



**THE
JHARKHAND GAZETTE
EXTRAORDINARY
PUBLISHED BY AUTHORITY**

No. 699

29 Bhadra, 1938 (S)

Ranchi, Wednesday, 20th September, 2017

**HIGHER, TECHNICAL EDUCATION & SKILL DEVELOPMENT
DEPARTMENT
(HIGHER EDUCATION, JHARKHAND)**

**NOTIFICATION
19th September, 2017**

"STATUTE IN RESPECT OF THE QUALIFICATIONS OF TEACHERS OF UNIVERSITIES AND COLLEGES IN JHARKHAND STATE, 2017".

No. 5/वि.1-102/2003 (खण्ड) --- (Assented to by the Chancellor and communicated by the Principal Secretary to Hon'ble Governor vide Letter No. Misc.-02/2017/2638/G.S. dated 11 September, 2017 and notified by the Department vide Letter No. 2330 dated 19 September, 2017.)

Not withstanding anything contrary as contained in the Statutes, the following shall be the minimum qualifications for different categories of posts of teachers in the service of the universities of Jharkhand and colleges affiliated to them, provided that any relaxation in the prescribed qualification can only be made on the recommendation of University Grants Commission (UGC) and acceptance of the State government. These Statutes shall come into effect from the date of assent by The Hon'ble Governor - cum -

Chancellor of the Universities of Jharkhand in supersession of the Statutes, approved and notified on 8 May, 2014 vide departmental letter no.782.

A separate Regulation is made as a part of Statute for appointment of Assistant Professor in the Universities of Jharkhand, 2017.

1. MINIMUM QUALIFICATION FOR APPOINTMENT OF TEACHING FACULTY IN ARTS, HUMANITIES, SCIENCES, SOCIAL SCIENCES, COMMERCE, EDUCATION, LANGUAGES, LAW, JOURNALISM & MASS COMMUNICATION.

1.1 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 experiences 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 the UGC Regulations, 2010, on the subject, as amended from time to time.

OR

A. 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.

1.2 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 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 the UGC Regulations, 2010, on the subject, as amended from time to time.

1.3 Assistant Professor

- i. A candidate should have throughout good academic record with minimum 55% marks at the Master's degree or equivalent (or equivalent grade) in the relevant subject. A relaxation of 5% may be provided at the Graduate and Master's level for the Scheduled Castes/ Scheduled Tribes/Differently-abled (Physically and Visually differently-abled)/Other Backward Classes (OBC) (Non-Creamy layer) categories for the purpose of eligibility and assessing good academic records 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 categories mentioned above are permissible, based on only the qualifying marks without including any grace mark procedures.
- ii. A candidate must have passed National Eligibility Test (NET) / Jharkhand Eligibility Test (JET) or equivalent test accredited by U.G.C.
- iii. The candidates who have obtained Ph.D. Degree on the basis of UGC prescribed Minimum Standard and Procedure Regulations 2009, as amended vide 2016 Regulations, shall be exempted from the requirement of minimum eligibilities of NET/JET.

“Provided further, the award of degree to candidates registered for the M.Phil./ Ph.D. programme prior to July 11,2009, shall be governed by the provisions of the then existing Ordinances/Bylaws/Regulations of the Institutions awarding the degree and the Ph.D. candidates shall be exempted from the requirement of NET/JET for recruitment and appointment of Assistant Professor or equivalent positions in Universities/ Colleges / Institutions subject to the fulfillment of the following conditions:-

- a. Ph.D. degree of the candidate awarded in regular mode only ;
- b. Evaluation of Ph.D. thesis by at least two external examiners;
- c. Open Ph.D. viva-voce of the candidate had been conducted;
- d. Candidate has published two research papers from his/her Ph.D. work out of which at least one must be in refereed journal;
- e. Candidate has made at least two presentations in conferences/seminars, based on his/her Ph.D. work.

(a) to (e) as above are to be certified by the Vice-Chancellor/Pro-Vice-Chancellor/Dean (Academic Affairs)/Dean (University instructions).”

iv. NET/ JET shall also not be required for such Masters Programmes in disciplines for which NET/ JET is not conducted.

2. MINIMUM QUALIFICATIONS FOR APPOINTMENT OF TEACHING FACULTY IN MUSIC, PERFORMING ARTS, VISUAL ARTS AND OTHER TRADITIONAL INDIAN ART FORMS LIKE, SCULPTURES, ETC.

