

UNIVERSITY GRANTS COMMISSION

NOTIFICATION

New Delhi, the2025

Draft UGC (Minimum Qualifications for Appointment and Promotion of Teachers and Academic Staff in Universities and Colleges and Measures for the Maintenance of Standards in Higher Education) Regulations, 2025

No. F.1-2/2017(EC/PS).—In exercise of the powers conferred under clause (e) and (g) of sub-section(l) of Section 26 read with Section 14 of the University Grants Commission Act, 1956 (3 of 1956), and in supersession of the “UGC regulations on Minimum Qualifications for Appointment of Teachers and other Academic Staff in Universities and Colleges and Measures for the Maintenance of Standards in Higher Education 2018” (Regulation No.F.1-2/2017(EC/PS) dated 18th July 2018) together with all amendments made therein from time to time, the University Grants Commission, hereby, frames the following regulations, namely:-

1.0 Short title, application and commencement:

- 1.1 These regulations may be called the UGC (Minimum Qualifications for Appointment and Promotion of Teachers and Academic Staff in Universities and Colleges and Measures for the Maintenance of Standards in Higher Education Institutions) Regulations, 2025.
- 1.2 These shall apply to every University established or incorporated by or under a Central Act, Provincial Act, or State Act, every Institution including a Constituent or an affiliated College recognized by the Commission, in consultation with the University concerned under Clause (f) of Section 2 of the University Grants Commission Act, 1956 and every Institution deemed to be a University under Section 3 of the said Act.
- 1.3 These shall come into force from the date of notification. However, the date of implementation of the revision of pay shall be 1st January 2016.
- 1.4 These regulations specify the minimum qualifications, experience, and accomplishments for appointment and promotion of Assistant Professor, Associate Professor, Professor, Assistant Librarian, Deputy Librarian, Additional Librarian, Librarian, Assistant Director of Physical Education & Sports, Deputy Director of Physical Education & Sports, Additional Director of Physical Education & Sports and Director of Physical Education & Sports; and appointment of Principal and Vice-Chancellor in higher education institutions (HEIs).
- 1.5 For the purposes of direct recruitment and promotion in teaching posts in disciplines relating to affiliated colleges and university education, *inter alia* in the fields of health, medicine, special

education, agriculture, veterinary and allied fields, teacher education, physiotherapy, occupational therapy, standards laid down by authorities established by the relevant Act of Parliament under article 246 of the Constitution for the purpose of co-ordination and determination of standards in institutions for higher education or research and scientific and technical institutions, shall prevail. For disciplines relating to Engineering/Technology and management education in universities, these regulations shall apply.

Provided that where any regulatory authority has laid down no such norms and standards in disciplines offered by affiliated colleges, UGC regulations herein shall be applicable till the concerned regulatory authority prescribes any norms or standards.

- 1.6 All HEIs shall, as soon as possible, but not later than six months of the coming into force of these regulations, take effective steps to amend their statutes, ordinances, or other statutory provisions governing it to bring the same in accordance with these regulations.
- 1.7 The overall selection procedure for direct recruitment and promotion under CAS shall incorporate a transparent and objective methodology of analysis of the merits and the credential of the application to make the system more credible; universities/colleges may assess the ability for teaching and/or research aptitude through a seminar or a lecture.

2.0 Definitions. —In these regulations, unless the context otherwise requires, -

- i. “Act” means the University Grants Commission Act, 1956 (3 of 1956);
- ii. “Career Advancement Scheme” (CAS) means a scheme for granting personal promotion to individuals from one academic level to a higher academic level holding a substantive sanctioned post in a higher education institution;
- iii. “College” means any institution, whether known as such or by any other name, which provides for a course of study for obtaining any qualification from a university and which, in accordance with the rules and regulations of such university, is recognized as competent to provide for such course of study and present students undergoing such course of study for the examination for the award of such qualification;
- iv. “Commission” means the University Grants Commission established under the University Grants Commission Act, 1956 (3 of 1956);
- v. “Constituent college” means a college operating under the administrative, academic, and financial control of a university;
- vi. “Credit” means the number of hours of instruction required per week over a semester as defined in the National Credit Framework (NCrF)
- vii. “Degree” means a degree specified under sub-section (3) of section 22 of the Act;

- viii. "External Subject Expert" means a renowned expert not below the academic level 14 in the subject who is not an employee or retiree from the Higher Educational Institution where the recruitment/promotion takes place;
- ix. "Grade" means a numerical weight allotted to each letter grade on a 10-point scale;
- x. "Higher Education Institution" (HEI) means a university established or incorporated by or under a Central Act, Provincial Act, or State Act as referred to under clause (f) of section 2 of the Act, institution or college recognized by or affiliated to such university and an institution deemed to be a university under section 3 of the Act which is offering programmes through conventional mode or online or open and distance learning mode, in the area of higher education or research therein;
- xi. "Indian languages" means languages included in the 8th schedule of the Indian Constitution.
- xii. "NET" means National Eligibility Test (NET) conducted to determine the eligibility for the post of Assistant Professor in Indian HEIs;
- xiii. "Ordinance" means a law or rule made by an authority;
- xiv. "Orientation Course" means a course to create awareness among young faculty members about the profession and their institution;
- xv. "Peer review" means evaluation of scientific, academic, or professional work by experts in the same field;
- xvi. "Programme" means a higher education programme pursued for a degree specified by the Commission under sub-section (3) of section 22 of the Act;
- xvii. "Promotion" means the movement of an employee from a lower academic level to a higher academic level;
- xviii. "Qualification" means a certificate, diploma, or degree awarded by a recognized HEI on successful completion of a particular higher education programme after due assessment and evaluation;
- xix. "Quorum" means the minimum number of members of a body that is required to be present at a given meeting;
- xx. Relevant / Allied subject means a subject that may be related to the main subject under consideration, either as a single discipline or, multidiscipline, or inter-discipline;
- xxi. "Recruitment" means an overall process of identifying, screening, shortlisting, and interacting with candidates for positions in a HEI;
- xxii. "Refresher Course" means a course that reviews and updates a topic to keep the faculty members abreast of developments in the subject;
- xxiii. "SET or SLET" means State Eligibility Test (SET) or State Level Eligibility Test (SLET) conducted at the State level to determine the eligibility for the post of Assistant Professor in HEIs of that particular State;

- xxiv. "Selection Committee" means a committee entrusted with the responsibility of selecting candidates for a specific position or role in the HEIs;
- xxv. "Supervisor" means a teacher/researcher recognized by HEIs to supervise the Ph.D. scholar for his/her research;
- xxvi. "Teacher" means professors, associate professors, assistant professors, and such other academic staff as may be appointed for imparting instructions or conducting research including the adjunct faculty or professor of practice or visiting faculty;
- xxvii. The words and expressions used in these regulations and not defined but defined in the Act shall have the same meanings respectively assigned to them;

