Ordinance 205

Preamble:

In pursuance of clause 7.4.0 of the UGC regulation on (minimum Qualifications for the appointment of teacher and other Academic Staff in University and Colleges and other measures for the maintenance of standards in higher education, 2010 dt.30/6/2010) and Government of Gujarat, resolution No. NCG / 112009 / 3734 / kh dt.11-11-2009, Department of Education as amended from time to time. The Ordinance 205 (governing terms and conditions of service of full time teachers and other staff members of the University and colleges) shall be read as under.

The Ordinance 205 shall come in to effect from the date on which above referred UGC regulations 2010 shall come in to force.

Notwithstanding anything contained in Ordinance 65, 65 A (relating to the Committee for the appointment of teachers, Ordinance 145, 145-A, 145-B, 145-C, (Providing for the minimum qualifications for teaching appointment in the affiliated colleges etc), Ordinance 188 (providing for the terms and conditions of services of full-time conditions of service of full-time teachers of the University). Ordinances 196,198 & 199 (providing for the condition of service of full-time teachers of the University) and in any other rules, ordinances, or statutes and in partial modification thereof, the scheme regarding the Revision of Pay Scales of teachers, librarians and physical education personnel in Universities and colleges and other measures for maintenance of standards in Higher Education as laid down in government of Gujarat, Education Department, Resolution referred above shall apply to the full time teachers of the University and to the full-time teachers of the affiliated colleges with effect from 1-1-2006 to all such teachers to the limit and extend as specified hereunder, and the Statutory provisions made earlier by the University as referred to above, shall stand modified.

Note: The above mentioned Ordinances 65,65 A,145, 145 A, 145 B, 145 C, O.188, O.188-A, O.188-B, 196,198,199 shall be deemed as deleted so far they are inconsistent or are in contravention to scheme provided in this Ordinance.

1) The pay-scales of the teachers in the University and Non-Government Affiliated colleges and those of librarians and physical education personnel shall be revised with effect from 1-1-2006.
2) The revised pay-scales of teachers are mentioned in Appendix - I (A) and those of Librarian and physical education personnel are mentioned in Appendix-I appended to this Ordinance.

3) The details of revised pay-scales given in Annexure - I (A) and the formula for fixation of pay in the revised scale given in annexure-II to the appendices to this Ordinance shall be the same as is given in fitment tables 1 to 9 appended with letter No. F.3.1/2009-UI dt.4-6-2009 of HRD, New Delhi and government of Gujarat Education Department Resolution No. NCG /112009 /3734/KH, dated 11-11-2009 as amended from time to time.
COVERAGE

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 formulated in consultations with National Council of Teacher Education; for Engineering and Technology, Pharmacy and Management / Business Administration, the norms / Regulations formulated in consultations with All India Council for Technical Education; and the qualifications in the field of rehabilitation and special education at Degree, PG Diploma and Masters level, the norms/Regulations formulated in consultations with Rehabilitation Council of India, shall apply.

1.0.0 PAY SCALES, PAY FIXATION FORMULA AND AGE OF SUPERANNUATION, ETC.

1.1.0
The revised scales of pay and other service conditions including age of superannuation in central universities and other institutions maintained and/or funded by the University Grants Commission (UGC), shall be strictly in accordance with the decision of the Central Government, Ministry of Human Resource Development (Department of Education), as contained in Appendix-I.

1.2.0
The pay scale shall, in the central universities and other institutions maintained and/or funded by the UGC, be fixed in accordance with the pay "fixation formula" developed by the UGC and approved by the Ministry of Human Resource Development (MHRD), as contained in Appendix-II.

1.3.0.
The revised scales of pay and age of superannuation as provided in Clause 1.1.0 above, may also be extended to Universities, colleges and other higher educational institutions coming under the purview of the State Legislature and maintained by the State Governments, subject to the implementation of the scheme as a composite one in adherence of the terms and conditions laid down in the MHRD notifications provided as Appendix-I and in the MHRD letter No.F.1-7/2010-U II dated 11 May, 2010 with all conditions specified by the UGC in these Regulations and other Guidelines.

1.3.1.
Subject to the availability of vacant positions and fitness, teachers such as Assistant Professor, Associate Professor and Professor only, may be re-employed on contract appointment beyond the age of superannuation, as applicable to the concerned University, college and Institution, up to the age of seventy years. In case of affiliated colleges policy of the state govt. of Gujarat shall be applicable.

Provided further that all such re-employment shall be strictly in accordance with the guidelines prescribed by the UGC/State Government from time to time.

1.3.2.
All other aspects which are not covered in this Ordinance, on applicability, financial assistance, date of implementation of revised pay and allowances and payment of arrears, etc. shall be as laid down in the MHRD Notifications provided as Appendix-I of these Regulations and the MHRD letter No.F.1-7/2010-U II dated 11 May, 2010.
2.0.0. RECRUITMENT AND QUALIFICATIONS

2.1.0 The direct recruitment to the posts 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 provisions made under this Ordinance.

2.2.0 The minimum qualifications required for the post of Assistant Professors, Associate Professors, Professors, Principals, Assistant Directors of Physical Education and Sports, Deputy Directors of Physical Education and Sports, Directors of Physical Education and Sports, Assistant Librarians, Deputy Librarians, Librarians will be those as prescribed in this Ordinance.

2.3.0 The minimum requirements of a good academic record, 55% marks (or an equivalent grade in a point scale wherever grading system is followed) 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.

2.3.1. 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 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.

2.3.2 NET/SLET/SET shall not be required for such Masters Degree Programmes in disciplines for which NET/SLET/SET accredited test is not conducted.

2.4.0 A minimum of 55% marks (or an equivalent grade in a point scale wherever grading system is followed) will be required at the Master’s level for those recruited as teachers at any level from industries and research institutions and at the entry level of Assistant Professors, Assistant Librarians, Assistant Directors of Physical Education and Sports.

2.4.1 A relaxation of 5% may be provided at the graduate and master’s level for the Scheduled Caste/Scheduled Tribe/Differently-abled (Physically and visually differently-abled) categories for the purpose of eligibility and for assessing good academic record during direct recruitment to teaching positions. The eligibility marks of 55% marks (or an equivalent grade in a point scale wherever grading system is followed) and the relaxation of 5% to the categories mentioned above are permissible, based on only the qualifying marks without including any grace mark procedures.

2.5.0 A relaxation of 5% may 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.

2.6.0 Relevant grade which is regarded as equivalent of 55% wherever the grading system is followed by a recognized university shall also be considered eligible.
2.7.0
The Ph.D. Degree shall be a mandatory qualification for the appointment of Professors and for promotion as Professors.

2.8.0
The Ph.D. Degree shall be a mandatory qualification for all candidates to be appointed as Associate Professor through direct recruitment.

2.9.0.
The period of 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.

3.0.0 Direct Recruitment :-

3.1.0 Professor :-
(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 Ordinance in Appendix III.

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.

3.2.0. Principal
i. A Master’s Degree with at least 55% marks (or an equivalent grade in a point scale wherever grading system is followed) by a recognized University.

ii. A Ph.D. Degree in concerned/allied/relevant discipline(s) in the institution concerned with evidence of published work and research guidance.

iii. Associate Professor/Professor with a total experience of fifteen 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 Performance Based Appraisal System (PBAS), as set out in this Ordinance in Appendix III for direct recruitment of Professors in Colleges.

Notes :-
1) Educational Qualifications, Experiences, Marking Scheme and Other Qualifications will be applicable to Direct Recruitment Principal for the Grant In Aided Colleges as per Appendix - VII, VIII and as amended from time to time by the Government of Gujarat.

2) Other Qualifications and Relaxations will be applicable as per above provisions 2.0
3.3.0  Associate Professor

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 this Ordinance in Appendix III.

3.4.0  Assistant Professor

3.4.1. 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% 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 3.4.1, 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.

3.4.2. Music, Performing Arts, Visual Arts and Other Traditional Indian Art Forms Like Sculpture, etc.

3.4.2.1. Music and Dance Discipline :

1. Assistant Professor

i. 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 level, in the relevant subject or an equivalent degree from an Indian/Foreign University.

ii. Besides fulfilling the above qualifications, candidates must have cleared the National Eligibility Test (NET) for lecturers conducted by the UGC, CSIR, or similar test accredited by the UGC. Notwithstanding anything contained in the sub-clauses (i) and (ii) to this Clause 3.4.2.1, candidates, who are, or have been awarded 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.
iii. NET/SLET/SET shall also not be required for such Masters Programmes in disciplines for which NET/SLET/SET is not conducted.

OR

i. A traditional and a professional artist with highly commendable professional achievement in the concerned subject, who should have:
   (a) Studied under noted/reputed traditional masters and has thorough knowledge to explain the subject concerned;
   (b) A high grade artist of AIR/TV; and
   (c) Ability to explain the logical reasoning of the subject concerned and adequate knowledge to teach theory with illustrations in that discipline.