2.1 MUSIC AND DANCE DISCIPLINE

2.1.1 Professor

i. An eminent scholar with a doctoral degree and actively 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 contribution 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 / Fellowship; and
 - e. Ability to explain the logical reasoning of the subject concerned and adequate knowledge to teach theory with illustrations in that discipline.

2.1.2 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.

2.1.3 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. However, the candidates who have obtained Ph.D. Degree on the basis of Minimum Standards and Procedure Regulations, 2009, as amended vide 2016 Regulations, shall be exempted from the requirement of minimum eligibilities of NET/JET.

“Provided further, the award of degree to candidates registered for the M.Phil. /Ph.D. programme prior to July 11,2009, shall be governed by the provisions of the then existing Ordinance/Bylaws/Regulations of the institutions awarding the degree and the Ph.D. candidate shall be exempted from the requirement of NET/JET for recruitment and appointment of Assistant Professor or equivalent positions in Universities/College/Institutions subject to the fulfilment of the following conditions:-

- a. Ph.D. degree of the candidate awarded in regular mode only ;
 - b. Evaluation of Ph.D. thesis by at least two external examiners;
 - c. Open Ph.D. viva-voce of the candidate had been conducted;
 - d. Candidate has published two research papers from his/her Ph.D. work out of which at least one must be in refereed journal;
 - e. Candidate has made at least two presentations in conferences/seminars, based on his/her Ph.D. work.
 - f. (a) to (e) as above are to be certified by the Vice-Chancellor/Pro-Vice-Chancellor/Dean (Academic Affairs)/Dean (University instructions).”
- iii. NET/JET shall also not be required for such Master’s Programmes in disciplines for which NET/JET 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.

2.2 DRAMA DISCIPLINE

2.2.1 Professor

- i. An eminent scholar with a doctoral degree actively and 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 / Fellowship; and
 4. Ability to explain the logical reasoning of the subject concerned and adequate knowledge to teach theory with illustrations in that discipline.

2.2.2 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 experience of teaching in a 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.

Contribution to educational innovation such as designing of new courses and / or, curricula and/or outstanding performing achievement 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.

2.2.3 Assistant Professor

- a. Good academic record with at least 55% marks (or an equivalent grade in a point scale wherever grading system is followed) at the Master's Degree level, in the relevant subject or an equivalent degree from an Indian / Foreign University.
 - b.** 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 Grant Commission (Minimum Standards and procedure for Award of Ph.D. Degree) Regulations 2009, or the subsequent Regulations if notified by the UGC, shall be exempted from the requirement of the minimum eligibility condition of NET/JET for requirement and appointment of Assistant Professor or equivalent positions in Universities/ Colleges/Institutions. **Further, the award of degrees to candidates registered for the M.Phil./Ph.D. programme prior to July 11,2009, shall be governed by the provisions of the then existing Ordinance/ Bylaws/Regulations of the Institution awarding the degrees and the Ph.D. candidates shall be exempted from the requirement of the minimum eligibility condition of "NET/JET for recruitment and appointment of Assistant Professor or equivalent positions in**

Universities/Colleges/ institutions subject to the fulfillment of the following conditions:-

- (a) Ph.D. degree of the candidate awarded in regular mode only;**
- (b) Evaluation of Ph.D. thesis by at least two external examiners;**
- (c) Candidate had published two research papers out of which at least one in a refereed journal from out of his/her Ph.D. work;**
- (d) The Candidate had presented two papers in seminars/ conferences from out of his/her Ph.D. work.**
- (e) Open Ph.D. viva-voce of the candidate had been conducted**

(a) to (e) as above are to certified by the Vice-Chancellor/Pro-Vice-Chancellor/Dean (Academic Affairs)/Dean (University Instructions).”

- iii. Without prejudice to the above, NET/JET shall also not be required for such Master’s Programmes in disciplines for which NET/JET 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.

2.3 VISUAL (FINE) ARTS DISCIPLINE

2.3.1 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 specializations and ability to guide research;
 - 3. Participation in National / International Seminars / Conferences / Workshops and/or recipient of National / International Awards / Fellowship; and
 - 4. Ability to explain the logical reasoning of the subject concerned and adequate knowledge to teach theory with illustrations in that discipline.

2.3.2 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 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 of 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 be or 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.