3.0 General Conditions: Recruitment and Promotion

- 3.1 The direct recruitment to the posts of Assistant Professor, Associate Professor and Professor in the HEIs shall be based on merit through an all-India advertisement, followed by selection by a duly constituted Selection Committee as per the provisions made under these regulations.
- 3.2 If the discipline/subject chosen in the 4-year undergraduate programme (NCrF level 6) or postgraduate programme (NCrF level 6.5/7) is different from the chosen discipline/subject in Ph.D, the discipline/subject in which a candidate obtained Ph.D. shall be considered eligible for appointment as Assistant Professor, Associate Professor or Professor in that discipline/subject.
- 3.3 If the discipline/subject chosen in the 4-year undergraduate programme (NCrF level 6) or postgraduate programme (NCrF level 6.5/7) is different from the chosen discipline/subject in NET/SET, the discipline/subject in which a candidate qualified NET/SET shall be considered eligible for appointment as Assistant Professor in that discipline/subject.
- 3.4 A relaxation of 5% marks shall be allowed at the undergraduate (NCrF level 5.5/6) or at the postgraduate (NCrF level 6.5/7) level for the candidates belonging to Scheduled Caste/Scheduled Tribe/Other Backward Classes (OBC)(Non-creamy Layer)/EWS/Persons with Disabilities category.
- 3.5 One or more qualifications (Class 12/equivalent, UG, PG & Ph.D.) in Indian language medium may be encouraged.
- 3.6 Publication of book chapters and books in Indian languages may be encouraged.
- 3.7 A relaxation of 5% marks shall be provided to the Ph.D. Degree holders who have obtained their postgraduate Degree before 19th September 1991.
- 3.8 Notable contributions to be considered by the selection committee for recruitment and promotion of university & college teachers are: (1)

Innovative Teaching Contribution; (2) Research or Teaching Lab Development; (3) Consultancy / Sponsored Research funding as a Principal Investigator or Co-Principal Investigator; (4) Teaching contributions in Indian languages; (5) Teaching-Learning and Research in Indian Knowledge System; (6) Student Internship / Project Supervision; (7) Digital Content Creation for MOOCs; (8) Community Engagement and Service; (9) Startup, as per the intellectual property policies of the HEI, registered with the Registrar of Companies (ROC) as a founding promoter, successfully raising funding through government, angel or venture funds to support the startup.

3.9 Notable contributions to be considered by the selection committee for recruitment and promotion of academic staff (Librarian cadre) are: (1) Innovative Information Service Designed and/or Implemented; (2) User Interaction Activities Designed or involved in; (3) Leveraging Web-based Resources for Library users; (4) Managing users and Resources in a Consortium; (5) Digital Content Creation for MOOCs; (6) Digital Library Management; (7) Services for persons with disabilities; (8) Implementation and Management of Multilingual Collections (Physical and Electronic) and Services; (9) Innovative and Sustainable Green Library Spaces and Activities.

3.10 Notable contributions to be considered by the selection committee for recruitment and promotion of academic staff (Director, Physical Education and Sports cadre) are: (1) Contribution to the inclusion of persons with disabilities in sports / physical activities; (2) Building partnerships with local schools, Sports Club and Community Organizations to promote sports and Physical Activity; (3) Developing Specialized Training Programmes to help Student-Athletes reach their full potential; (4) Organizing Health and Fitness Workshop, Seminars and Wellness Campaigns; (5) Mentoring Students interested in Pursuing Career in Sports, Fitness and related Fields; (6) Developing Strategies to Enhance Performance of teams/athletes for inter-college/inter-university/State/National level competitions; (7) Promotion of Indigenous Indian Games; (8) Digital Content Creation for MOOCs; (9) Organizing competitions and conducting coaching camps for students in a university or college of at least two weeks duration.

3.11 The research publications should be in peer-reviewed journals, and the book chapter or book must be published by a recognized academic or professional publisher with a reputation for rigorous peer review and quality editing. Self-published book chapters or books will not be considered. The selection committee shall decide whether the research publications are in a peer-reviewed journal, whether the publication of a book/book chapter is by a reputed publisher, and whether the contributions are notable, based on the recommendations of the three external subject experts of the selection committee constituted in accordance with these regulations.

3.12 The Ph.D. Degree shall be a mandatory qualification for promotion to Assistant Professor (Academic Level 12), Associate Professor (Academic Level 13A) and Professor (Academic Level 14) in

universities and colleges.

- 3.13 The time candidates take 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. Further, the period of active service spent on pursuing a research degree simultaneously with teaching assignments without taking any kind of leave shall be counted as experience for direct recruitment/ promotion. Regular faculty members up to twenty per cent of the total faculty strength (excluding faculty on medical / maternity leave) shall be allowed by their respective institutions to take study leave to pursue Ph.D. degrees
- 3.14 No person shall be appointed to the post of University and College teacher, Librarian, or Director of Physical Education and Sports in any university or in any of the colleges or in an institution deemed to be a University under Section 3 of the said Act if such person does not fulfill the requirements as to the qualifications for the appropriate post as provided in these regulations.
- 3.15 A teacher representing SC/ST/OBC/ Minority / Women / Persons with disabilities is to be nominated by the Vice-Chancellor (a) if any of the candidates belonging to any of these categories is the applicant and (b) if any of the members of the selection committee does not belong to these categories. The teacher, so nominated for this purpose in the selection committee, shall be one level above the cadre level of the applicant, and such nominee shall ensure that the norms of the Central Government or State Government, in relation to the categories mentioned above, are strictly followed during the selection process.
- 3.16 The candidates registered for the Ph.D. degree prior to July 11, 2009, shall be governed by the provisions of the then existing Ordinances / By-laws / regulations of the Institution awarding the degree, and such Ph.D. Candidates shall be exempted from the NET/SLET/SET requirement for recruitment and appointment of Assistant Professor, Assistant Librarian, Assistant Director of Physical Education and Sports in a University / College.
- 3.17 For colleges coming under the purview of State Governments/Union Territories, direct recruitment to the post of Assistant Professor, Associate Professor, and Professor shall be either as per these regulations or as per the rules of the State Government by following the minimum qualifications as given in these regulations.

4.0 Direct Recruitment

4.1 Minimum Qualifications, Experience, and Accomplishments (For the Disciplines of Arts, Commerce, Humanities, Education, Law, Social Sciences, Sciences, Languages, Library Science, Physical Education, Journalism & Mass Communication, Engineering/Technology, Management, Drama, Yoga, Music, Performing Arts, Visual Arts, and Other Traditional Indian Art Forms like Sculpture etc. in Universities and Colleges)

4.1. I. Assistant Professor (Academic Level 10):

- i) A UG degree (NCrF Level 6) with at least 75% marks or a PG Degree (NCrF Level 6.5) with at least 55% marks (or an equivalent grade) and a Ph.D. Degree (NCrF Level 8).
or
A PG degree (NCrF Level 6.5) with at least 55% marks (or an equivalent grade) and qualification in the National Eligibility Test (NET) conducted by the UGC, CSIR, ICAR etc. or a similar test like SLET/SET
or
A PG degree (NCrF Level 7; e.g. M.E., M. Tech.,) with at least 55% marks (or an equivalent grade).

