

**MINIMUM QUALIFICATIONS FOR DIRECT RECRUITMENT TO THE
POSTS OF PROFESSOR, ASSOCIATE PROFESSOR, ASSISTANT PROFESSOR,
LIBRARIAN, DEPUTY LIBRARIAN, ASSISTANT LIBRARIAN, DEPUTY
REGISTRAR**

PROFESSOR (Law)

- A. (i) An eminent scholar with Ph.D. qualification(s) 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.
- (ii) A minimum of ten 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 Performance Based Appraisal System (PBAS), set out in this Regulation in Appendix III of 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, 2010
- OR**
- B. An outstanding professional, with established reputation in the relevant field, who has made significant contributions to the knowledge in the concerned/allied/relevant discipline, to be substantiated by credentials.

ASSOCIATE PROFESSOR (Law)

- i. 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 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 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.
- 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), set out in Appendix III of 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, 2010

ASSISTANT PROFESSOR (Law)

- i. Good academic record as defined by the concerned university with at least 55% marks (or an equivalent grade in a point scale wherever grading system is followed) 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 must have cleared the National Eligibility Test (NET) conducted by the UGC, CSIR or similar test accredited by the UGC like SLET/SET.
- iii. Notwithstanding anything contained in sub-clauses (i) and (ii) to this Clause 4.4.1, candidates, who are, or have been awarded a Ph.D. Degree in accordance with the University Grants Commission (Minimum Standards and Procedure for Award of Ph.D. Degree) Regulations, 2009, shall be exempted 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.
- iv. NET/SLET/SET shall also not be required for such Masters Programmes in disciplines for which NET/SLET/SET is not conducted.

PERCENTAGE EQUIVALENCE OF GRADE POINTS FOR A SEVEN POINTS SCALE:

It is hereby clarified that where the University/College/Institution declare results in grade points which is on a scale of seven, the following mechanism shall be referred to ascertain equivalent marks in percentage:

Grade	Grade Point	Percentage Equivalent
'O' – Outstanding	5.50-6.00	75-100
'A' – Very Good	4.50-5.49	65-74
'B' – Good	3.50-4.49	55-64
'C' – Average	2.50-3.49	45-54
'D' – Below Average	1.50-2.49	35-44
'E' – Poor	0.50-1.49	25-34
'F' – Fail	0-0.49	0-24

LIBRARIAN

- i. Master's Degree in Library Science /Information Science/documentation with at least 55% marks or its equivalent grade of B in the UGC seven points scale and consistently good academic record set out in these Regulations.
- ii. At least thirteen years as a Deputy Librarian in a university library or eighteen years' experience as a College Librarian.
- iii. Evidence of innovative library service and organization of published work.
- iv. Desirable: A. M.Phil./Ph.D. Degree in library science/information science/documentation/achieves and manuscript-keeping.

DEPUTY LIBRARIAN

- i. Master's Degree in library science/information science/documentation with at least 55% of the marks or its equivalent grade of B in the UGC seven point scale and a consistently good academic record.
- ii. Five years experience as an Assistant University Librarian/College Librarian.
- iii. Evidence of innovative library service and organization of published work and professional commitment, computerization of library.
- iv. Desirable: A M.Phil./Ph.D. Degree in library science/Information science/Documentation/Archives and manuscript-keeping/ computerization of library.

ASSISTANT LIBRARIAN

- i. Master's Degree in Library Science/Information Science/Documentation Science or an equivalent professional degree with at least 55% marks (or an equivalent grade in a point scale wherever grading system is followed) and a consistently good academic record with knowledge of computerization of library.
- ii. Qualifying in the national level test conducted for the purpose by the UGC or any other agency approved by the UGC.

DEPUTY REGISTRAR

Master's Degree with at least 55% of the marks or its equivalent grade of 'B' in the UGC 7 point scale; along with

- i. Nine years' of experience as Assistant Professor in the AGP of Rs. 6,000 and above with experience in educational administration, or
- ii. Comparable experience in research establishment and/or other institutions of higher education, or
- iii. 5 years' of administrative experience as Assistant Registrar or in an equivalent post.

**GUIDELINES FOR SHORTLISTING APPLICANTS TO BE CALLED FOR
INTERVIEW FOR ACADEMIC POSITIONS AND OTHER ACADEMIC STAFF IN
THE UNIVERSITY**

INTRODUCTION

Applications submitted by candidates who do not satisfy minimum eligibility criteria as advertised shall be rejected. NET/SLET is a prerequisite for appointment as Assistant Professor. However, exemption from NET/SLET shall be granted as per UGC norms. Marks will be allotted to each of the otherwise eligible candidates using the following guidelines. The final marks obtained by the candidates will be used to rank them by the Screening/Selection Committee.

