

## Minimum Qualifications and Experience

Minimum eligibility for each position is governed by the Regulations prescribed by the UGC/ AICTE/ NCTE/Punjab Government/Punjabi University from time to time in this regard. The qualifications as amended by the regulatory bodies from time to time shall be applicable.

### PRINCIPAL

Domain of College	Minimum Qualifications and Experience
[Education Colleges]	<ol style="list-style-type: none"> <li>1. Good Academic Record (50% in Graduation) or B.Ed with 55% marks</li> <li>2. Postgraduate degree in Arts/Sciences/Social Sciences/Humanities/Commerce with minimum 55% marks and</li> <li>3. M.Ed with 55% marks/M. A. Education with 55% marks and B. Ed. with 55% marks</li> <li>4. Ph.d in Education or in any pedagogic subject</li> <li>5. Experience:               <ol style="list-style-type: none"> <li><b>A.</b> For B.Ed Colleges-University Approved Experience of 8 years in a Secondary Teachers Education Institution</li> <li><b>B.</b> For M.Ed Colleges- University Approved Experience of 10 years in teacher Education</li> </ol>               Desirable:- Diploma/ Degree in Education/Administration or Educational Leadership             </li> </ol>
[Degree/Law Colleges]	<ol style="list-style-type: none"> <li>1. Good Academic Record (50% in Graduation)</li> <li>2. 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.</li> <li>3. A Ph.D. Degree in concerned/allied/relevant discipline(s) in the institution concerned with evidence of published work and research guidance.</li> <li><b>4.</b> Approved Associate Professor/Professor with a total experience of fifteen years of teaching/research/administration.</li> <li><b>5.</b> Minimum API Score 400.</li> </ol>
[Physical Education Colleges]	<ol style="list-style-type: none"> <li>1. Good Academic Record (50% in B.A. or B.P.Ed)</li> <li>2. Master's Degree Physical Education with 55%.</li> <li>3. Ph.d in Physical education</li> <li>4. Experience of 10 years of teaching of Physical Education in a Physical Education College or in a degree college.  <b>For M.P.Ed Course</b>, out of 10 years of teaching, at least 5 years of teaching experience should be at post graduation level.</li> </ol>

<p>For D.P.ED. and B.P.ED. Courses (Principal)</p>	<p>(i) Master degree in Physical Education with 55% marks or its equivalent grade. (ii) Ph.D in Physical Education (iii) Ten years experience as Lecturer as teaching of physical education subject in a physical education college or in degree college. NET/SLET/SET shall remain the minimum eligibility condition for recruitment and appointment of Principal in Universities/Colleges/Institutions.</p>
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**Note :-**

1. Adhoc or temporary service of more than one year duration can be counted provided that:
  - (i) the period of service was of more than one year duration;
  - (ii) the incumbent was appointed on the recommendation of duly constituted selection committee and
  - (iii) the incumbent was selected to the permanent post in continuation to the adhoc or temporary without any break
  
2. In the event of non-availability of eligible and suitable candidates for appointment as Principal as per above eligibility criteria, it would be permissible to appoint retired Principal of Physical Education and Education College on contract basis for a period not exceeding one year at a time till such time the candidate completes 70 years of age and in degree or Law Colleges age limit 65 years and relaxed from Good, Academic record and API Score.

## PROFESSOR

Domain of College	Minimum Qualifications and Experience
[Degree/Law Colleges]	<p>1. Good Academic Record 50% in Graduation or L.L.B. 2. Masters with 55% marks</p> <p>A. (i) Ph.D. qualification(s) in the concerned/allied/relevant discipline (ii) 10 years of teaching experience, including experience of guiding candidates for research at doctoral level. (iii) A minimum API score of 400 based PBAS</p> <p style="text-align: center;"><b>OR</b></p> <p>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.</p> <p><b>FOR VISUAL (FINE) ARTS DISCIPLINE</b></p> <p>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.</p> <p style="text-align: center;"><b>OR</b></p> <p>ii. A Professional artist with highly commendable professional achievement in the concerned subject, who should have:</p> <ol style="list-style-type: none"> <li>1. Twelve years of experience of holding regular regional/national exhibition/workshops with evidence;</li> <li>2. Significant contributions in the field of specialization and ability to guide research;</li> <li>3. Participation in National/International Seminars/Conferences/Workshops and/or recipient of National/International Awards/ Fellowships; and</li> <li>4. Ability to explain the logical reasoning of the subject concerned and adequate knowledge to teach theory with illustrations in that discipline.</li> </ol> <p><b>FOR MUSIC, PERFORMING ARTS, VISUAL ARTS AND OTHER TRADITIONAL INDIAN ART FORMS LIKE SCULPTURE, ETC.MUSIC AND DANCE DISCIPLINE</b></p> <p>An eminent scholar with a doctoral degree actively and engaged in research with ten years of experience in teaching in University/College and/or</p>