Either the above qualifications or the following qualifications can be used for the disciplines of Yoga, Music, Performing Arts, Visual Arts, and Other Traditional Indian Art Forms like Sculpture, Drama etc.

At least a UG degree (NCrF Level 5.5/6) with five years of professional experience and fulfilling the following criteria:

- i) Commendable professional achievement at the State or National level through authenticated proof; and
- ii) Adequate knowledge of theory and ability to teach with logical reasoning and illustrations in the discipline.

Note: Fulfillment of the above two criteria shall be determined by the selection committee based on the recommendation of the three external subject experts of the selection committee constituted in accordance with these regulations.

4.1. II. Associate Professor: (Academic Level 13A):

For the Disciplines of Arts, Commerce, Humanities, Education, Law, Social Sciences, Sciences, Languages, Library Science, Physical Education, Journalism & Mass Communication, Engineering/Technology, Management, Drama, Yoga, Music, Performing Arts, Visual Arts, and Other Traditional Indian Art Forms like Sculpture etc.

- i) A UG degree (NCrF Level 6) with at least 75% marks or a PG Degree (NCrF Level 6.5/7) with at least 55% marks (or an equivalent grade) and a Ph.D. Degree (NCrF Level 8).
- ii) A minimum of eight years teaching and/or research experience in a University / College or a minimum of eight years experience in teaching and/or research in a position equivalent to that of an Assistant Professor/Associate Professor in a research institution or any other Indian or foreign institutions of comparable standards. The research experience shall be counted as per the clause 3.13.
- iii) A minimum of eight research publications in peer-reviewed journals or publication of eight book chapters or publication of a

book as an author or two books as a co-author by a reputed publisher or eight granted patents. A combination of research publications, book chapters and granted patents totalling eight can be considered.

- iv) Notable contributions in at least four areas out of the nine given at 3.8.

Either the above qualifications or the following qualifications can be used for the disciplines of Yoga, Music, Performing Arts, Visual Arts, and Other Traditional Indian Art Forms like Sculpture, Drama, etc.

At least a UG degree (NCrF Level 5.5/6), with ten years of professional experience and fulfilling the following criteria:

- i) Commendable professional achievement at the State or National level through authenticated proof; and
- ii) Adequate knowledge of theory and ability to teach with logical reasoning and illustrations in the discipline.

Note: Fulfillment of the above two criteria shall be determined by the selection committee based on the recommendations of the three external subject experts of the selection committee constituted in accordance with these regulations.

4.1. III. Professor: (Academic Level 14):

For the Disciplines of Arts, Commerce, Humanities, Education, Law, Social Sciences, Sciences, Languages, Library Science, Physical Education, Journalism & Mass Communication, Engineering/Technology, Management, Drama, Yoga, Music, Performing Arts, Visual Arts, and Other Traditional Indian Art Forms like Sculpture etc.

- i) A UG degree (NCrF Level 6) with at least 75% marks or a PG Degree (NCrF Level 6.5/7) with at least 55% marks (or an equivalent grade) and a Ph.D. Degree (NCrF Level 8).
- ii) A minimum of ten years of teaching and/or research experience at the level of Assistant Professor/Associate Professor in a University / College / Indian or Foreign Research Institutions of comparable standards, of which at least three years should be at the level of an Associate Professor or equivalent. The research experience shall be counted as per the clause 3.13.
- iii) A minimum of ten research publications in peer-reviewed journals or publication of ten book chapters or publication of four books as an author or eight books as a co-author by a reputed publisher or ten granted patents. A combination of research publications, books, book chapters and granted patents totalling ten, can be considered.
- iv) As a sole supervisor, one doctoral candidate was awarded a Ph.D. degree, or as a co-supervisor, two doctoral candidates

were awarded Ph.D. degrees.

- v) Notable contributions in at least four areas out of the nine given at 3.8.

Either the above qualifications or the following qualifications can be used for the disciplines of Yoga, Music, Performing Arts, Visual Arts, and Other Traditional Indian Art Forms like Sculpture, Drama etc.

At least a UG degree (NCrF Level 5.5/6) holder with fifteen years of professional experience and fulfilling the following criteria:

- i) Commendable professional achievement at the National or International level through authenticated proof; and
- ii) Adequate knowledge of theory and ability to teach with logical reasoning and illustrations in the discipline.

Note: Fulfillment of the above two criteria shall be determined by the selection committee based on the recommendations of the three external subject experts of the selection committee constituted in accordance with these regulations.

4.1. IV. Assistant Librarian (Academic Level 10) in Universities and Colleges

- i) A UG degree in Library Science, Information Science, or a relevant/allied discipline (NCrF Level 6) with at least 75% marks or a PG Degree in Library Science, Information Science, or a relevant/allied discipline (NCrF Level 6.5) with at least 55% marks (or an equivalent grade) and a Ph.D. Degree in Library Science, Information Science, or a relevant/allied discipline (NCrF Level 8).

Or

A PG degree in Library Science, Information Science, or a relevant/allied discipline (NCrF Level 6.5) with at least 55% marks (or an equivalent grade) and qualification in the National Eligibility Test (NET) conducted by the UGC or a similar test like SLET/SET in Library Science, Information Science or a relevant/allied discipline.

4.1. V. Deputy Librarian (Academic Level 13 A) in universities

- i. A UG degree in Library Science, Information Science, or a relevant/allied discipline (NCrF Level 6) with at least 75% marks or a PG Degree in Library Science, Information Science, or a relevant/allied discipline (NCrF Level 6.5) with at least 55% marks (or an equivalent grade) and a Ph.D. Degree in Library Science, Information Science, or a relevant/allied discipline (NCrF Level 8).
- ii. A minimum of eight years experience as an Assistant Librarian in a University / College.
- iii. Notable contributions in at least four areas out of the nine given at

4.1. VI. Librarian (Academic Level 14) in universities

- i. A UG degree in Library Science, Information Science, or a relevant/allied discipline (NCrF Level 6) with at least 75% marks or a PG Degree in Library Science, Information Science, or a relevant/allied discipline (NCrF Level 6.5) with at least 55% marks (or an equivalent grade) and a Ph.D. Degree in Library Science, Information Science, or a relevant/allied discipline (NCrF Level 8).
- ii. A minimum of ten years of experience at the level of Assistant Librarian/Deputy Librarian/Additional Librarian in a University / College / Indian or Foreign Research Institution of comparable standards, of which at least three years should be at the level of a Deputy Librarian/Additional Librarian.
- iii. Notable contributions in at least four areas out of the nine given at 3.9.