2.3.3 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. However, the candidates who have obtained Ph.D. Degree on the basis of Minimum Standard and Procedure Regulations, 2009, or the subsequent regulations if notified by UGC, shall be exempted from the requirement of minimum eligibility condition of f NET/JET for recruitment and appointment of Assistant Professor or equivalent positions in Universities/Colleges/Institutions.

Further, the award of degrees to candidates registered for the M.Phil. /Ph.D. programme prior to July 11, 2009, shall be governed by the provisions of the then existing Ordinance/Bylaws/Regulations of the institutions awarding the degrees and the Ph.D. candidates shall be exempted from the requirement of the minimum eligibility condition of "NET/JET for recruitment and appointment of Assistant Professor or equivalent positions in Universities/Colleges/Institutions subject to the fulfillments of the following conditions:-

- a. **Ph.D. degree of the candidate awarded in regular mode only ;**
- b. **Evaluation of Ph.D. thesis by at least two external examiners;**
- c. **Candidate had published two research papers from his/her Ph.D. work out of which at least one in refereed journal from out of his/her Ph.D. work;**

- d. **The candidate had presented two papers in seminars /conferences, from out of his/her Ph.D. work.**
- e. **Open Ph.D. viva-voce of the candidate had been conducted;**
(a) to (e) as above are to be certified by the Vice-Chancellor/Pro-Vice-Chancellor/Dean (Academic Affairs)/Dean (University instructions).”
- iii. Without prejudice to the above, NET/JET shall also not be required for such Masters Programmes in disciplines for which NET/JET 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 said discipline.

3. MINIMUM QUALIFICATION, EXPERIENCE & OTHER ELIGIBILITY REQUIREMENTS FOR APPOINTMENT OF OCCUPATIONAL THERAPY TEACHERS

3.1 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 recognised by the UGC / independent published work of high standard.

3.2 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.

3.3 Assistant Professor

- i. Bachelor degree in Occupational Therapy (B.O.T. / B.Th.O / B.O.Th.), Master's 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.

4. MINIMUM QUALIFICATIONS FOR APPOINTMENT OF TEACHING FACULTY IN MANAGEMENT/ BUSINESS ADMINISTRATION

4.1 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 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.

- 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 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 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.

4.2 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 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 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

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

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 recognised 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 organisation;
- 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.

4.3 Assistant Professor

i. Essential:

1. First Class Master's 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 Chartered Accountant/Cost and Works Accountant/Company Secretary of the concerned statutory bodies.

ii. Desirable:

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

5. MINIMUM QUALIFICATIONS PRESCRIBED FOR FACULTY POSITIONS AS PER NCTE REGULATIONS

5.1 Principal /Head (B.Ed. Course)

- 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 Education 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 a retired Professor / Head in Education on contract basis for a period of not exceeding one year at a time, till such time the candidates complete sixty five years of age.

5.2 Assistant Professor (B.Ed. Course)

- 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 position 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 appoint scale wherever grading system is followed);
 2. M.Ed. Degree with atleast 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 Govt. from time to time for the position of Principal and Lecturers shall be mandatory.

Provided that atleast one lecturer should have specialisations in ICT and another in the special education.

5.3 Professor/ Head (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. Atleast 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 area of his/her 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 retired 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.

5.4 Associate Professor (M.Ed. Course)

- 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 specialisation.

5.5 Assistant Professor (M.Ed. Course)

- a. A Master's Degree in Arts / Humanities / Sciences / Commerce and M.Ed. each with 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 UGC / such other affiliating body / State Government, from time to time for the positions of Principals 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.

6. MINIMUM QUALIFICATIONS FOR THE POSTS IN PHYSICAL EDUCATION DEPARTMENT.

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 DPES or fifteen years as University Assistant DPES / College DPES (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.,

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 these Statutes.
- (vi) Consistently good appraisal reports.

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 University / Inter-Collegiate Competitions or State and/or National Championships.
- iii. Qualifying in the national level test conducted for the purpose by UGC or any other agency approved by the UGC.
- iv. Passed the physical fitness test conducted in accordance with these Statutes.

- 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 or the subsequent regulations if notified by the UGC, shall be exempted from the requirement of

the minimum eligibility condition of NET/JET for recruitment and appointment of University Assistant Director of Physical Education/College Director, Physical Education & Sports.