	<p>research at the University/National level institutions including experience of guiding research at doctoral level with outstanding performing achievements in the field of specialization.</p> <p style="text-align: center;"><b>OR</b></p> <p>ii. A traditional and a professional artist with highly commendable professional achievement in the concerned subject, who should be or have:</p> <p>(a) 'A' grade artist of AIR/TV;</p> <p>(b) Twelve years of outstanding performing achievements in the field of specialization;</p> <p>(c) Significant contributions in the field of specializations and ability to guide research;</p> <p>(d) Participation in National/International Seminars/Conferences/Workshops and/ or recipient of National/International Awards/Fellowships; and</p> <p>(e) Ability to explain the logical reasoning of the subject concerned and adequate knowledge to teach theory with illustrations in that discipline.</p>
<p><b>[Education Colleges]</b> Professor</p>	<ol style="list-style-type: none"> <li>1. Postgraduate degree with minimum 55% marks in the discipline relevant to the area of specialization.</li> <li>2. Postgraduate degree in Education (M.Ed/M.A Education) with minimum 55% marks and B.Ed. 55%.</li> <li>3. Ph.D. degree in Education or in the discipline relevant to the area of specialisation.</li> <li>4. 10 years of university approved teaching experience out of which is minimum of five years of the M.Ed. level</li> </ol> <p>Professor (Disability papers)</p> <ol style="list-style-type: none"> <li>1) Masters Degree in any discipline with not less than 50% of marks*</li> <li>2) M.Ed. Degree in specific disability (MR) area with not less than 55% of marks Or an equivalent grade of B+ in 10 point scale of UGC</li> </ol> <p style="text-align: center;"><b>OR</b></p> <p>An equivalent degree from a foreign university recognized by RCI</p> <ol style="list-style-type: none"> <li>3) Ph.D in Special Education or Education with research emphasis on Special Education.</li> <li>4) Should have completed at least 10 years of teaching experience as faculty out of which minimum 5 years should be in specific disability (MR) area.</li> </ol> <p>Valid registration with RCI u/s 19 of RCI Act 1992 is essential  <i>*RCI as Statutory Regulatory Body prescribes 50% as per the UGC Regulations Gazette dt September 18, 2010 section 1.1.1</i></p>
<p><b>[Management]</b></p>	

	<p>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;</p> <p style="text-align: center;">OR</p> <p>First Class graduate and professionally qualified Chartered Accountant / Cost and works Accountant / Company Secretary of the concerned statutory body.</p> <p>ii. Ph. D. or Fellow of Indian Institute of Management or of an Institute recognized by AICTE and declared equivalent by the AIU.</p> <p>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.</p> <p style="text-align: center;">OR</p> <p>iv. In the event the candidate is from industry and the profession, the following shall constitute as essential:</p> <p>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.</p>
<p>[Physical Education Colleges] Professor for (M.P.Ed Course)</p>	<p>(i) Postgraduate degree in Physical Education (M.P.Ed/M.P.E.) or any relevant Subject with 55% marks or its Equivalent grade.</p> <p>(ii) Ph.d in Physical Education</p> <p>(iii) At least 10 years teaching experience in Physical Education or in Degree College out of which atleast 5 years at the Postgraduate Level.</p>
<p>[Computer Science] Professor</p>	<p>1. Good Academic record with minimum 50% at graduate level. 2. First Class Master degree Level</p> <p style="text-align: center;">OR</p> <p>First Class M.E./ M.Tech. in Computer Science/ Computer Engineering/Information Technology.</p> <p>(i) Ph.d with Compliance Certificate Regulation 2009 Or NET/SET/SLET qualified</p> <p>(i) Post Ph.D. publications and guiding Ph.D. student is highly desirable.</p>

	<p>(ii) Minimum of 10 years teaching/research/ industrial experience of which at least 5 years should be at the level of Associate Professor OR Minimum of 13 years experience in teaching and/ or Research and/ or Industry.</p> <p>In case of research experience, good academic record and books/research paper publications/ IPR/ Patents record shall be required as deemed fit by the expert members of the Selection Committee.</p>
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### ASSOCIATE PROFESSOR