4.1. VII. Assistant Director in Physical Education and Sports (Academic Level 10) in Universities and Colleges

Eligibility (A or B) :

A.

- i. A UG degree in Physical Education and Sports or Sports Science or a relevant/allied discipline (NCrF Level 6) with at least 75% marks or a PG Degree in Physical Education and Sports or Sports Science or a relevant/allied discipline (NCrF Level 6.5) with at least 55% marks (or an equivalent grade) and a Ph.D. Degree in Physical Education and Sports or Sports Science or a relevant/allied discipline (NCrF Level 8).

or

A PG degree in Physical Education and Sports or Sports Science or a relevant/allied discipline (NCrF Level 6.5) with at least 55% marks (or an equivalent grade) and qualification in the National Eligibility Test (NET) conducted by the UGC or a similar test like SLET/SET in Physical Education and Sports or Sports Science or a relevant/allied discipline.

- ii. Passed the physical fitness test conducted in accordance with these regulations.

Or

- B.** A medal winner in the Asian Games / Commonwealth Games / Asia Cup / Asian Para Games / Para Sports at the Commonwealth Games who has an undergraduate degree (NCrF level 5.5/6) in any

discipline. In the case of Bharatiya sports, the medal winner in that sport at the national level shall be considered equivalent.

4.1. VIII. Deputy Director in Physical Education and Sports (Academic Level 13 A) in Universities Eligibility (A or B) :

A.

- i. A UG degree in Physical Education and Sports or Sports Science or a relevant/allied discipline (NCrF Level 6) with at least 75% marks or PG Degree in Physical Education and Sports or Sports Science or a relevant/allied discipline (NCrF Level 6.5) with at least 55% marks (or an equivalent grade) and a Ph.D. Degree in Physical Education and Sports or Sports Science or a relevant/allied discipline (NCrF Level 8).
- ii. A minimum of eight years experience as an Assistant Director of Physical Education and Sports in a HEI.
- iii. Notable contributions in at least four areas out of the nine given at 3.10.
- iv. Passed the physical fitness test in accordance with these regulations.

Or

- B. A participant in the Olympic Games / World Cup/ World Championship / Paralympics who has at least a UG degree (NCrF Level 5.5/6) in any discipline.

4.1. IX. Director of Physical Education and Sports (Academic Level 14) in universities

Eligibility (A or B) :

A.

- i. A UG degree in Physical Education and Sports or Sports Science or a relevant/allied discipline (NCrF Level 6) with at least 75% marks or PG Degree in Physical Education and Sports or Sports Science or a relevant/allied discipline (NCrF Level 6.5) with at least 55% marks (or an equivalent grade) and a Ph.D. Degree in Physical Education and Sports or Sports Science or a relevant/allied discipline (NCrF Level 8).
- ii. A minimum of ten years experience at the level of Assistant Director/ Deputy Director/Additional Director of Physical Education and Sports in a University / College/Indian or Foreign Research Institution of comparable standards, of which at least three years should be at the level of a Deputy Director/Additional Director.

- iii. Notable contributions in at least four areas out of the nine given at 3.10
- iv. Passed the physical fitness test in accordance with these regulations.

or

- B. A medal winner in the Olympic Games / World Cup / World Championship / Paralympics with at least a UG degree (NCrF Level 5.5/6) in any discipline.

4.1. X. Physical Fitness Test Norms for the Selection of Assistant Director/ Deputy Director/Director of Physical Education and Sports

- (a) Subject to the provisions of these regulations, all candidates who are required to undertake the physical fitness test are required to produce a medical certificate certifying that he/she is medically fit before undertaking such tests.
- (b) Persons with disabilities are exempted from physical fitness tests.
- (c) On the production of such certificate mentioned in sub-clause (a) above, the candidate would be required to undertake the physical fitness test in accordance with the following norms:

| NORMS FOR MEN | | | |
|--------------------------|----------------|----------------|----------------|
| 12 MINUTES RUN-WALK TEST | | | |
| Up to 30 Years | Up to 40 Years | Up to 45 Years | Above 45 Years |
| 1800 meters | 1500 meters | 1200 meters | 800 meters |

| NORMS FOR WOMEN | | | |
|-------------------------|----------------|----------------|----------------|
| 8 MINUTES RUN-WALK TEST | | | |
| Up to 30 Years | Up to 40 Years | Up to 45 Years | Above 45 Years |
| 1000 meters | 800 meters | 600 meters | 400 Meters |

4.2. Composition of Selection Committees (For the Disciplines of Arts, Commerce, Humanities, Education, Law, Social Sciences, Sciences, Languages, Library Science, Physical Education, Journalism & Mass Communication, Engineering/Technology, Management, Drama, Yoga, Music, Performing Arts, Visual Arts,

and Other Traditional Indian Art Forms like Sculpture etc. in Universities and Colleges)

4.2. I. Selection Committee Composition for Assistant Professor, Assistant Librarian, Assistant Director of Physical Education and Sports (Academic Level 10), Associate Professor, Deputy Librarian, Deputy Director of Physical Education and Sports (Academic Level 13 A) and Professor, Librarian and Director of Physical Education and Sports (Academic Level 14) in the Universities shall be the following:

- i) The Vice-Chancellor shall be the Chairperson of the Selection Committee.
- ii) A teacher (not a member of either the academic or the administrative bodies of the University or its affiliated colleges) not below the rank of Professor to be nominated by the Visitor/Chancellor/ Equivalent Authority, wherever applicable.
- iii) Three external subject experts nominated by the Vice-Chancellor, out of the panel of names approved by the relevant statutory bodies of the university.
- iv) Dean of the Faculty, wherever applicable.
- v) Head/Chairperson of the Department/School.

Note: (1) Five members, including at least two external subject experts, shall constitute the quorum, (2) A teacher representing SC/ST/OBC/ Minority / Women / Persons with disabilities is to be nominated by the Vice-Chancellor (a) if any of the candidates belonging to any of these categories is the applicant and (b) if any of the members of the selection committee does not belong to these categories. (3) The recommendations of the Selection Committee shall be placed before the Syndicate/ Executive Council /Board of Management / Governing Body or equivalent statutory body of the HEIs for appropriate decision.

4.2. II. Selection Committee Composition for Assistant Professor, Assistant Librarian, Assistant Director of Physical Education and Sports (Academic Level 10), Associate Professor (Academic Level 13 A) and Professor (Academic Level 14) in the colleges shall be the following:

- i) The Chairperson of the Governing Body or equivalent statutory body of the college shall be the Chairperson.
- ii) The Principal of the College.
- iii) Head of the Department.
- iv. Three external subject experts selected by the Chairperson of the College governing body or equivalent statutory body from a panel of five names approved by the relevant statutory bodies of the affiliating university and recommended by the Vice-Chancellor.