Further, the award of degree to candidates registered for the M.Phil. /Ph.D. programme prior to July 11,2009, shall be governed by the provisions of the then existing Ordinance/Bylaws/ Regulations of the Institutions awarding the degrees and the Ph.D. candidates shall be exempted from the requirement of the minimum eligibility condition of "NET/JET for recruitment and appointment of Assistant Professor or equivalent positions in Universities/Colleges/Institutions subject to the fulfillment of the following conditions:-

- a. Ph.D. degree of the candidate awarded in regular mode only ;
 - b. Evaluation of Ph.D. thesis by at least two external examiners;
 - c. Candidate had published two research papers out of which at least one in refereed journal from out of his/her Ph.D. work;
 - d. The candidate had made at least two presentations in seminars/conferences, from out of his/her Ph.D. work.
 - e. Open Ph.D. viva-voce of the candidate had been conducted;
- (a) to (e) as above are to be certified by the Vice-Chancellor/Pro-Vice-Chancellor/Dean (Academic Affairs)/Dean (University instructions).”

PHYSICAL FITNESS TEST NORMS

- (a). Subject to the provisions of these Regulations, 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 physical fitness test in accordance with following norms:

NORMS FOR MEN			
12 MINUTES RUN/WALK TEST			
Up to 30 years	Up to 40 years	Up to 45 years	Up to 50 years
1800 meters	1500 meters	1200 meters	800 meters

NORMS FOR WOMEN			
12 MINUTES RUN/WALK TEST			
Up to 30 years	Up to 40 years	Up to 45 years	Up to 50 years
1000 meters	800 meters	600 meters	400 meters

7. MINIMUM QUALIFICATIONS FOR RECRUITMENT IN LIBRARY**7.1 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 these Statutes.
- 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 / Archives and Manuscripts-Keeping.

7.2 University Deputy Librarian

- i. A Master's Degree in Library Science / Information Science/Documentation with at least 55% marks or its equivalent grade of B in 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.

7.3 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 UGC or any other agency approved by 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/JET for recruitment and appointment of University Assistant Librarian / College Librarian, subject to fulfillment further conditions stipulated in this regard in the successive UGC regulations.

“Provided further, the award of degree to candidates registered for the M.Phil. /Ph.D. programme prior to July 11,2009, shall be governed by the provisions of the then existing Ordinance/Bylaws/Regulations of the institutions awarding the degree and the Ph.D. candidate shall be exempted from the requirement of NET/JET for recruitment and appointment of Assistant Professor or equivalent positions in Universities/College/Institutions subject to the fulfillment of the following conditions:-

- a. Ph.D. degree of the candidate awarded in regular mode only ;
- b. Evaluation of Ph.D. thesis by at least two external examiners;
- c. Open Ph.D. viva-voce of the candidate had been conducted;
- d. Candidate has published two research papers from his/her Ph.D. work out of which at least one must be in refereed journal;
- e. Candidate has made at least two presentations in conferences/seminars, based on his/her Ph.D. work.
- f. (a) to (e) as above are to be certified by the Vice-Chancellor/Pro-Vice-Chancellor/Dean (Academic Affairs)/Dean (University instructions).”

8. MINIMUM QUALIFICATIONS FOR APPOINTMENT FOR TEACHING FACULTY IN ENGINEERING AND TECHNOLOGY DISCIPLINES

8.1 ENGINEERING DISCIPLINE

8.1.1 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 Associate 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 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 organising academic, research, industrial and / or professional activities; and
5. Capacity to undertake / lead sponsored R&D, consultancy and related activities.

8.1.2 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., & 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 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;

8.1.3 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.

8.2 BIOTECHNOLOGY (ENGG. & TECH) DISCIPLINE

8.2.1 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 Associate 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. / 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 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 organising academic, research, industrial and / or professional activities; and
 5. Capacity to undertake / lead sponsored R&D, consultancy and related activities.

8.2.2 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 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 Expert appointed by the Vice Chancellor of the University.
- iii. Desirable:
1. Teaching, Research industrial and /or professional experience in a reputed organisation;

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.

8.2.3 Assistant Professor

- i. Essential:
 - a. First Class Master's Degree in the appropriate branch of Engg. & Tech.
Or
 - a. A Ph.D. Degree in Applied Biological Sciences such as Micro – Biology, Bio – Chemistry, Genetics, Molecular Biology, Pharmacy and Bio Physics.
Or
 - b. Good academic record with at least 55% marks (or an equivalent grade) at the Master's Degree level, in the relevant subject or an equivalent degree from an Indian / Foreign University.
2. Besides fulfilling the above qualifications, candidates should have cleared the NET for lecturers conducted by the UGC, CSIR or similar test accredited by the UGC.
3. Desirable:
 - a. Teaching, research industrial and / or professional experience in a reputed organisation.
 - b. Papers presented at Conferences and / or in refereed journals.