2. **Associate Professor :-**

i. Good academic record with doctoral degree, with performing ability of high professional standard.
ii. Eight years of experience of teaching at the University, College level and/or research in University/national level institutions excluding the period spent for obtaining the research degree.
iii. Has made significant contributions to the knowledge in the subject concerned, as evidenced by quality of publications.
iv. Contribution to educational innovation such as designing of new courses, curricula and/or outstanding performing achievement in the field of specialization.

OR

i. A traditional and a professional artist with highly commendable professional achievement in the concerned subject, who should be or have:
   (a) 'A' grade artist of AIR/TV;
   (b) Eight years of outstanding performing achievements in the field of specialization;
   (c) Experience in designing of new courses and/or curricula;
   (d) Participation in Seminars/Conferences in reputed institutions; and
   (e) Ability to explain the logical reasoning of the subject concerned and adequate knowledge to teach theory with illustrations in that discipline.

3. **Professor :-**

i. An eminent scholar with a doctoral degree actively and engaged in research with ten years of experience in teaching in University/College 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

ii. A traditional and a professional artist with highly commendable professional achievement in the concerned subject, who should be or have:
   (a) 'A' grade artist of AIR/TV;
   (b) Twelve years of outstanding performing achievements in the field of specialization;
   (c) Significant contributions in the field of specializations and ability to guide research;
   (d) Participation in National/International Seminars/Conferences/Workshops and/or recipient of National/International Awards/Fellowships; and
   (e) Ability to explain the logical reasoning of the subject concerned and adequate knowledge to teach theory with illustrations in that discipline.
3.4.2.2 Discipline :-

1. Assistant Professor :-

i. 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 level, in the relevant subject or an equivalent degree from an Indian/Foreign University.

ii. Besides fulfilling the above qualifications, candidates must have cleared the National Eligibility Test (NET) conducted by the UGC, CSIR, or similar test accredited by the UGC. However, candidates, who are, or have been awarded 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.

iii. Without prejudice to the above, NET/SLET/SET shall also not be required for such Masters Programmes in disciplines for which NET/SLET/SET is not conducted.

   OR

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

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

2. Associate Professor :-

i. 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.

ii. Eight years of experiences of teaching in a University / College and/ or research in University/national level institutions excluding the period spent for obtaining the research degree.

iii. 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

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

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; and
5. Ability to explain the logical reasoning of the subject concerned and adequate knowledge to teach theory with illustrations in that discipline.
3. **Professor :-**

   i. An eminent scholar with a doctoral degree actively engaged in research with ten years of experience in 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

   ii. A traditional and a professional artist with highly commendable professional achievement in the concerned subject, who should be or have:
   1. Twelve years of outstanding performing achievements in the field of specialization;
   2. Has made significant contributions in the field of specializations and has the ability to guide research;
   3. Participation in National/International Seminars/Conferences/ Workshops and/ or recipient of National/International Awards/ Fellowships; and
   4. Ability to explain the logical reasoning of the subject concerned and adequate knowledge to teach theory with illustrations.

3.4.2.3. **Visual (Fine) Arts Discipline :-**

1. **Assistant Professor :-**

   i. 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 level, in the relevant subject or an equivalent degree from an Indian/Foreign University.

   ii. Besides fulfilling the above qualifications, candidates must have cleared the National Eligibility Test (NET) for lecturers conducted by the UGC, CSIR, or similar test accredited by the UGC. Notwithstanding anything contained in sub-clauses (i) and (ii) to this Clause 3.4.2.3, 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.

   iii. Without prejudice to the above, NET/SLET/SET shall also not be required for such Masters Programmes in disciplines for which NET/SLET/SET is not conducted.

   OR

   i. 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; and
   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 :-**

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

   ii. Eight years of experience of teaching in a University / College and/ or research in University / national level institutions excluding the period spent for the research degree of M.Phil./ Ph. D.

   iii. Has made significant contributions to the knowledge in the subject concerned as evidenced by quality of publications.
iv. Contributions to educational innovation such as: designing new courses and/or curricula and/or outstanding performing achievements in the field of specializations.

OR

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

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;
4. Participation in Seminars/Conferences in reputed institutions; and
5. Ability to explain the logical reasoning of the subject concerned and adequate knowledge to teach theory with illustrations in that discipline.

3. Professor :-

i. An eminent scholar with a doctoral degree actively engaged in research with ten years of experience in 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

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

1. Twelve years of experience of holding regular regional/national exhibition/workshops with evidence;
2. Significant contributions in the field of specialization and ability to guide research;
3. Participation in National/International Seminars/Conferences/Workshops and/or recipient of National/International Awards/Fellowships; and
4. Ability to explain the logical reasoning of the subject concerned and adequate knowledge to teach theory with illustrations in that discipline.

3.4.3. Qualifications, Experience and Other Eligibility Requirement for Appointment of Occupational Therapy Teacher :-

1. Assistant Professor :-
   i. Bachelor Degree in Occupational Therapy (B.O.T./B. Th.O./B.O.Th.), Masters in Occupational Therapy (M.O.Th/M.Th.O./ M.Sc. O.T/M.OT.) with at least 55% marks (or an equivalent grade in a point scale wherever grading system is followed) from a recognized University.

2. Associate Professor :-
   i. Master in Occupational Therapy (M.O.T./M.O.Th./M.Sc. O.T.) with eight years experience as Assistant Professor.
   ii. Desirable: Higher Qualification like Ph. D. in any discipline in occupational therapy recognized by the UGC/independent published work of higher standard.

3. Professor :-
   i. Masters in Occupational Therapy (M.O.T. / M.O.Th./ M.Th.O./ M.Sc. O.T.) with eleven years total experience including five years experience as Associate Professor (Occupational Therapy).
   ii. Desirable: Higher Qualification like Ph. D. in any discipline in occupational therapy recognized by the UGC/independent published work of high standard.
4. **Principal / Director / Dean :-**

Masters in Occupational Therapy (M.O.T./M.O.T./M.O.Th./M.Oth./M.Sc. O.T.) with fifteen years experience, which shall include five years experience as Professor (Occupational Therapy).

i. Senior-most Professor shall be the Principal / Director / Dean.

ii. Desirable: Higher qualification like Ph. D. in any discipline in occupational therapy recognized by the UGC/ independent published work of high standard.

3.4.4. **Qualifications, Experience and Other Eligibility Requirements for Appointment of Physiotherapy Teachers :-**

i. Bachelor Degree in Physiotherapy (B.P./B. Th./B.P./B.P.Th.), Masters in Physiotherapy (M./M.Th./M.P.T./M.Sc. P.T/M.P.T.) with at least 55% marks (or an equivalent grade in a point scale wherever grading system is followed) from recognized University.

2. **Associate Professor :-**

i. Master in Physiotherapy (M.P.T./M.P.Th./M.Th.P/M.Sc. P.T.) with eight years total experience as Assistant Professor.


3. **Professor :-**

i. Masters in Physiotherapy (M.P.T. / M.P.Th./M.Th.P./M.Sc. P.T.) with eleven years total experience including five years experience as Associate Professor (Physiotherapy).


4. **Principal / Director / Dean :-**

i. Masters in Physiotherapy (M.P.T./M.Th.P./M.Pth./M.Sc. P.T.) with fifteen years total experience, including five years experience as Professor (Physiotherapy).

ii. Senior-most Professor shall be the Principal / Director / Dean.

iii. Desirable: Higher qualification like Ph. D. in any discipline in Physiotherapy recognized by the UGC/ independent published work of high standard.

3.4.5. **Minimum Qualifications for Appointment of Teaching Faculty in Universities and Colleges - Management / Business Administration :-**

1. **Assistant Professor :-**

i. Essential :

   1. First Class Masters Degree in Business Management / Administration / in a relevant management related discipline or first class in two year full time PGDM declared equivalent by AIU / accredited by the AICTE / UGC;

      OR

      2. First Class graduate and professionally qualified Charted Accountant / Cost and Works Accountant / Company Secretary of the concerned statutory bodies.
ii. Desirable:

1. Teaching, research, industrial and/or professional experience in a reputed organization;
2. Papers presented at Conferences and/or published in refereed journals.

2. Associate Professor:

i. Consistently good academic record with at least 55% marks (or an equivalent grade in a point scale wherever grading system is followed) in Master's Degree in Business Management/Administration/in a relevant management related discipline or first class in two years full time PGDM declared equivalent by AIU/recognized by the AICTE/UGC;

OR

First Class graduate and professionally qualified Charted Accountant/Cost and works Accountant/Company Secretary of the concerned statutory body.

ii. Ph.D. or Fellow of Indian Institute of Management or of an Institute recognized by AICTE and declared equivalent by the AIU.

iii. A minimum of eight years’ experience of teaching/industry/research/professional at managerial level excluding the period spent for obtaining the research degree.