Note: (1) Five members, including at least two external subject experts,

shall constitute the quorum,

(2) A teacher representing SC/ST/OBC/ Minority / Women / Persons with disabilities is to be nominated by the Vice-Chancellor (a) if any of the candidates belonging to any of these categories is the applicant and (b) if any of the members of the selection committee does not belong to these categories.

(3) The recommendations of the Selection Committee shall be placed before the Syndicate/ Executive Council /Board of Management / Governing Body or equivalent statutory body of the HEIs for appropriate decision.

(4) At the time of recruitment in Universities and Colleges, a service agreement should be executed between the University/College and the teacher. A copy thereof shall be deposited with the Registrar/Principal. Such service agreement shall be duly stamped as per the government rates applicable.

5.0. Career Advancement Scheme (CAS)

5.1. General Conditions:

Faculty members selected through direct recruitment in HEIs may be eligible for promotion under the Career Advancement Scheme as per the provisions given in these regulations.

1. To avail of promotion under the CAS, the applicant should be an employee of the HEI on the date of consideration by the Selection Committee.
2. For the purpose of assessment, all periods spent by the teacher on different kinds of paid leaves such as Maternity Leave, Child Care Leave, Study Leave, Medical Leave, and Deputation, shall be counted subject to the condition that such leave/deputation is undertaken with the prior approval of the competent authority following the due procedure prescribed under applicable UGC guidelines/regulations and / or government norms.
3. The promotion under the CAS being a personal promotion to a teacher holding a substantive sanctioned post, the said post shall revert back to its original cadre on his/her superannuation.
4. If a candidate fulfills the minimum eligibility criteria for promotion, he/she may submit an application to the university at any time during the year.
5. The inter-se seniority of a direct recruit shall be determined with reference to the date of joining and for the teachers promoted under the CAS with reference to the date of promotion as prescribed in these regulations. The rules and regulations of the respective Central/State Government shall apply for all other matters of seniority.
6. Granting of Academic Level 15 to Professors at Academic Level 14: Granting of Academic Level 15 to Professors at Academic Level 14 should be limited to 10% of professors positions at Academic Level 14.

The seniority level is strictly assigned by the date of promotion to professor (Academic level 14) rather than the date of granting of professor (Academic level 15).

5.2. Minimum Qualifications, Experience, and Accomplishments (For the Disciplines of Arts, Commerce, Humanities, Education, Law, Social Sciences, Sciences, Languages, Library Science, Physical Education, Journalism & Mass Communication, Engineering/Technology, Management, Drama, Yoga, Music, Performing Arts, Visual Arts, and Other Traditional Indian Art Forms like Sculpture etc.)

5.2. I. Eligibility Criteria for Assistant Professor (From Academic Level 10 to 11, Academic Level 11 to 12), Associate Professor (Academic Level 13 A), and Professor (Academic Level 14 and Academic Level 15) in universities.

5.2. II. Assistant Professor (Academic Level 10 to Academic Level 11)

Eligibility:

- a) An Assistant Professor who has completed (a) four years of service with a Ph.D. degree (NCrF - Level 8) or (b) five years of service with a M.Phil. or a PG Degree (NCrF - Level 7) or (c) six years of service with a PG degree (NCrF - Level 6.5), and satisfies the following conditions:
 - i. Attended one Orientation course of 21 days duration on teaching methodology and completed any one of the following: Refresher Course or Research Methodology Course or Faculty Development Programme in online mode recognized by the regulatory bodies (UGC, AICTE, etc.).
 - ii. Notable contributions in at least four areas out of the nine given at 3.8 during the assessment period.
 - iii. Contributions such as one research publication in peer-reviewed journals or publication of a book chapter or publication of a book as an author or two books as a co-author by a reputed publisher or one granted patents, during the assessment period.

5.2. III. Assistant Professor (Academic Level 11 to Academic Level 12)

Eligibility:

- i. An Assistant Professor who has completed five years of service in Academic Level 11.
- ii. A Ph.D. Degree in the relevant/allied discipline.
- iii. Completed any of the following: one Refresher Course or Faculty Development Programme in online mode recognized by the regulatory bodies (UGC, AICTE, etc.) during the assessment period.

- iv. Notable contributions in at least four areas out of the nine given at 3.8 during the assessment period.
- v. Contributions such as three research publications in peer-reviewed journals or publication of three book chapters or publication of a book as an author or two books as a co-author by a reputed publisher or three granted patents during the assessment period.

Note: A combination of research publications, book chapters and granted patents totalling three can also be considered.

5.2. IV. Assistant Professor (Academic Level 12) to Associate Professor (Academic Level 13A)

Eligibility:

- i. An Assistant Professor who has completed three years of service in Academic Level 12.
- ii. A Ph.D. Degree in the relevant/allied discipline.
- iii. Completed any of the following: a Refresher Course or Faculty Development Programme in online mode recognized by the regulatory bodies (UGC, AICTE, etc.).
- iv. Notable contributions in at least four areas out of the nine given at 3.8 during the assessment period.
- v. Contributions such as three research publications in peer-reviewed journals or, publication of three book chapters or publication of a book as an author or two books as a co-author by a reputed publisher or three granted patents during the assessment period.

Note: A combination of research publications, book chapters and granted patents totalling three can also be considered.

- vi. As a sole supervisor, at least one doctoral candidate registered for a Ph.D. degree, or as a co-supervisor, two doctoral candidates registered for Ph.D. degrees.

5.2. V. Associate Professor (Academic Level 13A) to Professor (Academic Level 14)

Eligibility:

- i. An Associate Professor who has completed three years of service in Academic Level 13 A.
- ii. A Ph.D. degree in the relevant/allied discipline.
- iii. Notable contributions in at least four areas out of the nine given at 3.8 during the assessment period.
- iv. Contributions such as three research publications in peer-reviewed journals or publication of three book chapters or publication of a book as an author or two books as a co-author by a reputed publisher or three granted patents during

the assessment period.

Note: A combination of research publications, book chapters and granted patents totalling three can also be considered.

- v. As a sole supervisor at least one doctoral candidate awarded Ph.D. degree or as a co-supervisor, two doctoral candidates awarded Ph.D. degrees.

5.2. VI. Professor (Academic Level 14) to Professor (Academic Level 15)

Eligibility:

- i. A Professor who has completed ten years of service in Academic Level 14 can be granted the Academic Level 15 on fulfillment of the following eligibility criteria:
- ii. Notable contributions in at least four areas out of the nine given at 3.8 during the assessment period.
- iii. Contributions such as ten research publications in peer-reviewed journals or publication of ten book chapters or publication of three books as an author or six books as a co-author by a reputed publisher or ten granted patents.
- iv. As a sole supervisor, at least five doctoral candidates were awarded Ph.D. degrees, or as a co-supervisor, ten doctoral candidates were awarded Ph.D. degrees.
- v. Favorable reviews from three eminent subject experts, out of the panel of names approved by the relevant statutory bodies of the university, who are not below the rank of a Professor (Academic Level 15).