8.3 PHARMACY

8.3.1 Professor

- i. Essential:
 1. A basic degree in Pharmacy (B. Pharma.)
 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 specialisation in Pharmacy, and experience of ten years in teaching, research, industry and / or profession at the level of Lecturer or equivalent grade;
OR
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 specialisation in Pharmacy; and
 2. Significant professional work which can be recognised as equivalent to a Ph.D. degree in appropriate branch of specialisation 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 same is recommended unanimously by a 3-Member Committee of Experts appointed by the Vice-Chancellor of the University.
- ii. Desirable:
 1. Teaching, Industrial research and / or professional experience in a reputed organisation;
 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 organising 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 $\geq 60\%$ or equivalent Cumulative Grade Point Average (CGPA) is to be considered as equivalent to First Class.
2. In respect of CGPA awarded to the candidates on a 10-Point Scale, the table of equivalence shall be provided by the University concerned followed for determining the class obtained by them as per (1) cited above.

8.3.2 Associate Professor

i. Essential:

1. A basic degree in Pharmacy (B.Pharma.).
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 specialisation in Pharmacy and industrial / Professional experience of eight years in a position equivalent to the level of Lecturer.

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

8.3.3 Assistant Professor

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.

9. MINIMUM QUALIFICATIONS, EXPERIENCE AND OTHER ELIGIBILITY REQUIREMENTS FOR APPOINTMENT OF

9.1 PROFESSOR

- i. Master's in Physiotherapy (M.P.T. /M.P.Th./M.Th.P. /M.Sc. P.T) with eleven years of total experience including five years' experience as Associate Professor (Physiotherapy)
- ii. Desirable: Higher Qualification like Ph.D. in any discipline in Physiotherapy recognized by U.G.C./ independent published work of high standard.

9.2 ASSOCIATE PROFESSOR

- i. Masters in Physiotherapy (M.P.T. /M.P.Th./M.Th.P. /M.Sc. P.T) with eight years total experience as Assistant Professor.
- ii. Desirable: Higher Qualification like Ph.D. in any discipline in Physiotherapy recognized by U.G.C./ independent published work of higher standard.

9.3 Assistant Professor

Bachelor Degree in Physiotherapy (B.P.T./B. Th./P./B.P.Th.). Masters in Physiotherapy (M./P.Th/M.Th.P./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.

10. MINIMUM QUALIFICATIONS, EXPERIENCE AND OTHER ELIGIBILITY REQUIREMENTS FOR APPOINTMENT OF

10.1 Principal

- i. A Master's Degree with at least 55% of the 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), set out in the UGC Regulations, 2010, on the subject, as amended from time to time.

11. RECRUITMENT AND QUALIFICATIONS FOR APPOINTMENT OF TEACHERS

- i. The direct recruitment to the post of Assistant Professors shall be regulated by the concerned regulation and that for Associate Professors, Principals & others in the Universities and Colleges of Jharkhand shall be on the basis of merit through all India Advertisement and selection & recommendation by the Jharkhand Public Service Commission, Ranchi (JPSC) as per the provisions of Jharkhand State University Act, 2000 (Adopted).
- ii. 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, Director of Physical Education and Sports, Assistant Librarians, Deputy Librarians, Librarians will be those as prescribed by the UGC in these Statutes.
- iii. The minimum requirement 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 – JET), shall remain for the appointment of Assistant Professors.
- iv. NET/JET shall remain the minimum eligibility condition for recruitment and appointment of Assistant Professor 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 or the subsequent Regulations if notified by the UGC, shall be exempted from requirement of the minimum eligibility condition of NET/JET for recruitment and appointment of Assistant Professor or equivalent positions in Universities / Colleges / Institutions.

Further, the award of degrees to candidates registered for the M.Phil. / Ph.D. programme prior to July 11, 2009, shall be governed by the provisions of the then existing Ordinances/ By laws/ Regulations of the Institutions awarding the degrees and the Ph.D. candidates shall be exempted from the requirement of the minimum eligibility condition of "NET/JET for recruitment and appointment of Assistant Professor or equivalent positions in Universities / Colleges/ Institutions subject to the fulfilment of the following conditions:-

- (a) Ph.D. degree of the candidate awarded in regular mode only;
- (b) Evaluation of the Ph.D. thesis by at least two external examiners.