OR

iv. In the event the candidate is from industry and the profession, the following requirements shall constitute as essential requirements:

1. Consistently good academic record with at least 55% marks (or an equivalent grade in a point scale wherever grading system is followed) in Master’s Degree in Business Management/Administration/in a relevant management related discipline or first class in two years full time PGDM declared equivalent by AIU/recognized by AICTE/UGC,

OR

2. A minimum of ten years experience of teaching/industry/research/profession, out of which five years must be at the level of Assistant Professor or equivalent excluding the period spent for obtaining research degree. The candidate should have Professional work experience, which is significant and can be recognized at national/international level as equivalent to Ph.D. and ten years managerial experience in industry/profession of which at least five years should be at the level comparable to that of lecturer/assistant professor.

v. Without prejudice to the above, the following conditions may be considered desirable:

a) Teaching, research industrial and/or professional experience in a reputed organization;
b) Published work, such as research papers, patents filed/obtained, books and/or technical reports; and
c) Experience of guiding the project work/dissertation of PG/Research Students or supervising R&D projects in industry.
3. Professor:

i. Consistently good academic record with at least 55% marks (or an equivalent grade in a point scale wherever grading system is followed) in Master’s Degree in Business Management / Administration / in a relevant discipline or consistently good academic record with at least 55% marks (or an equivalent grade in a point scale wherever grading system is followed) in two year full time PGDM declared equivalent by AIU / recognized by the AICTE / UGC;

OR

First Class graduate and professionally qualified Chartered Accountant / Cost and works Accountant / Company Secretary of the concerned statutory body.

ii. Ph. D. or Fellow of Indian Institute of Management or of an Institute recognized by AICTE and declared equivalent by the AIU.

iii. A minimum of ten years’ experience of teaching / industry / research / professional out of which five years must be at the level of Reader or equivalent excluding the period spent for obtaining the research degree.

OR

iv. In the event the candidate is from industry and the profession, the following shall constitute as essential:

1. Consistently good academic record with at least 55% marks (or an equivalent grade in a point scale wherever grading system is followed) in Master’s Degree in Business Management / Administration / in a relevant management related discipline or consistently good academic record with at least 55% marks (or an equivalent grade in a point scale wherever grading system is followed) in two years full time PGDM declared equivalent by AIU / recognized by the AICTE / UGC

OR

First Class graduate and professionally qualified Chartered Accountant / Cost and Works Accountant / Company Secretary of the concerned statutory body.

2. The candidate should have professional work experience which is significant and can be recognized at national / International level as equivalent to Ph. D. and twelve years’ managerial experience in industry / profession of which at least eight years should be at least at a level comparable to that of Reader/Assistant Professor.

v. Without prejudice to the above, the following conditions may be considered desirable:

i) Teaching, research, and / or professional experience in a reputed organization;

ii) Published work, such as research papers, patents filed / obtained, books and / or technical reports;

iii) Experience of guiding the project work / dissertation of PG / Research Students or supervising R&D projects in industry;

iv) Demonstrated leadership in planning and organizing academic, research, industrial and / or professional activities; and

v) Capacity to undertake / lead sponsored R&D consultancy and related activities.
4. **Principal / Director / Head of Institution**
   
i. Qualification same as those prescribed for the post of professor in the relevant discipline with a minimum of fifteen years’ experience of postgraduate teaching / industry / research.

   **OR**

   ii. For candidates from Industry / Profession:
   1. Qualification same as those prescribed for the post of Professor from industry / profession stream with fifteen years’ experience of postgraduate teaching / research out of which five years must be at the level or Professor in the relevant discipline.

   iii. Without prejudice to the above, the following conditions may be considered desirable:
   1. Administrative experience in senior level responsible position in the Industry / Professional Institution.

5. **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:

<table>
<thead>
<tr>
<th>Grade</th>
<th>Grade Point</th>
<th>Percentage Equivalent</th>
</tr>
</thead>
<tbody>
<tr>
<td>'O' - Out standing</td>
<td>5.50 - 6.00</td>
<td>75-100</td>
</tr>
<tr>
<td>'A' - Very Good</td>
<td>4.50 - 5.49</td>
<td>65-74</td>
</tr>
<tr>
<td>'B' - Good</td>
<td>3.50 - 4.49</td>
<td>55-64</td>
</tr>
<tr>
<td>'C' - Average</td>
<td>2.50 - 3.49</td>
<td>45-54</td>
</tr>
<tr>
<td>'D' - Poor</td>
<td>0.50 - 1.49</td>
<td>25-34</td>
</tr>
<tr>
<td>'F' - Fail</td>
<td>0 - 0.49</td>
<td>0-24</td>
</tr>
</tbody>
</table>

6. **Selection Committee**

   The Selection Committee should be as the same notified by the **UGC in the regulations.**

3.4.6.1 **Minimum Qualifications for Appointment of Teaching Faculty in Universities and Colleges - Engineering and Technology Discipline**

1. **Assistant Professor**
   
i. Essential
   First Class Master’s Degree in the appropriate branch of Engineering (Engg.) & Technology (Tech).

   ii. Without prejudice to the above, the following conditions may be considered desirable:
   1. Teaching, research industrial and / or professional experience in a reputed organization;
   2. Papers presented at Conferences and / or in refereed journals.

2. **Associate Professor**

   i. Essential
   
   A Ph.D. Degree with First Class at Bachelor’s or Master’s Degree in the appropriate branch of Engg., & Tech., and experience of eight years in teaching, research and / or industry at the level of Lecturer or equivalent grade, excluding period spent on obtaining the research degree.

   **OR**

   ii. In the event the candidate is from industry and the profession, the following shall constitute as essential:
   1. First Class Master’s Degree in the appropriate branch of Engg., & Tech.;
2. Significant professional work which can be recognized as equivalent to a Ph.D. Degree in appropriate branch of Engg., & Tech., and industrial / professional experience of eight years in a position equivalent to the level of Lecturer,

Provided that the recognition for significant professional shall be valid only if the same is recommended unanimously by a 3-Member Committee of Experts appointed by the Vice-Chancellor of the University.

iii. Without prejudice to the above, the following conditions may be considered desirable:
   1. Teaching, research industrial and / or professional experience in a reputed organization;
   2. Published work, such as research papers, patents filed / obtained, books, and / or technical reports;
   3. Experience of guiding the project work / dissertation of PG / Research Students or supervising R&D projects in industry.

3. Professor:
   i. Essential:

   1. A Ph.D. Degree with First Class at Bachelor’s or Master’s Degree in the appropriate branch of Engg., & Tech., and experience of ten years in teaching, research and / or industry, out of which at least five years at the level of Assistant Professor Reader or equivalent grade.

   OR

ii. In the event the candidate is from industry and the profession, the following shall constitute as essential:
   1. First Class Master’s Degree in the appropriate branch of Engg., & Tech.;
   2. Significant professional work which can be recognized* as equivalent to a Ph.D. Degree in appropriate branch of Engg., & Tech., and industrial / professional experience of ten years, out of which at least five years at a senior level of Assistant Professor / Reader,

* Provided that the recognition for significant professional shall be valid only if the same is recommended unanimously by a 3-Member Committee of Experts appointed by the Vice-Chancellor of the University.

iii. Without prejudice to the above, the following conditions may be considered desirable:

   1. Teaching, research industrial and / or professional experience in a reputed organization
   2. Published work, such as research papers, patents filed / obtained, books, and / or technical reports;
   3. Experience of guiding the project work / dissertation of PG / Research Students or supervising R&D projects in industry;
   4. Demonstrated leadership in planning and organizing academic, research, industrial and / or professional activities; and
   5. Capacity to undertake / lead sponsored R&D, consultancy and related activities.

3.4.6.2 Bio-Technology (Engg. & Tech.) Discipline:

1. Assistant Professor :-
   i. Essential:

   1. First Class Master’s Degree in the appropriate branch of Engineering (Engg.) & Technology (Tech);

   OR
2. A Ph.D. Degree in Applied Biological Sciences such as, Micro-Biology, Bio-Chemistry, Genetics, Molecular Biology, Pharmacy and Bio-Physics;

**OR**

3. Good academic record with at least 55% marks (or an equivalent grade) and at the Master’s Degree level, in the relevant subject or an equivalent degree from an Indian / Foreign University.

ii. 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.

iii. Desirable:
   1. Teaching, research industrial and / or professional experience in a reputed organization;
   2. Papers presented at Conferences and / or in refereed journals;

2. **Associate Professor:**

   i. Essential:

      1. A Ph.D. Degree with First Class at Bachelor’s or Master’s Degree in the appropriate branch of Engg., & Tech./Applied Biological sciences, and experience of eight years in teaching, research and / or industry at the level of Lecturer or equivalent grade, excluding period spent on obtaining the research degree;

      **OR**

   ii. In the event the candidate is from industry and the profession, the following shall constitute as essential:

      1. First Class Master’s Degree in the appropriate branch of Engg., & Tech./Applied Biological Sciences;
      2. Significant professional work which can be recognized as equivalent to a Ph.D. Degree in appropriate branch of Engg., & Tech., and industrial / professional experience of eight years in a position equivalent to the level of Lecturer,

      Provided that the recognition for significant professional shall be valid only if the same is recommended unanimously by a 3-Member Committee of Experts appointed by the Vice-Chancellor of the University.

   iii. Desirable:

      1. Teaching, research industrial and / or professional experience in a reputed organization;
      2. Published work, such as research papers, patents filed / obtained, books, and / or technical reports; and
      3. Experience of guiding the project work / dissertation of PG / Research Students or supervising R&D projects in industry.