5.3. Eligibility Criteria for Assistant Professor (From Academic Level 10 to 11, Academic Level 11 to 12), Associate Professor (Academic Level 13 A), and Professor (Academic Level 14) in colleges

5.3. I. Assistant Professor (Academic Level 10 to Academic Level 11)

Eligibility:

- a) An Assistant Professor who has completed (a) four years of service with a Ph.D. degree (NCrF - Level 8) or (b) five years of service with an M.Phil. or a PG Degree (NCrF - Level 7) or (c) six years of service with a PG degree (NCrF - Level 6.5), and satisfies the following conditions:
 - i. Attended one Orientation course of 21 days duration on teaching methodology and completed any one of the following: Refresher Course or Research Methodology Course or Faculty Development Programme in online mode recognized by the regulatory bodies (UGC, AICTE, etc.).
 - ii. Notable contributions in at least four areas out of the nine

given at 3.8 during the assessment period.

5.3 II. Assistant Professor (Academic Level 11 to Academic Level 12)

Eligibility:

- i. An Assistant Professor who has completed five years of service in Academic Level 11.
- ii. A Ph.D. Degree in the relevant/allied discipline.
- iii. Completed any of the following: one Refresher Course or Faculty Development Programme in online mode recognized by the regulatory bodies (UGC, AICTE, etc.) during the assessment period.
- iv. Notable contributions in at least four areas out of the nine given at 3.8 during the assessment period.

5.3.III. Assistant Professor (Academic Level 12) to Associate Professor (Academic Level 13A)

Eligibility:

- i. An Assistant Professor who has completed three years of service in Academic Level 12.
- ii. A Ph.D. degree in the relevant/allied discipline.
- iii. Completed any of the following: A Refresher Course or Faculty Development Programme in online mode recognized by the regulatory bodies (UGC, AICTE, etc.).
- iv. Notable contributions in at least four areas out of the nine given at 3.8 during the assessment period.

5.3 IV. Associate Professor (Academic Level 13A) to Professor (Academic Level 14)

Eligibility:

- i. An Associate Professor who has completed three years of service in Academic Level 13A.
- ii. A Ph.D. degree in the relevant/allied discipline.
- iii. Notable contributions in at least four areas out of the nine given at 3.8 during the assessment period.
- iv. A minimum of ten research publications in peer-reviewed journals out of which three research publications shall be published during the assessment period or a minimum of ten book chapters, out of which three book chapters shall be published during the assessment period or publication of four books out of which one shall be published during the assessment period or ten granted patents, out of which three shall be granted during the assessment period.

Note: A combination of research papers or book chapters or

granted patents totalling ten of which three shall be a combination of research papers or book chapters or granted patents during the assessment period or Publication of four books as an author or eight books as a co-author by a reputed publisher out of which one book as an author or two books as a co-author shall be published during the assessment period.

5.4 Eligibility Criteria in University / College for Assistant Librarian (From Academic Level 10 to 11, Academic Level 11 to 12), Deputy Librarian (Academic Level 13 A), and Additional Librarian (Academic Level 14)

11): 5.4 I. Assistant Librarian (Academic level 10 to Academic level

Eligibility:

An Assistant Librarian in a University / College who has completed (a) four years of service with a Ph.D. degree (NCrF - Level 8) or (b) five years of service with an M.Phil. or a PG Degree (NCrF - Level 7) or (c) six years of service with a PG degree (NCrF - Level 6.5), and satisfies the following conditions:

- i. Attended one Orientation course of 21 days duration and completed any one of the following: Seminar/workshop/training on automation and digitalization or short-term courses in online mode recognized by the regulatory bodies (UGC, AICTE, etc.) during the assessment period.
- ii. Notable contributions in at least four areas out of the nine given at 3.9 during the assessment period.

5.4.II. Assistant Librarian (Academic level 11 to Academic level 12):

Eligibility:

- i. Assistant Librarian in a University / College who has completed five years of service in Academic Level 11.
- ii. Completed any of the following: Seminar/workshop/training on automation and digitalization or short-term courses in online mode recognized by the regulatory bodies (UGC, AICTE, etc.) during the assessment period.
- iii. Notable contributions in at least four areas out of the nine given at 3.9 during the assessment period.

5.4. III. Assistant Librarian (Academic Level 12) to Deputy Librarian (Academic Level 13A):

- i. Assistant Librarian in a University / College who has completed three years of service in Academic Level 12.

- ii. Completed any of the following: Seminar/workshop/training on automation and digitalization or short-term courses in online mode recognized by the regulatory bodies (UGC, AICTE, etc.) during the assessment period.
- iii. Notable contributions in at least four areas out of the nine given at 3.9 during the assessment period.

5.4 IV. Deputy Librarian (Academic Level 13A) to Additional Librarian (Academic Level 14):

- i. Deputy Librarian in a University / College who has completed three years of service in Academic Level 13A.
- ii. A Ph.D. Degree in the relevant/allied discipline.
- iii. Completed any of the following: Seminar/workshop/training on automation and digitalization or short-term courses in online mode recognized by the regulatory bodies (UGC, AICTE, etc.) during the assessment period.
- iv. Notable contributions in at least four areas out of the nine given at 3.9 during the assessment period.

Note: The above provisions shall apply only to the persons in the librarian cadre employed in a library of a university or college.

5.5 Eligibility Criteria in University / College for Assistant Director of Physical Education and Sports (From Academic Level 10 to 11, Academic Level 11 to 12), Deputy Director of Physical Education and Sports (Academic Level 13 A), and Additional Director of Physical Education and Sports (Academic Level 14)

5.5. I. Assistant Director of Physical Education and Sports (Academic Level 10 to Academic Level 11)

Eligibility:

- a. Assistant Director of Physical Education and Sports in a University / College who has completed (a) four years of service with a Ph.D. degree (NCrF - Level 8) or (b) five years of service with an M.Phil. degree or a PG Degree (NCrF - Level 7) or (c) six years of service with a PG degree (NCrF - Level 6.5) and satisfies the following conditions:
 - i. Attended one Orientation course of 21 days duration on teaching methodology and completed any one of the following: Refresher Course or Research Methodology Course, or Faculty Development Programme in online mode recognized by the regulatory bodies (UGC, AICTE, etc.) during the assessment period.
 - ii. Notable contributions in at least four areas out of the nine

given at 3.10 during the assessment period.