I. ACADEMIC CAREER

I. Career is classified under following categories:

Cat. I ($\geq 60\%$) or CGPA ≥ 6.5 on 10 Point Grade Scale

Cat. II * ($\geq 45\%$ but $< 60\%$) or CGPA ≥ 5.0 but < 6.5

Cat. III ($< 45\%$) or CGPA < 5.0

Note: - (1): Candidate will be rejected, if he/she has Cat. III in UG or if he/she has Cat. III in both High School and Intermediate.

Note:- (2): CGPA only will be considered in cases where the mark-sheet (Transcript) provides CGPA.

II. MARKS ALLOTTED TO EACH CATEGORY

	Cat. I	Cat. II	Cat. III
{ High School Intermediate }	10	5	0
	10	5	0
OR			
Higher Secondary (only)	20	10	0
Under Graduate	15	10	
Post Graduate**	20	15	
D Mus ***	20		
Ph.D./D.Phil.	20		
JRF(on the basis of a nationally conducted test)	25		
NET /SLET	20		
National Doctoral Fellowship awarded by AICTE and other Fellowships awarded by National Level Agencies for pursuing Ph.D.	15		

* For PG Cat.II will be $\geq 55\%$ for General and 50% for SC/ST/Persons with Disabilities.

** If marks/grade points are not awarded in the PG Course [e.g.MD/MS(Ay)], 20 points will be awarded.

*** In case a candidate has both Ph.D and D Mus, marks for only Ph.D. will be counted

Note: 1. If a candidate has UG/PG/Ph.D degrees in more than one subject, only the data for the relevant subject will be considered.

2. Candidate will be awarded marks for only one out of NET-JRF, NET-LS and National Post Doctoral Fellowship, whichever is higher.

3. In case a candidate has qualified NET/SLET and has been awarded a JRF through a nationally conducted test as well, marks shall be given for JRF only.

II Research & Academic Contributions :

(As per Category-III of UGC Regulations 2010)

CATEGORY-III: RESEARCH AND ACADEMIC CONTRIBUTION

Brief Explanation: Based on the teachers' self-assessment, API scores are proposed for research and academic contributions. The minimum API score required by teachers from the category is different for different levels of promotion and between university and colleges. The self-assessment score will be based on verifiable criteria and will be finalized by the screening/ selection committee.

S.No.	APIs	Faculties of Engineering/ Agriculture/ Veterinary/ Medical Sciences/ Science	Faculties of Languages Arts/ Humanities/ Social Sciences/ Library/ Physical Education/ Management	Max. points for University and college teacher position
III A	Research Papers published in	Refereed Journal*	Refereed Journal*	15/publication
		Non-refereed but recognized and reputable journals and periodicals, having ISBN/ ISSN numbers	Non-refereed but recognized and reputable journals and periodicals, having ISBN/ ISSN numbers	10/ publication
		Conference proceedings as full papers, etc. (Abstracts not to be included)	Conference proceedings as full papers, etc. (Abstracts not to be included)	10/ publication
III B	Research Publications (books, chapters in book, other than refereed journal articles)	Text or Reference Books/ Journals published by International Publishers with an established peer review system	Text or Reference Books/ Journals published by International Publishers with an established peer review system	50/ sole author, 20/ Editor 10/ chapter in an edited book
		Subject Books/ Journals by National level publishers/ State and Central Govt. Publications with ISBN/ ISSN numbers.	Subject Books/ Journals by National level publishers/ State and Central Govt. Publications with ISBN/ ISSN numbers.	25/sole author 10/Editor 5/chapter in edited books
		Subject Books by Other local publishers with ISBN/ ISSN numbers	Subject Books by Other local publishers with ISBN/ ISSN numbers	15/sole author 6/Editor 3/chapter in edited book
		Chapters contributed to edited knowledge based volumes published by International Publishers.	Chapters contributed to edited knowledge based volumes published by International Publishers.	10/Chapter
		Chapters in knowledge based volumes by Indian/ National level publishers with ISBN/ ISSN numbers and with numbers of national and International directories	Chapters in knowledge based volumes by Indian/ National level publishers with ISBN/ISSN numbers and with numbers of national and International directories	5/ Chapter
		Extension Manual (Agri.)		5/each
		Technical Manual (Agri.)		10/each
		III(C)	RESEARCH PROJECTS	
III(C)(i)	Sponsored Projects carried out/ ongoing	(a) Major Projects amount mobilized with grants above 30.0 lakhs	Major Projects amount mobilized with grants above 5.0 lakhs	20/each Project
		(b) Major Projects amount mobilized with grant above 5.0 lakhs upto 30.0 lakhs	Major Projects amount mobilized with grant above 3.00 lakhs upto 5.00 lakhs	15/each Project