3. **Professor :-**

   i. Essential :-

      1. A Ph.D. Degree with First Class at Bachelor’s or Master’s Degree in the appropriate branch of Engg., & Tech. / Applied Biological Sciences, and experience of ten years in teaching, research and / or industry, out of which at least five years at the level of Assistant Professor Reader or equivalent grade.
ii. In the event the candidate is from industry and the profession, the following shall constitute as essential:

1. First Class Master’s Degree in the appropriate branch of Engg., & Tech. / Applied Biological Sciences;
2. Significant professional work which can be recognized as equivalent to a Ph.D. Degree in appropriate branch of Engg., & Tech. / Applied Biological Sciences, and industrial / professional experience of ten years, out of which at least five years at a senior level of Assistant Professor / Reader,

Provided that the recognition for significant professional shall be valid only if the same is recommended unanimously by a 3-Member Committee of Experts appointed by the Vice-Chancellor of the University.

iii. Desirable:

1. Teaching, industrial research and / or professional experience in a reputed organization;
2. Published work, such as research papers, patents filed / obtained, books, and / or technical reports;
3. Experience of guiding the project work, dissertation of post graduate or research students or supervising R&D projects in industry;
4. Demonstrated leadership in planning and organizing academic, research, industrial and / or professional activities; and
5. Capacity to undertake / lead sponsored R&D, consultancy and related activities.

3.4.6.3. Pharmacy Discipline :-

1. Assistant Professor :-

i. Essential:
   1. A basic degree in pharmacy (B.Pharm.).
   2. Registration as a pharmacist under the Pharmacy Act, 1948, as amended from time to time, including any succeeding enactments.
   3. First Class Master’s Degree in appropriate branch of specialization in Pharmacy.

ii. Desirable:
   1. Teaching, research industrial and / or professional experience in a reputed organization; and
   2. Papers presented at Conferences and / or in refereed journals.

2. Associate Professor :-

i. Essential:

   1. A basic degree in pharmacy (B. Pharm.).
   2. Registration as a pharmacist under the Pharmacy Act, 1948, as amended from time to time, including any succeeding enactments.
   3. A Ph.D. Degree with First Class at Bachelor’s or Master’s Degree in the appropriate branch of specialization in Pharmacy, and experience of eight years in teaching, research, industry and / or profession at the level of Lecturer or equivalent grade; excluding period spent on obtaining the research degree.

OR

ii. In the event the candidate is from industry and the profession, the following shall constitute as essential :
1. First Class Master’s Degree in the appropriate branch of specialization in Pharmacy;
2. Significant professional work which can be recognized as equivalent to a Ph.D. Degree in appropriate branch of specialization in Pharmacy and industrial / professional experience of eight years in a position equivalent to the level of Lecturer,

Provided that the recognition for significant professional shall be valid only if the same is recommended unanimously by a 3-Member Committee of Experts appointed by the Vice-Chancellor of the University.

iii. Desirable :
1. Teaching, research industrial and / or professional experience in a reputed organization;
2. Published work, such as research papers, patents filed / obtained, books and / or technical reports; and
3. Experience of guiding the project work, dissertation of post graduate or research students or supervising R&D projects in industry.

3. Professor :-
   i. Essential :
      1. A basic degree in pharmacy (B. Pharm.).
      2. Registration as a pharmacist under the Pharmacy Act, 1948, as amended from time to time, including any succeeding enactments.
      3. A Ph.D. Degree with First Class at Bachelor’s or Master’s Degree in the appropriate branch of specialization in Pharmacy, and experience of ten years in teaching, research, industry and / or profession at the level of Lecturer or equivalent grade;

      OR

   ii. In the event the candidate is from industry and the profession, the following shall constitute as essential:

      1. First Class Master’s Degree in the appropriate branch of specialization in Pharmacy; and
      2. Significant professional work which can be recognized as equivalent to a Ph.D. Degree in appropriate branch of specialization in Pharmacy and industrial / professional experience of five years at a senior level comparable to Assistant Professor / Reader,

      Provided that the recognition for significant professional shall be valid only if the same is recommended unanimously by a 3-Member Committee of Experts appointed by the Vice-Chancellor of the University.

   iii. Desirable :
      1. Teaching, industrial research and / or professional experience in a reputed organization;
      2. Published work, such as research papers, patents filed / obtained, books, and / or technical reports;
      3. Experience of guiding the project work, dissertation of post graduate or research students or supervising R&D projects in industry;
      4. Demonstrated leadership in planning and organizing academic, research, industrial and / or professional activities; and
      5. Capacity to undertake / lead sponsored R&D, consultancy and related activities.

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 >=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.
3.4.7. Qualifications Prescribed for Faculty Positions in the Regulations of NCTE :-

A. Qualifications for B.Ed. Course :-
   (i) Principal / Head (in multi-faculty institution) :-
      a. Academic and professional qualification will be as prescribed for the post of lecturer;
      b. Ph.D. in Education; and
      c. Ten years' teaching experience out of which at least five years teaching experience in a
         Secondary Teacher Educational Institution.

      Provided that, in the event of non-availability of eligible and suitable candidates for
      appointment as Principal / Heads as per above eligibility criteria, it would be permissible to
      appoint retired Professor / Head in Education on contract basis for a period not exceeding one
      year at a time, till such time the candidates complete sixty five years of age.

   (ii) Assistant Professor :-
      a. Foundation Courses
         1. A Master’s Degree in Science / Humanities / Arts with 50% marks (or an equivalent
            grade in a point scale wherever grading system is followed);
         2. M. Ed. With at least 55% marks (or an equivalent grade in a point scale wherever
            grading system is followed); and
         3. Any other stipulation prescribed by the UGC / any such affiliating body / State
            Government, from time to time for the positions of principal and lecturers, shall be
            mandatory;

         OR

         1. M. A. in Education with 55% marks (or an equivalent grade in a point scale wherever
            grading system is followed);
         2. B. Ed. with at least 55% (marks or an equivalent grade in a point scale wherever
            grading system is followed); and
         3. Any other stipulation prescribed by the UGC / any such affiliating body / State
            Government, from time to time for the positions of principal and lecturers, shall be
            mandatory.

      b. Methodology Courses
         1. A Master’s Degree in subject with 50% marks (or an equivalent grade in a point scale wherever
            grading system is followed);
         2. M. Ed. Degree with at least 55% marks (or an equivalent grade in a point scale wherever
            grading system is followed); and
         3. Any other stipulation prescribed by the UGC / any such affiliating body / State
            Government, from time to time for the position of principal and lecturers, shall be
            mandatory.

      Provided that at least one lecturer should have specializations in ICT and another in the
      special education.

B. Qualification for M.Ed. Course :-
   (i) Professor / Head :-
      a. A Master’s Degree in Arts / Humanities / Sciences / Commerce and M. Ed. each with a
         minimum of 55% marks (or an equivalent grade in a point scale wherever grading system is followed),

      OR

      M. A. (Education) with 55% marks (or an equivalent grade in a point scale wherever
      grading system is followed) and B. Ed. each with a minimum of 55% marks (or an
      equivalent grade in a point scale wherever grading system is followed);
b. Ph. D. in Education; and

c. At least ten years of teaching experience in University department of education or College of Education of which a minimum of five years at the M.Ed. level with published work in the area of his specialization.

Provided that, in the event of non-availability of eligible and suitable candidates for appointment as Professor / HOD / Reader as per above eligibility criteria, it would be permissible to appoint retire Professor / HOD / Reader in Education on contract basis for a period not exceeding one year at a time till such time the candidates complete sixty five years of age.

(ii) **Associate Professor :-**

a. A Master’s Degree in Arts / Humanities / Sciences / Commerce and M. Ed. each with a minimum of 55% marks (or an equivalent grade in a point scale wherever grading system is followed),

**OR**

M. A. (Education) and B. Ed. each with a minimum of 55% marks (or an equivalent grade in a point scale wherever grading system is followed);

b. Ph. D. in Education; and

c. At least eight years of teaching experience in University department of education or College of Education, with a minimum of three years at the M.Ed. level and has published work in the relevant area of specialization.

(iii) **Assistant Professor :-**

a. A Master’s Degree in Arts / Humanities / Sciences / Commerce and M. Ed. each with a minimum of 55% marks (or an equivalent grade in a point scale wherever grading system is followed),

**OR**

M. A. (Education) and B. Ed. each with a minimum of 55% marks (or an equivalent grade in a point scale wherever grading system is followed); and

b. Any other stipulation prescribed by the UGC / such other affiliating body / State Government, from time to time for the positions of Principal and lecturers, shall be mandatory.

Provided that it is desirable that one faculty member possesses a Master’s Degree in Psychology and another member in Philosophy / Sociology besides M. Ed.