5.5.II. Assistant Director of Physical Education and Sports (Academic Level 11 to Academic Level 12)

- i. Assistant Director of Physical Education and Sports in a University / College who has completed five years of service in Academic Level 11.
- ii. Completed any of the following: one Refresher Course or Research Methodology Course or Faculty Development Programme in online mode recognized by the regulatory bodies (UGC, AICTE, etc.) during the assessment period.
- iii. Notable contributions in at least four areas out of the nine given at 3.10 during the assessment period.

5.5.III. Assistant Director of Physical Education and Sports (Academic Level 12) to Deputy Director of Physical Education and Sports (Academic Level 13A)

- i. Assistant Director of Physical Education and Sports in a University / College who has completed three years of service in Academic Level 12.
- ii. Completed any of the following: a Refresher Course or Faculty Development Programme in online mode recognized by the regulatory bodies (UGC, AICTE, etc.).
- iii. Notable contributions in at least four areas out of the nine given at 3.10 during the assessment period.

5.5. IV. Deputy Director of Physical Education and Sports (Academic Level 13A) to Additional Director of Physical Education and Sports (Academic Level 14):

- i. Deputy Director of Physical Education and Sports in a University / College who has completed three years of service in Academic Level 13 A.
- ii. A Ph.D. in the relevant/allied discipline.
- iii. Completed any of the following: a Refresher Course or Faculty Development Programme in online mode recognized by the regulatory bodies (UGC, AICTE, etc.).
- iv. Notable contributions in at least four areas out of the nine given at 3.10 during the assessment period.

Note: The above provisions shall apply only to the persons in the Physical Education and Sports cadre.

5.6 DATE OF ELIGIBILITY FOR PROMOTION:

1. When a candidate does not succeed in an assessment, he/she can be re-assessed only after one year from the date of the last

assessment.

2. When a candidate succeeds in an assessment, his/her promotion shall be effected as detailed below:
3. If the assessment is between 1st January and 30th June of a year, promotion shall be granted from 1st July of the year.
4. If the assessment is between 1st July and 31st December of a year, promotion shall be granted from 1st January of the following year.

Note: (1) For all selection committees specified in these regulations, the Head of Department should be either in the same or higher rank/position than the rank/position for which the interview is to be held. (2) The selection of candidates to a higher position shall be based on the credentials and interaction with the selection committee. (3) The recommendations of the Selection Committee shall be placed before the Syndicate/ Executive Council /Board of Management / Governing Body or equivalent statutory body of the HEIs for appropriate decision.

5.7 Composition of the Selection Committee in Universities and Colleges

5.7. I. For Assistant Professor, Assistant Librarian, Assistant Director of Physical Education and Sports (From Academic Level 10 to 11, Academic Level 11 to 12), Associate Professor, Deputy Librarian, Deputy Director of Physical Education and Sports (Academic Level 13 A) and Professor, Additional Librarian, Additional Director of Physical Education and Sports (Academic Level 14) and Professor (Academic Level 15) in the universities shall be the following:

- i) The Vice-Chancellor shall be the Chairperson of the Selection Committee.
- ii) A teacher not below the rank of Professor to be nominated by the Visitor/Chancellor/Equivalent Authority, wherever applicable.
- iii) Three external subject experts nominated by the Vice-Chancellor, out of the panel of names approved by the relevant statutory bodies of the university.
- iv) Dean of the Faculty, wherever applicable.
- v) Head/Chairperson of the Department/School.
- vi) A teacher representing SC/ST/OBC/ Minority / Women / Persons with disabilities is to be nominated by the Vice-Chancellor (a) if any of the candidates belonging to any of these categories is the applicant and (b) if none of the members of the selection committee belong to these categories.

Note: Five members, including at least two external subject experts, shall constitute the quorum.

5.7. II. For Assistant Professor, Assistant Librarian, Assistant Director of Physical Education and Sports (From Academic Level 10 to 11, Academic Level 11 to 12), Associate Professor, Deputy Librarian, Deputy Director of Physical Education and Sports (Academic Level 13 A) and Professor, Additional Librarian and Additional Director of Physical Education and Sports (Academic Level 14) in the colleges shall be the following:

- i) The Chairperson of the Governing Body or equivalent statutory body of the college shall be the Chairperson.
- ii) The Principal of the College.
- iii) Head of the Department.
- iv) Three external subject experts selected by the Chairperson of the College governing body or equivalent statutory body from a panel of five names approved by the relevant statutory bodies of the affiliating university and recommended by the Vice-Chancellor.
- v) A teacher representing SC/ST/OBC/ Minority / Women / Persons with disabilities is to be nominated by the Vice-Chancellor (a) if any of the candidates belonging to any of these categories is the applicant and (b) if any of the members of the selection committee does not belong to these categories.

Note: Five members, including at least two external subject experts, shall constitute the quorum.

6.0 Counting of Past Services for Direct Recruitment and Promotion under CAS

Previous regular service rendered in National or International HEIs or research organizations as a Post-Doctoral Fellow shall be counted for Assistant Professor, Associate Professor, Professor, and other academic staff, provided that:

- (a) The essential qualifications of the post held were not lower than the qualifications prescribed in these regulations.
- (b) The position held should be of an equivalent grade to the existing scale or of the pre-revised scale of pay.
- (c) The position held should be in the regular mode and not in a guest or part-time mode.
- (d) The previous full-time Ad-hoc or contractual service (by whatever nomenclature it may be called) shall be counted, provided that:
 - (i) In the case of Indian HEIs or research organizations, the incumbent was appointed on the recommendation of a duly constituted Selection Committee as per UGC regulations. In

the case of international HEIs or research organizations, the incumbent was appointed as per the rules of the respective international HEIs or research organizations;

(ii) The incumbent was drawing total gross emoluments, as per the prescribed pay scale communicated by UGC, not less than the monthly gross emoluments of a regularly appointed Assistant Professor or Associate Professor or Professor as the case may be (Salary certificate should be supported by authenticated proof such as ITR in case of Indian HEIs or research organizations and through other authenticated proof for international HEIs or research organizations).

(e) No distinctions shall be made with reference to the nature of management of the institution where the previous service was rendered (private/public) while counting the past service under this clause.

7.0. Minimum Qualifications, Experience, Accomplishments, Tenure, Selection Committee and Selection Procedure for the appointment of Principal (for UG college - Academic level 13A and for PG college - Academic level 14):

7.1. Minimum Qualifications, Experience, and Accomplishments

- i. Ph.D. degree.
- ii. For PG colleges, a Professor/Associate Professor with a total experience of at least fifteen years of teaching/research in HEIs is essential. For UG colleges, a Professor/Associate Professor with a total experience of at least ten years of teaching/research in HEIs is essential.
- iii. A minimum of ten research publications in peer-reviewed journals or publication of ten book chapters or publication of four books as an author or eight books as a co-author by a reputed publisher or ten granted patents. A combination of research publications, book chapters, and granted patents totalling ten can also be considered.