Domain of College	Minimum Qualifications and Experience
[Education Colleges]	<ol style="list-style-type: none"> <li>1. Good Academic Record (50% in Graduation)</li> <li>2. B.Ed with 55% marks (May also consider for Good Academic Record)</li> <li>3. M.Ed <b>or</b> MA (Education) with 55% marks and B.Ed with 55% marks</li> <li>4. Post Graduate Degree with minimum 55% marks in the discipline relevant to the area of specialisation</li> <li>5. Ph.D in Education or in the discipline relevant to the area of the specialization.</li> </ol> <p style="text-align: center;"><b>6. For M.Ed Colleges-Experience of 08 years of teaching of Education in Education Colleges <u>out of which at least three years at postgraduate level.</u></b></p> <p>Associate Professor (Disability papers)</p> <ol style="list-style-type: none"> <li>1) Masters Degree in any discipline with not less than 50% marks*</li> <li>2) M.Ed. Degree in specific disability (MR) area with not less than 55% marks Or an equivalent grade of B+ in 10- point scale of UGC</li> </ol> <p style="text-align: center;">OR</p> <p>An equivalent degree from a foreign university recognized by RCI.</p> <ol style="list-style-type: none"> <li>3) Ph.D in Special Education or Education with research emphasis on Special Education.</li> <li>4) Should have completed at least 08 years of teaching experience as faculty out of which minimum 05 years should be in specific disability (M R) area</li> <li>5) Valid registration with RCI u/s 19 of RCI Act, 1992 is essential</li> </ol>

	<p><i>*RCI as Statutory Regulatory Body prescribes 50% as per the UGC Regulations Gazette dt. September 18, 2010 section 1.1.1</i></p>
[Computer Science]	<p>Good Academic Record (50% in Graduation)</p> <p>First Class Master degree Level OR First Class M.E./ M.Tech. in Computer Science/ Computer Engineering/Information Technology.</p> <p>(i) Ph.d with Compliance Certificate Regulation 2009 Or NET/SET/SLET qualified (ii) Post Ph.D. publications and guiding Ph.D. student is highly desirable. (iii) Minimum of 5 years teaching/research/ industrial experience of which 2 years post Ph.D. experience is desirable.</p>
[Management]	<p>(ii) Good Academic Record (50% in Graduation)</p> <p>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 Chartered Accountant / Cost and works Accountant / Company Secretary of the concerned statutory body.</p> <p>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.</p> <p>OR</p> <p>In the event the candidate is from industry and the profession, the following requirements shall constitute as essential requirements:</p> <p>1. Consistently good academic record with at least 50% 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.</p>

	<p>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.</p>
<p>[Degree/Law Colleges] (Associate Prof.)</p>	<ol style="list-style-type: none"> <li>1. Good Academic Record (50% in Graduation)</li> <li>2. Masters with 55% marks</li> <li>3. Ph.d (with compliance certificate for the Ph.d registered before 11.07.2009)</li> <li>4. Experience of 08 years of approved Assistant Professor</li> <li>5. API Score 300 based PBAS</li> </ol> <p style="text-align: center;">OR</p> <p><b>For VISUAL (FINE) ARTS DISCIPLINE</b> A Professional artist with highly commendable professional achievement in the concerned subject, who should have:</p> <ol style="list-style-type: none"> <li>1. A recognized artist of his/her own discipline;</li> <li>2. Eight years of outstanding performing achievements in the field of specialization;</li> <li>3. Experience in designing of new courses and /or curricula;</li> <li>4. Participation in Seminars/Conferences in reputed institutions; and</li> <li>5. Ability to explain the logical reasoning of the subject concerned and adequate knowledge to teach theory with illustrations in that discipline.</li> </ol> <p><b>FOR MUSIC, PERFORMING ARTS, VISUAL ARTS AND OTHER TRADITIONAL INDIAN ART FORMS LIKE SCULPTURE, ETC.MUSIC AND DANCE DISCIPLINE</b> Good academic record with doctoral degree, with performing ability of high professional standard.</p> <ol style="list-style-type: none"> <li>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.</li> <li>iii. Has made significant contributions to the knowledge in the subject concerned,as evidenced by quality of publications.</li> <li>iv. Contribution to educational innovation such as designing of new courses, curricula and/or outstanding performing achievement in the field of specialization.</li> </ol> <p style="text-align: center;">OR</p> <ol style="list-style-type: none"> <li>i. A traditional and a professional artist with highly commendable professional achievement in the concerned subject, who should be or have: <ol style="list-style-type: none"> <li>(a) 'A' grade artist of AIR/TV;</li> <li>(b) Eight years of outstanding performing achievements in the field of specialization;</li> </ol> </li> </ol>