C. **Qualifications for M.P.Ed. Course :-**

(i) **Principal / Head :-**

a. A Master’s degree in Physical Education with 55% marks (or an equivalent grade in a point scale wherever grading system is followed),

b. Ph.D. in Physical Education or equivalent published work in Physical Education; and

c. Ten Years teaching experience out of which five years experience shall be in a college Physical Education.

Provided that in the event of non-availability of eligible and suitable candidates for appointment as Principal / Head as per above eligibility criteria, it would be permissible to appoint retired Principal / Head in Physical Education or contract basis for a period non exceeding one year at a time the candidates complete sixty five years of age.
(ii) Professor :-

a. A Master’s Degree in Physical Education with a minimum of 55% (marks or an equivalent grade in a point scale wherever grading system is followed);

b. Ph.D. in Physical Education or equivalent published work; and

c. At least ten years teaching / research experience in a department / college of Physical Education out of which at least five years in the post graduate institution / University department.

(iii) Associate Professor :-

a. A Master’s Degree in Physical Education with a minimum of 55% marks (or an equivalent grade in a point scale wherever grading system is followed)

b. At least eight years teaching / research experience in a department / college of Physical Education out of which at least three years in the post graduate level; and

c. Ph.D. in Physical Education or Equivalent published work.

Provided that in the event of non-availability of eligible and suitable candidates for appointment as Professor / Reader as above eligibility criteria, it would be permissible to appoint retired Professor / Reader in Physical Education on contract basis for a period not exceeding one year at a time till such time the candidates complete sixty five years of post-retirement service.

(iv) Assistant Professor :-

a. A Master’s Degree in Physical Education with at least 55% marks (or an equivalent grade in a point scale wherever grading system is followed); and

b. Any other stipulation prescribed by the UGC / such other affiliating body / State Government, from time to time for the positions of Principal and lecturers, shall be mandatory.

3.5.0 Minimum Qualifications for Direct Recruitment to the Posts of Librarian, Deputy Librarian and University Assistant Librarian / College Librarian :-

3.5.1 University Librarian :-

i. A 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 this Ordinance.

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.

3.5.2. DEPUTY LIBRARIAN

i. A 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.
3.5.3 University Assistant Librarian / College Librarian :-

i. A 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.

iii. However, candidates, who are, or have been awarded 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 University Assistant Director of Physical Education/College Director of Physical Education & Sports.

3.6.0 Minimum Qualifications for the Posts of Director of Physical Education and Sports, Deputy Director of Physical Education and Sports and Assistant Director of Physical Education and Sports :-

3.6.1. University Director of Physical Education and Sports :-

(i) A Ph.D. in Physical Education.

(ii) Experience of at least ten years as University Deputy or fifteen years as University Assistant DPEs/College (selection grade).

(iii) Participation in at least two national/international seminars/conferences.

(iv) Consistently good appraisal reports.

(v) Evidence of organizing competitions and conducting coaching camps of at least two weeks’ duration.

(vi) Evidence of having produced good performance teams/athletes for competitions like state/national/inter-university/combined university, etc.,

3.6.2 University Deputy Director of Physical Education and Sports / College Director of Physical Education and Sports

(i) A Ph.D. in Physical Education. Candidates from outside the university system, in addition, shall also possess at least 55% marks (or an equivalent grade in a point scale wherever grading system is followed) at the Master’s Degree level by the university concerned.

(ii) Eight years experience as University Assistant DPES/College DPES, with a benefit of two years and one year for Ph.D. and M.Phil. Degree holders.

(iii) Evidence of organizing competitions and conducting coaching camps of at least two weeks duration.

(iv) Evidence of having produced good performance teams/athletes for competitions like state / national / inter-university / combined university, etc.

(v) Passed the physical fitness test in accordance with this Ordinance.

(vi) Consistently good appraisal reports.

3.6.3. University Assistant Director of Physical Education / College Director of Physical Education and Sports

i. A Master’s Degree in Physical Education or Master’s Degree in Sports Science with at least 55% marks (or an equivalent grade in a point scale wherever grading system is followed) with a consistently good academic record.

ii. Record of having represented the university / college at the inter-university /inter-collegiate competitions or the State and/ or national championships.

iii. Qualifying in the national level test conducted for the purpose by the UGC or any other agency approved by the UGC.
iv. Passed the physical fitness test conducted in accordance with this Ordinance.

v. However, candidates, who are, or have been awarded 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 University Assistant Director of Physical Education / College Director of Physical Education & Sports.

3.6.4. Physical Fitness Test Norms :-
(a) Subject to the provisions of this Ordinance, all candidates who are required to undertake the physical fitness test shall be required to produce a medical certificate certifying that he/she is medically fit before undertaking such tests.

(b) On production of such certificate mentioned in sub-clause (a) above, the candidate would be required to undertake the physical fitness test in accordance with the following norms:

<table>
<thead>
<tr>
<th>NORMS FOR MEN</th>
<th>12 MINUTES RUN / WALK TEST</th>
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</thead>
<tbody>
<tr>
<td></td>
<td>Up to 30 Years</td>
</tr>
<tr>
<td>1800 meters</td>
<td>1500 meters</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>NORMS FOR WOMEN</th>
<th>8 MINUTES RUN / WALK TEST</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Up to 30 Years</td>
</tr>
<tr>
<td>1000 meters</td>
<td>800 meters</td>
</tr>
</tbody>
</table>

3.7. Since the UGC has prescribed the above qualifications for teaching positions in all higher education institutions for maintenance of minimum standards in consultation with the Statutory Councils governing the approval of courses respectively, any future modification in qualifications for appointment of teachers in universities/colleges offering such courses will automatically be considered as adopted by the UGC as prescribed qualifications for those courses.

4.0.0. Selection Committee and Guide Lines on Selection Procedures :-
The UGC has evolved the following guidelines on: (a) Constitution of Selection Committees for selection of Assistant Professor, Associate Professor, Professor, Assistant Librarian, Deputy Librarian, Librarian, Assistant Director of Physical Education and Sports, Deputy Director of Physical Education and Sports and Director of Physical Education and Sports; and (b) specified selection procedures for direct recruitment and Career Advancement Schemes Regulations for teachers and other academic staff in universities and colleges.

4.1.0 Selection Committee Specifications :-

4.1.1 Assistant Professor in the University :
(a) The Selection Committee for the post of Assistant Professor in the University shall have the following composition.
1. The Vice Chancellor shall be the Chairperson of the Selection Committee.
2. Three experts in the concerned subject nominated by the Vice Chancellor out of the panel of names approved by the relevant statutory body of the university concerned.
3. Dean of the concerned Faculty, wherever applicable
4. Head/Chairperson of the Department/School.
5. An academician nominated by the Visitor/Chancellor, wherever applicable.
6. An academician representing SC/ST/OBC/Minority/Women/Differently-abled categories to be nominated by the Vice Chancellor or Acting Vice Chancellor, if any of the candidates representing these categories is the applicant and if any of the above members of the selection committee do not belong to that category.

(b) At least four members, including two outside subject experts shall constitute the quorum.
4.1.2 **Associate Professor in the University:**

(a) The Selection Committee for the post of Associate Professor in the University shall have the following composition:

1. Vice Chancellor to be the Chairperson of the Selection Committee.
2. An academician who is the nominee of the Visitor/Chancellor, wherever applicable.
3. Three experts in the concerned subject/field nominated by the Vice Chancellor out of the panel of names approved by the relevant statutory body of the university concerned.
4. Dean of the faculty, wherever applicable.
5. Head/Chairperson of the Department/School.
6. An academician representing SC/ST/OBC/Minority/Women/Differently-abled categories, if any of candidates representing these categories is the applicant, to be nominated by the Vice Chancellor, if any of the above members of the selection committee do not belong to that category.

At least four members, including two outside subject experts, shall constitute the quorum.

4.1.3 **Professor in the University:**

The composition of the Selection Committee for the post of Professor in the University shall be similar in composition as that for the post of Associate Professor set out in Clause 4.1.2 above.

4.1.4 **Assistant Professor in Colleges including Private Colleges:**

(a) The Selection Committee for the post of Assistant Professor in Colleges including Private Colleges shall have the following composition:

1. Chairperson of the Governing Body of the college or his/her nominee from among the members of the Governing body to be the Chairperson of the Selection Committee.
2. The Principal of the College.
3. Head of the Department of the concerned subject in the College.
4. Two nominees of the Vice Chancellor of the affiliating university of whom one should be a subject expert. In case of colleges notified/declared as minority educational institutions, nominees of the Chairperson of the college from out of a panel of five names, preferably from minority communities, recommended by the Vice Chancellor of the affiliating university from the list of experts suggested by the relevant statutory body of the college, of whom one should be a subject expert.
5. Two subject-experts not connected with the college to be nominated by the Chairperson of the governing body of the college out of a panel of five names recommended by the Vice Chancellor from the list of subject experts approved by the relevant statutory body of the college. In case of colleges notified/declared as minority educational Institutions, two subject experts not connected with the University to be nominated by the Chairperson of the Governing Body of the College out of the panel of five names, preferably from minority communities, recommended by the Vice Chancellor from the list of subject experts approved by the relevant statutory body of the College.
6. An academician representing SC/ST/OBC/Minority/Women/Differently-abled categories, if any of candidates representing these categories is the applicant, to be nominated by the Vice Chancellor, if any of the above members of the selection committee do not belong to that category.