		(b) Minor Projects amount mobilized with grant above 50,000 lakhs upto 5 lakhs)	Minor Projects (Amount mobilized with grant above 25,000 lakhs upto 3 lakhs)	10/each Project
III(C) (ii)	Consultancy Projects carried out/ ongoing	Amount mobilized with minimum of Rs.10.00 lakh	Amount mobilized with minimum of Rs.2.00 lakh	10/each 2/each
III(C) (iii)	Completed projects Quality Evaluation	Completed project Report (Acceptance from funding agency)	Completed project report (Accepted by funding agency)	20/each major project and 10/each minor project
III(C) (iv)	Project Outcome/ Output	Patent/ Technology transfer/Product/Process	Major Policy document of Govt. Bodies at Central and State level	30/each national level output or patent/ 50/ each for International level
III(D)	RESEARCH GUIDANCE (As Supervisor or Co-Supervisor)			
III(D) (i)	M.Phi./M.Tech /M.Pharm/MD /MS/MDS/ DNB/LL.M	Degree awarded only	Degree awarded only	3/each candidate
III(D) (ii)	Ph.D.	Degree awarded	Degree awarded	10/ each candidate
		Thesis Submitted	Thesis Submitted	7/each candidate
III(E)	TRAINING COURSES AND CONFERENCE/SEMINAR/WORKSHOP PAPERS			
III(E) (i)	Refresher courses, Methodology, workshop, Training, Teaching-Learning-Evaluation Technology Programmes, Soft Skills development Programmes, Faculty Development Programmes (Max:30 points)	(a) Not less than two weeks duration	(a) Not less than two weeks duration	20/each
		(b) One week duration	(b) One week duration	10/each
III(E) (ii)	Papers in Conferences/ Seminars/ Workshops etc.**	Participation and Presentation of research papers (oral/poster) in	Participation and Presentation of research papers (oral/poster) in	
		a)International Conference	a)International Conference	10/each
		b) National	b) National	7.5/each
		c) Regional/State level	c) Regional/State level	5/each
	d)Local-University/ College level	d)Local-University/ College level	3/each	
III(E) (iv)	Invited lectures or presentations for conferences/ symposia	(a) International	(a) International	10/each
		(b) National level	(b) National level	5/each

* Wherever relevant to any specific discipline, the API score for paper in refereed journal would be augmented as follows: (i) indexed journals- by 5 points; (ii) papers with impact factor between 1 and 2 by 10 points; (iii) papers with impact factor between 2 and 5 by 15 points; (iv) papers with impact factor between 5 and 10 by 25 points.

** If a paper presented in Conference/ Seminar is published in the form of Proceedings, the points would accrue for the publication (III(a)) and not under presentation (III(e)(ii)).

Note:

1. It is incumbent on the Coordination Committee proposed in these Regulations and the University to prepare and publicize within six months subject-wise lists of journals, periodicals and publishers under categories IIIA and B. Till such time, screening/ selection committees will assess and verify the categorization and scores of publications.
2. The API for joint publications will have to be calculated in the following manner: Of the total score for the relevant category of publication by the concerned teacher, the first/ Principal author and the corresponding author/ supervisor/ mentor of the teacher would share equally 60% of the total points and the remaining 40% would be shared equally by all other authors.

Formula of Calculation of Short-listing Scores :

$$\text{For Assistant Professor * : } \left\{ \left(\frac{\text{Total score for academic record}}{4} \right) + \left(\frac{x_i}{x_{\max}} \right) \times 25 \right\}$$

$$\text{For Associate Professor and Professor : } \left\{ \left(\frac{\text{Total score for academic record}}{5} \right) + \left(\frac{x_i}{x_{\max}} \right) \times 40 \right\}$$

Where x_i = *Score obtained for Academic & Research Contributions by an individual candidate in a group of candidates applied against a post.*

x_{\max} = *Highest score obtained for Academic & Research Contributions by an individual candidate in the group.*

**In case of Assistant Professor, x_i and x_{\max} higher than 100, will be taken as 100 only.*