	<p>(c) Experience in designing of new courses and /or curricula;</p> <p>(d) Participation in Seminars/Conferences in reputed institutions; and</p> <p>(e) Ability to explain the logical reasoning of the subject concerned and adequate knowledge to teach theory with illustrations in that discipline.</p>
<p>[Physical Education Colleges] Associate Professor For D.P.Ed. &amp; B.P.Ed.</p>	<ol style="list-style-type: none"> <li>1. Good Academic Record 50% in B.P.Ed Or B.A.</li> <li>2. Postgraduation degree in Physical Education (M.P.Ed./M.P.E.) or any relevant Subject with 55% marks or its equivalent grade.</li> <li>3. Ph.d in Physical education</li> <li>4. Total experience of 8 years of teaching of Physical Education subject in Physical Education Colleges or in degree college out of which at least three years at the postgraduate level.</li> </ol>
<p>M.P.Ed</p>	<ol style="list-style-type: none"> <li>1. Good Academic Record 50% in B.P.Ed Or B.A.</li> <li>2. Postgraduation degree in Physical Education (M.P.Ed./M.P.E.) or any relevant Subject with 55% marks or its equivalent grade.</li> <li>3. Ph.D in Physical Education</li> <li>4. At least eight years experience as teaching of physical education subject in a physical education college or in degree college out of which at least three years at the postgraduate level.</li> </ol> <p>Note:- NET/SLET/SET shall remain the minimum eligibility condition for recruitment and appointment of Professor in Universitites/ Colleges/ Institutions.</p>

## ASSISTANT PROFESSOR

Domain of College	Minimum Qualifications and Experience
<p>[Education Colleges] Assistant Professor</p>	<p style="text-align: center;"><b>*For B.Ed. Course Assistant Professor</b></p> <p style="text-align: center;"><b>A. Perspective in Education or Foundation Courses</b> Good Academic Record 50% in Graduation or B.Ed.</p> <p>Post Graduate degree in Social Sciences with minimum 55% marks; and M.Ed. degree from a recognised university with minimum 55% marks.</p> <p style="text-align: center;">OR</p> <p>Postgraduate (MA) degree in Education with minimum 55% marks; and B.Ed./B.El.Ed. degree with minimum 55% marks/ M.Ed. with 55% marks.</p> <p style="text-align: center;"><b>B. Curriculum and Pedagogic Courses</b> Postgraduate degree in Sciences/ Mathematics/ Social Sciences/ Languages with minimum 55% marks, and M.Ed. degree with minimum 55% marks.</p> <p style="text-align: center;"><b>Desirable:</b> Ph.D. degree in Education with subject specialisations.</p> <p>[Note: In case of A and B put together, for two faculty position, a postgraduate degree in Sociology/ Psychology/ Philosophy with 55% marks, and B.Ed./B.El.Ed. with 55% marks and three years of teaching experience in a secondary school shall be considered].</p> <p style="text-align: center;"><b>Specialised Courses Physical Education</b> Master of Physical Education (M.P.Ed.) with minimum 55% marks. (Training/ qualification in yoga education shall be desirable)</p> <p style="text-align: center;"><b>Visual Arts</b> Post graduate degree in Fine Arts (MFA) with minimum 55% marks.</p> <p style="text-align: center;"><b>Performing Arts</b> Post graduate degree in Music/Dance/Theatre Arts with minimum 55% marks.</p> <p>Assistant Professor (Disability papers)</p> <ol style="list-style-type: none"> <li>1) Masters Degree in any discipline with not less than 50% of marks*</li> <li>2) M.Ed. Degree in specific disability (MR) area with not less than 55% of marks Or an equivalent grade of B+ in 10 - point of scale of UGC</li> </ol> <p style="text-align: center;">OR</p> <p>An equivalent degree from a foreign university recognized by RCI.</p>