- (c) Candidate have published two research papers out of which at least one in a refereed journal from out of his/her Ph.D. work;
 - (d) The candidate had presented two papers in seminars/conferences from out of his/her Ph.D. work.
 - (e) Open Ph.D. viva-voce of the candidate had been conducted.
- (a) to (e) as above are to be certified by the Vice-Chancellor/ Pro-Vice-Chancellor / Dean (Academic Affairs)/Dean (University Instructions).
- v. NET/JET shall not be required for such Master's Degree Programme in disciplines for which NET/JET accredited test is not conducted.
 - vi. 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 Professor, Professors, Assistant Librarians, Assistant Directors, of Physical Education and Sports.
 - vii. 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 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.
 - viii. 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.
 - ix. Relevant grade which is regarded as equivalent of 55% wherever the grading system is followed by a recognized University shall also be considered eligible.
 - x. The Ph.D. Degree shall be a mandatory qualification for the appointment of Professors and for promotion as Professors.
 - xi. The Ph.D. Degree shall be a mandatory qualification for all candidates to be appointed as Associate Professors through direct recruitment.
 - xii. 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.

APPENDIX-I CATEGORY-III (RESEARCH AND ACADEMIC CONTRIBUTION)

The minimum API score required for direct recruitment by the candidate applying for the posts of Associate Professors and Professors must fulfill the minimum Academic Performance Indicator (API) scores of 300 and 400 respectively. There shall be no minimum API scores applicable for the post of Assistant Professor.

Candidate's minimum API scores of 300 and 400 for eligibility shall be calculated as simple sum of API scores under category - III for screening and short-listing candidates.

Sl. No.	APIs	Engineering/ Agriculture/ Veterinary Sciences/ Sciences/ Medical Sciences	Faculties of Languages Arts/ Humanities/ Social Sciences/ Library/ Physical Education/ Management	Max. Points for University and College teacher position
III A	Research paper published in :	Refereed Journals*	Refereed Journals*	15 / Publication
		Non-refereed but recognized and reputable journals and periodicals, having ISBN/ISSN numbers.	Non-refereed but recognized and reputable journals and periodicals, having ISBN/ISSN numbers.	10 / Publication
		Conference proceedings as full papers, etc. (abstract not to be included)	Conference proceedings as full papers, etc. (abstract not to be included)	10 / Publication
III B	Research Publications (books, chapters in	Text or Reference Books Published by International Publishers	Text or Reference Books Published by	50/sole author, 10/chapter in an edited book

	books, other than Refereed journal articles)	with an established peer review system	International Publishers with an established peer review system	
		Subject Books by National level publishers/State and Central Govt. Publications with ISBN/ISSN numbers	Subject Books by/ National level publishers/ State and Central Govt. Publications with ISBN/ISSN numbers	25/sole author, and 5/chapter in edited books
		Subject books by other local publishers with ISBN/ISSN numbers.	Subject books by other local publishers with ISBN/ISSN numbers.	15/sole author, and 3/chapter in edited books
		Chapters contributed to edited knowledge based volumes published by International Publishers	Chapters contributed to edited knowledge based volumes published by International Publishers	10/Chapters
		Chapters in knowledge based volumes by Indian/National level publishers with ISBN/ISSN numbers and with numbers of national and international	Chapters in knowledge based volumes by Indian/National level publishers with ISBN/ISSN numbers and with numbers of	5/Chapters