(b) To constitute the quorum for the meeting, five of which at least two must be from out of the three subject-experts shall be present.

(c) For all levels of teaching positions in Government colleges, the State Public Services Commissions / Teacher Recruitment Boards must invite three subject experts for which the concerned University, be involved in the selection process by the State PSC.

(d) For all levels of teaching positions in Constituent college(s) of a university, the selection committee norms shall be similar to that of the posts of departments of the university.
4.1.5 Associate Professor in Colleges including Private Colleges:

(a) The Selection Committee for the post of Assistant Professor in Colleges including Private Colleges shall have the following composition:

1. The Chairperson of the Governing Body or his or her nominee, from among the members of the Governing body to be the Chairperson of the Selection Committee.
2. The Principal of the College.
3. The Head of the Department of the concerned subject from the college.
4. Two University representatives nominated by the Vice Chancellor, one of whom will be the Dean of College Development Council or equivalent position in the University, and the other must be an expert in the concerned subject. In case of Colleges notified/declared as minority educational institutions, two nominees of the Chairperson of the College from out of panel of five names, preferably from minority communities, recommended by the Vice-Chancellor of the affiliating university from the list of experts suggested by the relevant statutory body of the college of whom one should be a subject expert.
5. Two subject-experts not connected with the college to be nominated by the Chairperson of the Governing body of the college out of a panel of five names recommended by the Vice Chancellor from the list of subject experts approved by the relevant statutory body of the university concerned. In case of colleges notified/declared as minority educational Institutions, two subject experts not connected with the University to be nominated by the Chairperson of the Governing Body of the College out of the panel of five names, preferably from minority communities, recommended by the Vice Chancellor from the list of subject experts approved by the relevant statutory body of the College.
6. An academician representing SC/ST/OBC/Minority/Women/Differently-abled categories, if any of candidates representing these categories is the applicant, to be nominated by the Vice Chancellor, if any of the above members of the selection committee do not belong to that category.

(b) The quorum for the meeting should be five of which at least two must be from out of the three subject-experts.

4.1.6 College Principal:

(a) The Selection Committee for the post of College Principal shall have the following composition

2. Two members of the Governing Body of the college to be nominated by the Chairperson of whom one shall be an expert in academic administration.
3. One nominee of the Vice Chancellor who shall be a Higher Education expert. In case of Colleges notified/declared as minority educational institutions, one nominee of the Chairperson of the College from out of a panel of five names, preferably from minority communities, recommended by the Vice-Chancellor of the affiliating university of whom one should be a subject expert.
4. Three experts consisting of the Principal of a college, a Professor and an accomplished educationist not below the rank of a Professor (to be nominated by the Governing Body of the college) out of a panel of six experts approved by the relevant statutory body of the university concerned.
5. An academician representing SC/ST/OBC/Minority/Women/Differently-abled categories, if any of candidates representing these categories is the applicant, to be nominated by the Vice Chancellor, if any of the above members of the selection committee do not belong to that category.

(b) At least five members, including two experts, should constitute the quorum.

(c) All the selection procedures of the selection committee shall be completed on the day of the selection committee meeting itself, wherein, minutes are recorded along with the scoring proforma and recommendation made on the basis of merit with the list of selected and waitlisted candidates/Panel of names in order of merit, duly signed by all members of the selection committee.
4.1.7 Selection Committees for the posts of Directors, Deputy Directors, Assistant Directors of Physical Education and Sports, Librarians, Deputy Librarians and Assistant Librarians shall be the same as that of Professor, Associate Professor and Assistant Professor respectively, except that the concerned expert in Physical Education and Sports or Sports Administration or Library, practicing Librarian/Physical Director, as the case may be, shall be associated with the Selection Committee as one of the subject experts.

5.0.0 Selection Procedures:

5.0.1 The overall selection procedure shall incorporate transparent, objective and credible methodology of analysis of the merits and credentials of the applicants based on weightages given to the performance of the candidate in different relevant dimensions and his/her performance on a scoring system proforma, based on the Academic Performance Indicators (API) as provided in this Regulations in Tables I to IX of Appendix III.

5.0.2 The proforma for direct recruitment and career advancement scheme shall be as per Annexure III.

5.0.3 In all the Selection Committees of direct recruitment of teachers and other academic staff in universities and colleges provided herein, an academician representing Scheduled Caste/Scheduled Tribe/OBC/Minority/Women/Differently-abled categories, if any of candidates representing these categories is the applicant and if any of the members of the selection committee do not belong to that category, shall be nominated by the Vice Chancellor or Acting Vice Chancellor of the University, and in case of a college Vice Chancellor or Acting Vice Chancellor of the University to which the college is affiliated to. The academician, so nominated for this purpose, shall be one level above the cadre level of the applicant, and such nominee shall ensure that the norms of the Central Government or concerned State Government, in relation to the categories mentioned above, are strictly followed during the selection process.

5.0.4 (i) Besides the indexed publications documented by various discipline-specific databases, the University shall draw through committee(s) of subject experts and ISBN / ISSN experts: (a) a comprehensive list of National / Regional level journals of quality in the concerned subject(s); and (b) a comprehensive list of Indian language journals / periodicals / official publication volumes of language bodies and upload them on the University website which are to be updated periodically.

(ii) In respect of Indian language publications, equivalence in quality shall be prescribed by universities located in a State by a Co-ordination Committee of experts to be constituted by the Vice-Chancellor.

(iii) At the time of assessing the quality of publications of the candidates during their appointments/promotions, the selection committees shall have to be provided with the above two lists which could be considered by the selection committees along with the other discipline-specific databases.

(iv) The UGC shall constitute a Committee as soon as practicable, in so far as acceptability of the (list of) Indian language journals so developed by Univ./State, to arrive at equivalence in quality of such publications with otherwise accepted and recognized journals.(if it is in existence otherwise this clause will be ineffective)

5.0.5 The process of selection of Associate Professor should involve inviting the bio-data with the duly filled Performance Based Appraisal System (PBAS) proforma developed by the university based on the API criteria provided in this Ordinance and template separately provided. Without prejudice, to the requirements provided for selection of Associate Professor under this Ordinance, the prescription of research publications for promotion from the post of Assistant Professor to Associate Professor in colleges shall be as follows:
(a) For those who possess a Ph.D. Degree, a minimum of one publication made during the period of service as Assistant Professor;
(b) for those with a M.Phil. Degree, a minimum of two publications made during the period of service as Assistant Professor; and
(c) for those without Ph.D. or M.Phil. degree, at least three publications during the period of service as Assistant Professor.

Provided that in so far as teachers in Universities are concerned, three publications shall be required to be submitted for all the three categories mentioned above for consideration of promotion from Assistant Professor to Associate Professor.

Provided further that such publications shall be provided to the subject experts for assessment before the interview and the evaluation score of the publications provided by the experts shall be factored into the weightage scores while finalizing the outcome of selection by the selection committee.

5.0.6 The process of selection of Professor shall involve inviting the bio-data with duly filled Performance Based Appraisal System (PBAS) proforma developed by the university based on the API criteria based PBAS set out in this Ordinance and reprints of five major publications of the candidates.

Provided that such publications submitted by the candidate shall have been published subsequent to the period from which the teacher was placed in the Assistant Professor stage-II.

Provided further that such publications shall be provided to the subject experts for assessment before the interview and the evaluation of the publications by the experts shall be factored into the weightage scores while finalizing the outcome of selection.

5.0.7 In the case of selection of Professors who are from outside the academic stream and are considered under Clause 3.1.0 (B), their eligibility shall be decided jointly by the academic council and syndicate by laying down clear and transparent criteria and procedures so that only outstanding professionals who can contribute substantially to the university knowledge system are selected in any discipline as per the requirements.

5.0.8 The Academic Performance Indicator (API) scoring system in the process of selection of Principal shall be similar to that of directly recruited College Professors. In addition, the selection committee shall assess the following dimensions with the weightages given below:

   a. Assessment of aptitude for teaching, research and administration (20%);
   b. Ability to communicate clearly and effectively (10%);
   c. Ability to plan institutional programmes, analyze and discuss curriculum development and delivery, research support and college development/administration (20%);
   d. Ability to deliver lecture programmes to be assessed by requiring the candidate to participate in a group discussion or exposure to a class room situation by a lecture (10%); and
   e. Analysis of the merits and credentials of the candidates on the basis of the Performance Based Appraisal System (PBAS) proforma developed by the affiliating University based on this Ordinance (deduced to 40% of the total API score).