Note: The research publications should be in peer-reviewed journals, and the book chapter or book must be published by a recognized academic or professional publisher with a reputation for rigorous peer review and quality editing. Self-published book chapters or books will not be considered. The selection committee shall decide whether the research publications are in a peer-reviewed journal, whether the publication of a book/book chapter is by a reputed publisher, and whether the contributions are notable, based on the recommendations of the three external experts of the selection committee constituted in accordance with these regulations.

7.2 Tenure

- i) A Principal shall be appointed for a period of five years, with eligibility for reappointment for one more term by following the procedure prescribed for selection of Principal. However, she/he can serve as a Principal for only two terms in the same college.
- ii) After completing his/her terms as Principal, the incumbent shall rejoin his/her parent organization with the designation of professor and in the professor grade, provided he/she fulfills the eligibility criteria for professor.

7.3 Selection Procedure and Selection Committee:

The Selection of the Principal shall be through an all India newspaper advertisement and by a duly constituted Selection Committee as per the provisions made under these regulations.

The Selection Committee for the post of Principal shall have the following composition:

- i) The Chairperson of the Governing Body or equivalent statutory body of the college shall be the Chairperson.
- ii) One member of the Governing Body or equivalent statutory body of the college to be nominated by the Chairperson who shall be an expert in academic administration.
- iii) Three external experts nominated by the Vice-Chancellor of the affiliating university, out of the panel of names approved by the relevant statutory bodies of the university.

Note: (1) Four members, including at least two external experts, shall constitute the quorum, (2) A teacher representing SC/ST/OBC/ Minority / Women / Persons with disabilities, is to be nominated by the Vice-Chancellor (a) if any of the candidates belonging to any of these categories is the applicant and (b) if any of the members of the selection committee do not belong to these categories (3) The recommendations of the Selection Committee shall be placed before the Syndicate/ Executive Council /Board of Management / Governing Body or equivalent statutory body of the HEIs for appropriate decision.

8.0. Appointments on Contract Basis

The teachers may be appointed against the vacant sanctioned faculty positions on a contract basis for a maximum period of six months, only when it is essential. The qualifications and selection procedure for appointing them should be the same as those applicable to a regularly appointed teacher. The fixed total emoluments paid to such contract teachers should not be less than the monthly gross salary of a regularly appointed Assistant Professor. Such appointments should not be made for more than

one academic session and may be renewed after review for another academic session.

9.0. Professor of Practice:

HEIs may engage experts/professionals/practitioners from industries/other professions for teaching and research. The engagement of the Professor of Practice will be exclusive of the sanctioned posts. The number of Professors of Practice in a HEI, at any point in time, should not exceed 10% of the sanctioned posts in a HEI. The provisions given in the UGC Guidelines for engaging Professors of Practice in HEIs shall be applicable with regard to tenure, selection procedure, duties and responsibilities, etc.

10.0 Minimum Qualifications, Experience, Accomplishments, Selection Committee, and Selection Procedure for the Appointment of Vice-Chancellor in Universities.

10.1 Vice-Chancellor

- i. A distinguished person possessing high academic qualifications and demonstrated administrative and leadership capabilities, strong alignment to constitutional values, strong social commitment, belief in teamwork, pluralism, ability to work with diverse people, with a flair for innovation and a global outlook in higher education, along with the overall vision of the institution and abilities to manage complex situations with a minimum of ten years of experience as (i) a Professor in an HEI or (ii) at a senior level in reputed research or academic administrative organizations or (iii) at a senior level in industry, public administration, public policy and/or public sector undertakings, with a proven track record of significant academic or scholarly contributions, shall be eligible to be appointed as Vice-Chancellor.
- ii. The selection for the Vice-Chancellor post shall be through an all India newspaper advertisement and public notification. Applications can also be sought through nomination or a talent search process by a Search cum Selection Committee.
- iii. The Chancellor/Visitor shall constitute the Search cum Selection Committee comprising three experts. The members of such Search-cum-Selection Committee shall be eminent persons with a proven track record of excellence (either Directors/Vice Chancellors or former Directors/Vice Chancellors of HEIs) and shall not be connected in any manner with the University concerned or its colleges. If the Vice-Chancellor or any member of the EC/Syndicate/ BoM/Equivalent body is an applicant for the Vice-Chancellor's post, they have to recuse themselves from the meeting during the discussion of the agenda item wherein the

nominee of the EC/Syndicate/ BoM/Equivalent body is to be decided. In case of violation, the applicant shall be disqualified as a candidate for the post of Vice-Chancellor.

- iv. The following shall be the constitution of the Search cum Selection Committee.
 - a) a nominee of the Visitor/Chancellor, who shall be the Chairperson of the Search cum Selection Committee.
 - b) a nominee of the Chairman, University Grants Commission.
 - c) a nominee of the apex body of the university such as Syndicate/ Senate/Executive Council / Board of Management/ Equivalent Body of the University.
- v. The conditions of service of the Vice Chancellor shall be prescribed in the Statutes of the respective University in conformity with these Regulations.
- vi. The composition of the Search cum Selection Committee shall be mandatory for the selection of Vice-Chancellors of all Universities established or incorporated by or under a Central Act, Provincial Act or State Act and recognized under Clause (f) of Section 2 of the University Grants Commission Act, 1956 and every Institution deemed to be a University under Section 3 of the said Act.
- vii. The Search-cum-Selection Committee shall short-list the candidates and interact with the short-listed candidates to prepare a panel of 3-5 names for submission to the Visitor/Chancellor.
- viii. The Visitor/Chancellor of the university shall appoint the Vice-Chancellor out of the panel of names recommended by the Search-cum-Selection Committee.
- ix. The Vice-Chancellor shall hold office for a term of five years from the date on which he or she enters upon his or her office or until he or she attains the age of seventy years, whichever is earlier, and shall be eligible for re-appointment for one more term by following the procedure prescribed for the appointment of Vice-Chancellor:
- x. The term of office of the Vice-Chancellor shall form part of the service period of the incumbent, making him/ her eligible for all service-related benefits.
- xi. If a Vice-Chancellor is not appointed as per these regulations, such an appointment shall be null and void.

11.0 Consequences of Violation of UGC Regulations

If any HEI violates the provisions of these regulations, the Commission shall constitute an enquiry committee to look into the

violations. If the violations are established by the enquiry committee set up by the Commission, the HEI shall be:—

- (a) Debarred from participating in UGC schemes.
- (b) Debarred from offering degree programmes.
- (c) Debarred from offering ODL and online mode programmes.
- (d) Removed from the list of HEIs maintained under Sections 2(f) and 12B of UGC Act 1956.

The HEI shall be subjected to one or more of the above actions. Further, UGC may take additional punitive actions as per the decision of the Commission on a case-to-case basis.

12.0 Interpretation:

In the event of any conflict or inconsistency with respect to these regulations, the interpretation given by the Commission shall be final and binding.