	<p><b>For B. Ed. Course, the candidates for private unaided colleges, which are running only B.Ed. courses, are exempt from NET. But in colleges running B.A. B.Ed./M. Ed./ M.A. courses, only the Assistant Professors teaching B. Ed. Classes will be exempted from NET.</b></p>
[Computer Science]	<ol style="list-style-type: none"> <li>1. Good Academic Record (50% in Graduation)</li> <li>2. First Class Masters In Computer Science/Computer Applications OR First Class M.E./ M.Tech. in Computer Science/ Computer Engineering/Information Technology.</li> <li>3. Ph.d Or NET/SET/SLET qualified</li> </ol>
[Management]	<ol style="list-style-type: none"> <li>1. Good Academic Record (50% in Graduation)</li> <li>2. 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 First Class graduate and professionally qualified Chartered Accountant /Cost and Works Accountant / Company Secretary of the concerned statutory bodies.</li> </ol>
[Degree/Law Colleges] Assistant Professor	<p><b>Arts- Humanities, Sciences ,Social Science, Commerce, Education, Languages, Law, JMC</b></p> <ol style="list-style-type: none"> <li>3. Good Academic Record (50% in Graduation)</li> <li>4. Master’s Degree level in a relevant subject from an Indian University with 55% marks</li> <li>5. Ph.d with Compliance Certificate Regulation 2009 Or NET/SET/SLET qualified</li> <li>6. Net/Slet/Set shall also not berequired for such master programmes in disciplines for which Net in not conducted.</li> </ol> <p style="text-align: center;">And</p> <p><b>VISUAL (FINE) ARTS DISCIPLINE</b> A Professional artist with highly commendable professional achievement in the concerned subject, who should have:</p> <ol style="list-style-type: none"> <li>1. First class Diploma in Visual (Fine) arts discipline from the recognized Institution of India/Abroad;</li> <li>2. Five years of experience of holding regular regional/Nationall exhibitions/Workshops with evidence; and</li> <li>3. Ability to explain the logical reasoning of the subject concerned and adequate knowledge to teach theory with illustrations in that discipline.</li> </ol> <p style="text-align: center;">And</p>

	<p><b>MUSIC, PERFORMING ARTS, VISUAL ARTS AND OTHER TRADITIONAL INDIAN ART FORMS LIKE SCULPTURE, ETC. MUSIC AND DANCE DISCIPLINE</b></p> <p>A traditional and a professional artist with highly commendable professional achievement in the concerned subject, who should have:</p> <p>(a) Studied under noted/reputed traditional masters and has thorough knowledge to explain the subject concerned;</p> <p>(b) A high grade artist of AIR/TV; and</p> <p>(c) Ability to explain the logical reasoning of the subject concerned and adequate knowledge to teach theory with illustrations in that discipline.</p>
<p>[Physical Education Colleges] Assistant Professor (MPED) (D.P.Ed.,B.P. Ed.)</p>	<p>1. Good Academic Record (50% in B.P.Ed)</p> <p>2. Post graduate degree in Physical Education (M.P.Ed/M.P.E.) or any relevant subject with 55% marks or its equivalent grade.</p> <p>NET/SLET/SET shall remain the minimum eligibility condition for recruitment and appointment of Assistant Professor in Universities/ Colleges/ Institutions</p> <p>1.Good Academic Record 50%</p> <p>2.M.P.Ed. Degree or its equivalent with atleast 50%marks or its equivalent grade i.e B in the seven point scale of letter grades O A B C D E F as per UGC norms.</p> <p>NET/SLET/SET shall remain the minimum eligibility condition for recruitment and appointment of Assistant Professor in Universities/ Colleges/ Institutions</p>

## COLLEGE LIBRARIAN

- i) A Master's Degree in Library Science, Information Science or Documentation Science or an equivalent professional degree, with at least 55% marks (or an equivalent grade in a point –scale, wherever the grading system is followed) A consistently good academic record, with knowledge of computerization of a library.
- ii) Qualifying 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 Librarian/College Librarian.

### I. College Director of Physical Education and Sports Eligibility (A or B)

#### A.

- i) A Master's Degree in Physical Education , Sports or Sports Science with atleast 55% marks (or an equivalent grade in a point-scale, wherever the grading system is followed) with a consistently good academic record 50%.
- 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 these Regulations.
- v) \*NET/SLET/SET shall remain the minimum eligibility condition for recruitment and appointment of Assistant Professor in 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.

- (i) **Age Limit:**The cut off date for determining age shall be the closing date of the application.
- (ii) \*NET/SLET/SET shall remain the minimum eligibility condition for recruitment and appointment of Assistant Professors in Colleges/Institutions.
  - i. **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 Colleges / Institutions.

- (iii) NET/SLET/SET shall not be required for such Masters Degree Programmes in disciplines for which NET/SLET/SET accredited test is not conducted.
- (iv) 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.
- (v) 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.
- (vi) 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.
- (vii) The Ph.D. Degree shall be a mandatory qualification for the appointment of Professors and for promotion as Professors.
- (viii) The Ph.D. Degree shall be a mandatory qualification for all candidates to be appointed as Associate Professor through direct recruitment.
- (ix) 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.