5.0.9 In the selection process for posts involving different nature of responsibilities in certain disciplines/areas, such as Music and Fine Arts, Visual arts and Performing arts, Physical education and Library, greater emphasis may be laid on the nature of deliverables indicated against each of the posts in this Ordinance which need to be taken up by the concerned institution while developing API based PBAS proforma for both direct recruitment and CAS promotions.
5.0.10 The Internal Quality Assurance Cell (IQAC) shall be established in the Council guidelines with the Vice Chancellor, as Chairperson (in the case of Universities and Colleges as per the UGC / National Assessment Accreditation universities), and Principal, as Chairperson (in case of colleges). The IQAC shall act as the documentation and record-keeping Cell for the institution including assistance in the development of the API criteria based PBAS proforma using the indicative template separately developed by UGC. The IQAC may also introduce, wherever feasible, the student feedback system as per the NAAC guidelines on institutional parameters without incorporating the component of students’ assessment of individual teachers in the PBAS.

5.1.0 While the API -:
(a) Tables I and III of Appendix III are applicable to the selection of Professors/Associate Professors /Assistant Professors in universities and colleges;
(b) Tables IV, V and VI of Appendix III are applicable to Directors/ Deputy Directors/Assistant Directors of Physical Education and Sports; and
(c) Tables VII, VIII and IX of Appendix III are applicable to Librarians/ Deputy Librarians and Assistant Librarians for both direct recruitment as well as Career Advancement Promotions, the ratio / percentage of minimum requirement of category-wise API Score to each of the cadres shall vary from those for university teachers and for UG/PG College Teachers, as given in these Tables of Appendix-III.

5.2.0 The Ordinance for the minimum norms of Selection Committees and Selection Procedures as well as API core requirements for the above cadres, either through direct recruitment or through career Advancement Schemes shall be same. However, since teachers recruited directly can be from different backgrounds and institutions, Table II(c) of Appendix III provides norms for direct recruitment of teachers to different cadres, while Tables II (a) and Table II(b) provide for CAS promotions of teachers in universities and colleges respectively, which accommodate these differences.

5.3.0 In order to remedy the difficulties of collecting retrospective information and to facilitate the implementation of this Ordinance from 31-12-2008 in the CAS Promotion, the API based PBAS will be progressively and prospectively rolled out. Accordingly, the PBAS based on the API scores of categories I and II as mentioned in these tables is to be implemented for one year, initially based on the existing systems in universities / colleges for one year only with the minimum annual scores as depicted in Table II (a) and II (b) for university and college teachers, or by Librarian/Physical Education and Sports cadres as depicted in Tables V(a) and V (b), Tables VIII(a) and VIII (b) respectively. This annualized API scores can then be compounded progressively as and when the teacher becomes eligible for CAS promotion to the next cadre. Thus, if a teacher is considered for CAS promotion in 2010, one year API scores for 2009-10 alone will be required for assessment. In case of a teacher being considered for CAS promotion in 2011, two years average of API scores for these categories will be required for assessment and so on leading progressively for the complete assessment period. For Category III (research and academic contributions), API scores for this category will be applied for the entire assessment period.

5.3.1 A teacher who wishes to be considered for promotion under CAS may submit in writing to the university/college, with three months in advance of the due date, that he/she fulfils all qualifications under CAS and submit to the university/college the Performance Based Appraisal System proforma as evolved by the university duly supported by all credentials as per the API guidelines set out in this Ordinance. In order to screening/selection, and shall complete the process within six months from the date of CAS, the University / College should immediately initiate the process of application. Further, in order to avoid any hardships, candidates who fulfill all other criteria mentioned in this Ordinance, as on 31 December, 2008 and till the date on which this Ordinance is notified, can be considered for promotion from the date, on or avoid delay in holding Selection Committee meetings in various positions under after 31 December, 2008, on which they fulfill these eligibility conditions, provided as mentioned above.
5.3.2 Candidates who do not fulfill the minimum score requirement under the API Scoring System proposed in this Ordinance as per Tables II(a and b) of Appendix III or those who obtain less than 50% in the expert assessment of the selection process will have to be re-assessed only after a minimum period of one year. The date of promotion shall be the date on which he/she has successfully got re-assessed.

5.3.3 The Selection Committee specifications as delineated in Clauses 5.0.1 to 5.0.7 are applicable to all direct recruitments of Faculty Positions and Career Advancement promotions of Assistant Professor to Associate Professor and to that of Associate Professor to Professor.

5.3.4 CAS promotions from a lower grade to a higher grade of Assistant Professor shall be conducted by a "Screening cum Evaluation Committee" adhering to the criteria laid out as API score in PBAS in the Tables of Appendix-III.

5.3.5 The "Screening cum Evaluation Committee for CAS promotion of Assistant Professors/equivalent cadres in Librarians/Physical Education from one AGP to the other higher AGP shall consist of:

5.3.5.1 For University teachers:
   a. The Vice Chancellor as the Chairperson of the Selection Committee;
   b. The Dean of the concerned Faculty;
   c. The Head of the Department/Chairperson of the School; and
   d. One subject expert in the concerned subject nominated by the Vice Chancellor from the University panel of experts.

5.3.5.2 For College teachers:
   a. The Principal of the college;
   b. Head of the concerned department from the college;
   c. Two subject experts in the concerned subject nominated by the Vice Chancellor from the university panel of experts;

5.3.5.3 The quorum for these committees in both categories mentioned above shall be three including the one subject expert/university nominee need to be present.

5.3.6 The Screening cum Evaluation Committee on verification/evaluation of API score secured by the candidate through the ‘PBAS’ methodology designed by the respective university based on these Regulations and as per the minimum requirement specified: (a) in Tables II and III for each of the cadre of Assistant Professor; (b) in Tables V and VI for each of the cadre of Physical Education and Sports; and (c) in Tables VIII and IX for each of the cadre of Librarians shall recommend to the Syndicate/Executive Council/Board of Management of the University about the suitability for the promotion of the candidate(s) under CAS for implementation.

5.3.7 All the selection procedures outlined above, shall be completed on the day of the selection committee meeting, wherein the minutes are recorded along with PBAS scoring proforma and recommendation made on the basis of merit and duly signed by all members of the selection committee in the minutes.

5.3.8 CAS promotions being a personal promotion to the incumbent teacher holding a substantive sanctioned post, on superannuation of the individual incumbent, the said post shall revert back to its original cadre.

5.3.9 The incumbent teacher must be on the role and active service of the Universities/Colleges on the date of consideration by the Selection Committee for Selection/CAS Promotion.
5.3.10 Candidates shall offer themselves for assessment for promotion, if they fulfill the minimum API scores indicated in the appropriate API system tables by submitting an application and the required PBAS proforma. They can do so three months before the due date if they consider themselves eligible. Candidates who do not consider themselves eligible can also apply at a later date. In any event, the university shall send a general circular twice a year calling for applications for CAS promotions from eligible candidates.

5.3.11 In the final assessment, if the candidates do not either fulfill the minimum API scores in the criteria as per PBAS proforma or obtain less than 50% in expert assessment, wherever applicable, such candidates will be reassessed only after a minimum period of one year.

5.3.12 (a) If a candidate applies for promotion on completion of the minimum eligibility period and is successful, the date of promotion will be from that of minimum period of eligibility.

(b) If, however, the candidates find that he/she fulfills the eligibility conditions at a later date and applies on that date and is successful, his/her promotion will be effected from that date of application fulfilling the criteria.

(c) If the candidate does not succeed in the first assessment, but succeeds in the eventual assessment, his/her promotion will be deemed to be from the later date of successful assessment.

5.4.0 Stages of Promotion Under Career Advancement Scheme of Incumbent and Newly Appointed Assistant Professors / Associate Professor / Professors.

5.4.1 Entry level Assistant Professors (Stage 1) would be eligible for promotion under the Career Advancement Scheme (CAS) through two successive stages (stage 2 and Stage 3), provided they are assessed to fulfill the eligibility and performance criteria as laid out in Clause 5.3.0 of this Ordinance.

5.4.2 An entry level Assistant Professor, possessing Ph. D. Degree in the relevant discipline shall be eligible, for moving to the next higher grade (stage 2) after completion of four years service as Assistant Professor.

5.4.3 An entry level Assistant Professor possessing M.Phil. Degree or post-graduate Degree in professional courses, approved by the relevant statutory body, such as LL.M. / M. Tech., etc. shall be eligible for the next higher grade (stage 2) after completion of five years service as Assistant Professor.

5.4.4 An entry level Assistant Professor who does not have Ph.D. or M.Phil, or a Master’s Degree in the relevant professional course, shall be eligible for the next higher grade (stage 2) only after completion of six years service as Assistant Professor.

5.4.5 The upward movement from the entry level grade (stage 1) to the next higher grade (stage 2) for all Assistant Professors shall be subject to their satisfying the API based PBAS conditions laid down in this Ordinance vide Appendix III.

5.4.6 Assistant Professors who have completed five years of service in the second grade (stage 2) shall be eligible, subject to meeting the API based PBAS requirements laid down by this Ordinance, to move up to next higher grade (stage 3).