		directories.	national and international directories.	
III C	RESEARCH PROJECTS			
III (C) (i)	Sponsored Projects carried out/ ongoing	(a) Major Projects amount mobilized with grants above 30.00 lakhs	Major Projects amount mobilized with grants above 5.0 Lakhs	20/ each Project
		(b) Major Projects amount mobilized with grants above 5.0 lakhs up to 30.00 lakhs.	Major Projects amount mobilized with minimum of Rs. 3.00 lakhs up to Rs.5.0 lakhs.	15/ each Project
		(c) Minor Projects (Amount mobilized with grants above Rs. 50,000 up to Rs. 5.00 Lakh)	Minor Projects (Amount mobilized with grants above Rs. 25,000 up to Rs. 3.00 Lakh)	10/ each Project
	Consultancy Projects carried out/ ongoing	Amount mobilized with minimum of Rs. 10.00 lakh	Amount mobilized with minimum of Rs. 2.0 lakhs	10 per every Rs. 10.0 lakhs and Rs. 2.0 lakhs, respectively
III (C) (iii)	Completed Projects : Quality Evaluation	Completed project Report (Acceptance from funding agency)	Completed project Report (Acceptance from funding agency)	20/ each major project and 10/ each minor project.
III (C) iv	Projects/ Outcome/ Outputs	Patent/ Technology transfer/ Product/ Process	Major Policy documents of Govt. Bodies at Central and State Level	30/ each national level output or patent/ 50/ each for international level.
III (D)	RESEARCH GUIDANCE			
III (D) (i)	M.Phil	Degree awarded only	Degree awarded only	3/ each candidate
III (D) (ii)	Ph.D.	Degree Awarded	Degree Awarded	10/ each candidate
		Thesis submitted	Thesis submitted	7/ each candidate
III (E)	Training courses and conference/ seminar/ workshops papers			

III (E) (i)	Refresher courses, Methodology Workshops, Training, Teaching, Learning, Evaluation, Technology Programmes, Soft Skills development Programmes (Max. 30 Points)	a) Not less than two weeks duration	a) Not less than two weeks duration	20/ each
		b) One week duration	b) One week duration	10/ each
III (E) (ii)	Papers in Conferences/ Seminars/ Workshops etc.	Participation and Presentation of research papers (Oral/ Poster) in	Participation and Presentation of research papers (Oral/ Poster) in	
III (E)		(a) International Conference	(a) International Conference	10/ each
		(b) National	(b) National	7.5 each
		(c) Regional/ State Level	(c) Regional/ State Level	5/ each
		(d) Local University/ College level	(d) Local University/ College level	3/ each
III (E) (iv)	Invited lectures or presentations for conferences/ symposia	International	International	10/ each
		National Level	National Level	5

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

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

Notes :

1. It is incumbent on the Coordination Committee proposed in these Regulations and the University to prepare and publicize within six months subjects - wise lists of journals, periodicals and publishers under categories III A and B. Till such time, Screening / Selection Committees will assess and verify the categorization and scores of publications.

2. The API for joint publications will have to be calculated in the following manner. Of the total score for the relevant category of publication by the concerned teacher, the first / Principal author and the corresponding author / supervisor / mentor of the teacher would share equally 60% of the total points and the remaining 40% would be shared equally by all other authors.

3. The parameters listed in table of category III (Research and Academic Contributions) shall have following capping in relation to the total API Score claimed by the Candidates -

III (A) Research paper pour (Journals, etc)	30%
III (B): Research Publications (Books, etc.)	25%
III (C): Research - Projects	20%
III (D): Research Guidance	10%
III (E): Training Courses and Conf./ Seminars, Etc.	15%

Appendix – II

Minimum, scores for APIs for direct recruitment of teacher;; in University departments / Colleges, Librarian / Physical Education coders, in Universities / Colleges, and weightages in selection Committee to be considered along with specified eligibility qualifications stipulated in the Regulation.

		Assistant Professor/equivalent cadres (Stage-I)	Associate Professor equivalent cadres (Stage-4)	Professor/equivalent cadres (Stage-5)
1st Part	Minimum API Scores	Minimum qualification as stipulated in these regulations	Consolidated API score requirement of 300 points from category III of APIs	Consolidated API score requirement of 400 points from category III of APIs
2nd Part	Selection Committee criteria weightages (Total weightages=100)	(a) Academic Record and Research performance (50%) (b) Assessment of domain knowledge and Teaching skills (30%) (c) Interview performance (20%)	(a) Academic Back ground (20%) (b) Research performance based on API score and quality of publications (40%) (c) Assessment of Domain knowledge and Teaching skills (20%) (d) Interview performance (20%)	(e) Academic Background (20%) (f) Research performance based on API score and quality of publications (40%) (g) Assessment of Domain knowledge and Teaching skills (20%) (h) Interview performance (20%)

Stages 1, 4 and 5 correspond to scale with AGP of Rs. 8000, 9000 and 10000 respectively.

By Order and in the name of the Governor,

Sd/-
Abu Imran
Director,
Higher Education,
Higher, Technical Education & Skill
Development Department.
