum qualifications shall be the same as prescribed in

(i) above.