5.4.7 Assistant Professors completing three years of teaching in third grade (stage 3) shall be eligible, subject to the qualifying conditions and the API based PBAS requirements prescribed by this Ordinance, to move to the next higher grade (stage 4) and to be designated as Associate Professor.
5.4.8 Associate Professor completing three years of service in stage 4 and possessing a Ph.D. Degree in the relevant discipline shall be eligible to be appointed and designated as Professor and be placed in the next higher grade (stage 5), subject to (a) satisfying the required credit points as per API based PBAS methodology provided in Table I-III of Appendix IV stipulated in this Ordinance, and (b) an assessment by a duly constituted selection committee as suggested for the direct recruitment of Professor. Provided that no teacher, other than those with a Ph.D., shall be promoted or appointed as Professor.

5.4.9 In the case of Associate Professors in Colleges, promotion to the post of Professor under CAS shall be further subject to Clause 5.5.1. and 5.5.2 of this Ordinance.

5.4.10 Ten percent of the positions of Professors in a university, with a minimum of ten years of teaching and research experience as professor either in the pre-revised scale of Professor’s pay or the revised scale pay will be eligible for promotion to the higher grade of Professorship (stage 6), on satisfying the required API score as per Tables I and II through the PBAS methodology stipulated in this Ordinance through a duly constituted Expert committee, and such teachers promoted to the higher grade shall continue to be designated as ‘Professor’. As this AGP elevation for Professor is applicable to only university departments, additional credentials are to be evidenced by:

(a) post-doctoral research outputs of high standard;
(b) awards / honours / and recognitions;
(c) Additional research degrees like D.Sc., D.Litt., LID, etc.; patents and IPR on products and processes developed / technology transfer achieved in the case of teachers in science and technology.

The selection is to be conducted by the university by receiving duly filled PBAS proformas from eligible professors based on seniority, three times in number of the available vacancies in each faculty. In case the number of candidates available is less than three times the number of vacancies, the zone of consideration will be limited to the actual number of candidates available. The assessment process shall be through an Expert-Committee evaluation of all credentials submitted as stipulated in Table-II(A) of Appendix-II for teachers in University departments. No separate interview need to be conducted for this category.

5.4.11 Discretionary award of advance increments for those who enter the profession as Associate Professors or Professors with higher merit, high number of research publications and experience at the appropriate level, shall be within the competence of the appropriate authority of the concerned University or recruiting institution based on the recommendations of selection committee(s) while negotiating with individual candidates in the context of the merits of each case, taking into account the pay structure of other teachers in the faculty and other merit-specific factors. Discretionary award of advance increments is not applicable to those entering the profession as Assistant Professor/Assistant Librarian/Assistant Director of Physical Education and Sports and to those who are entitled for grant of advance increments for having acquired Ph. D., M. Phil., M.Tech., etc. However, those entering service as Assistant Professor/Assistant Librarian/Assistant Director of Physical Education and Sports with post-doctoral teaching/research experience after Ph.D. and proven credentials may be eligible for discretionary award of advanced increments to be decided and recorded by the selection committee in its minutes.
5.5.0 **Professors in Under Graduate and Post Graduate Colleges :-**

5.5.1. (i) Ten percent of the number of the posts of Associate Professor in an Under Graduate College shall be that of Professors and shall be subject to the same criterion for selection / appointment as that of Professors in Universities,

Provided that there shall be no more than one post of Professor in each Department;

Provided further that one-fourth (25%) of the posts of Professor in Under Graduate Colleges shall be directly recruited or filled on deputation by eligible teachers and the remaining three-fourths (75%) of posts of Professors shall be filled by CAS promotion from among eligible Associate Professors of the relevant department of the Under Graduate College.

For avoidance of doubt, it is clarified that sanctioned posts include the posts approved under both direct recruitment and CAS promotion.

(ii) Identification of posts of Professor in an Under Graduate College for being filled through direct recruitment / deputation shall be carried out by the affiliating University acting in consultation with the College. Where the number of posts of Professor worked out as a percentage of the number of posts of Associate Professor the same shall be rounded off to the next higher integer. Professor for CAS promotion or direct recruitment / deputation is not an integer.

(iii) The selection process is to be conducted by the university by receiving PBAS proformas from eligible Associate Professors based on seniority and three times in number of the available vacancies. In case the number of candidates available is less than three times the number of vacancies, the zone of consideration will be limited to the actual number of candidates available. The selection shall be conducted through the API scoring system with PBAS methodology and selection committee process stipulated in this Ordinance for appointment of Professors.

For direct recruitment of the 25% of the posts, the ‘Rota-Quota system shall be followed starting with promotions and the direct recruitment quota shall be rotated in an alphabetical order.

5.5.2. There shall be one post of Professor in each Department of a Post-Graduate College which shall be subject to the same criterion for selection / appointment as that of Professors in Universities, provided that one-fourth (25%) of the posts of Professor shall be filled on deputation/direct recruitment from among eligible teachers and the remaining three-fourths (75%) of posts shall be filled through merit promotion from among the eligible Associate Professors in the relevant department of the Post-Graduate college. Identification of posts of Professor in a Post-Graduate College for being filled through direct recruitment/deputation shall be carried out by the affiliating University acting in consultation with the College. The decision regarding whether the posts of professor will be for CAS promotion or direct recruitment/deputation shall be within the competence of the University acting in consultation with the College. Where the number of posts of professor for CAS promotion or direct recruitment / deputation worked out as a percentage of the total number of posts in a Post Graduate College is not an integer, the same shall be rounded off to the next higher integer.

The selection process is to be conducted by the university by receiving PBAS proformas from eligible Associate Professors based on seniority and three times in number of the available vacancies. In case the number of candidates available is less than three times the number of vacancies, the zone of consideration will be limited to the actual number of candidates available. The selection shall be conducted through the API scoring Ordinance for appointment of Professors. For direct recruitment of the 25% of the system with PBAS methodology, selection committee process stipulated in this posts, the ‘Rota-Quota System’ shall be followed starting with promotion and the direct recruitment quota shall be rotated in an alphabetical order.

* in case of affiliated colleges Selection / appointments, under this scheme shall be subject to the directives from the state govt.of Gujarat.
5.6.0 Stages of Promotion Under the Career Advancement Scheme for Assistant Librarians, etc.

5.6.1 Assistant University Librarian / College Librarian in the entry level grade, possessing Ph.D. in Library Science, after completing service of four years in the lowest grade, if otherwise eligible as per API scoring system and PBAS methodology laid down by this Ordinance, shall be eligible for the higher grade (stage 2).

5.6.2 Assistant Librarian / College Librarian in the entry level grade, not possessing Ph.D. but only M.Phil. in Library Science, after completing service of five years in the lowest grade, if otherwise eligible as per API scoring system and PBAS methodology laid down by this Ordinance, shall become eligible for the next higher grade (stage 2).

5.6.3 Assistant Librarian / College Librarian in the entry level grade, without the relevant Ph.D. or M.Phil. after completing six years in the lowest grade, if otherwise eligible as per API scoring system and PBAS methodology laid down by this Ordinance, shall become eligible for the next higher grade (stage 2).

5.6.4 On completion of service of five years, Assistant Librarian (Sr. Scale) / College Librarian (Sr. Scale) shall be eligible for the post of Deputy Librarian/ equivalent posts and being placed in the next higher grade (stage 3), subject to their fulfilling other conditions of eligibility (such as Ph.D. Degree, etc. for Deputy Librarian) as per API scoring system (Selection Grade) / College Librarian (Selection Grade), as the case may be. based PBAS methodology laid down & provided in this Ordinance for CAS promotion. They shall be designated as Deputy Librarian / Assistant Librarian (Selection Grade) / College Librarian (Selection Grade), as the case may be.

5.6.5 After completing three years in the above grade, Deputy Librarians /equivalent positions shall move to the next higher grade (stage 4), subject to fulfilling other conditions of eligibility as per API scoring system and PBAS methodology prescribed by the UGC for CAS promotion in this Ordinance.

*in case of affiliated colleges Selection/Appointments, under this scheme shall be subject to the directives from the state govt.of Gujarat.

5.7.0 Stages of Promotion Under Career Advancement Scheme for Physical Education and Sports Personnel :-

5.7.1 Assistant DPE&S in the entry level grade/College DPE&S, at the entry level grade, possessing Ph.D. in Physical Education, after completing service of four years in the entry level stage (stage 1), and if otherwise eligible as per API scoring system and PBAS methodology prescribed by the UGC for CAS promotion and provided in this Ordinance, shall become eligible for the next higher grade (stage 2).

5.7.2 Assistant DPE&S/College DPE&S in the entry level grade, possessing M.Phil. in Physical Education, after completing service of the five years in the entry level stage (stage 1), and if otherwise eligible as per API scoring system and PBAS methodology prescribed by the UGC for CAS promotion and provided in this Ordinance, shall become eligible or the next higher grade (stage 2).

5.7.3 Assistant DPE&S/ College DPE&S in the entry level grade, without the relevant Ph.D. and M.Phil. shall, after completing service of six years as Assistant DPE&S/College DPE&S in the entry level stage, and if otherwise eligible as per API scoring system and PBAS methodology prescribed by the UGC for CAS promotion and provided in this Ordinance, shall become eligible for the next higher grade (stage 2).