



# Punyashlok Ahilyadevi Holkar Solapur University

## Criterion VI – Governance, Leadership and Management

### 6.2 Strategy Development and Deployment

Metric No.	
6.2.2	<i>The functioning of the institutional bodies is effective and efficient as visible from policies, administrative setup, appointment and service rules, procedures, etc.</i>


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## **Code of Conduct for Alumni**

Punyashlok Ahilyadevi Holkar Solapur University Solapur has a huge alumni base. Following is the code of conduct for the alumni of the university.

1. The alumni are the responsible student of the university and is expected the university at all fronts.
2. The alumni should undertake the responsibility of guiding the students of the university in every respect and stand as a mentor for the students.
3. The alumni should keep him updated with the latest developments taking place in the university.
4. The alumni should act with honesty and adhere to the highest standards of moral and ethical values and principles through their personal and professional behavior.
5. They are expected to safeguard academic freedom, open inquiry, and debate in the best interests of education, enrichment, and our personal and professional development.
6. The alumni should work to strengthen the powerful attributes of loyalty, pride, and tradition that we see in our alumni, students, and friends who contribute to the excellence of the university.
7. The alumni should avoid the use vulgar or inappropriate language while representing the university. Post inappropriate pictures and/or comments on group or university web sites, emails, or online social networks.
8. Make every effort for all actions of self and fellow students to be within the guidelines and policy frame work of the university.
9. The alumni should work for the upliftment of the university by offering financial and non financial aid.
10. The alumni should promote and encourage for innovation, collaborations, start-ups with various organization.

  
Dr. Vinayak.P.Dhulap  
(Committee Member)

  
Dr. Rashmi.S. Datar  
(Committee Member)

# **Code of Conduct for Student**

## **❖ Maintenance of discipline and good conduct by students**

Every student, during term course, shall be under discipline jurisdiction of competent authority which shall take appropriate action in case of indiscipline, misconduct on the part of the student.

1. Definition: in these ordinance unless the context otherwise requires,
  - o 'Student' means and includes the person who is enrolled as such by university, Affiliated College or Recognized institution and or for qualifying for any degree of diploma or certificate the university.

Note: - This includes external students also.

- o 'Institution' means and include university/Affiliated college/Recognised institution as the case may be inclusive of the campus, Hostel, playground, Laboratory, Libraries, gymnasium thereof.
- o 'Competent authority' for the purpose of these ordinance means include Director/Head of the teaching department of the university, principal affiliated college, Head of recognized institution for concerned student as such other person, vested with the authority by vice chancellor for external student.

Provided in respect of misconduct regarding university examination, Execute Council shall only be competent Authority.

1. It is mandatory for every student to attend at least 75% of total lectures held in each term in the campus Schools/Departments, as per Ordinance of the Punyashlok Ahilyadevi Holkar Solapur University.
2. Strict Disciplinary Action will be taken against students indulging in any kind of Ragging activity (as defined by The Maharashtra Prohibition of Ragging Act 1999) inside or outside the campus.
3. Obligation of student : Every student, shall all time,
  - o Conduct himself properly,
  - o Maintain proper behaviour,
  - o Observe strict discipline, both within campus of the institution, Hostel and also outside, in buses, Railway-Trains or at public places or education trip arranged by institution or at play Grounds.
  - o Ensure that no act of this consciously or unconsciously brings the institution or any establishment or authority connected with it into disrespect.
4. Any act of a student which is contrary to the previous of clause constitute misconduct and/or indiscipline, which term shall mean and include, among others, any one more of the acts jointly or severally mentioned hereinafter, name.
  - o Any act that directly or indirectly cause or attempt to cause disturbance in the lawful functioning of the institution.



- Habitual un-punctuality in attending lectures, tutorials, practical, and other course as may be prescribed.
- Repeated absence from lectures, tutorials, practical, and other course as may be prescribed.
- Occupation of any building such as, hostel room, and residential quarter such other accommodation in the premises owned or hired by the institution, without prior permission from the competent Authority.
- Permitting or conniving with any person not authorized to occupy any hostel-room, residential quarter, or any accommodation or any part thereof of the institution.
- Securing admission in the institution, to any under graduate/post graduate programme or any other course by manipulation and suppression of facts or information.
- Obstruction to any student or group of students in his or there legitimate activity as such, whether in classroom, Laboratories, fields, playground, hostel, gymnasium or places of social and cultural activity within the campus of the institution.
- Suppressing material information or supply of false information to the institution, for seeking any privilege.
- Possessing or using any fire arms, lethal weapons, explosive, or dangerous or corrosive substance on the premises of the institution.
- Possessing or consuming any poison or stupefying drugs or intoxicant in any form of institution.
- Ragging, bullying, harassing any student in institution or outside thereof.
- Indulging in any act as would cause annoyance, embarrassment to any other student, or member of the authority of the institution to staff member or any member of family of the staff.
- Indulging in any act of violence, assault, intimidation or threatening in the institution or hostel or outside thereof.
- Destroying or attempting to destroy or temper with any official record or document of institution.
- Conduct unbecoming of the student, at any meeting or special function or sports and cultural activity arranged by the institutional or at any other public place.
- Stealing or damaging any farm produce or any property belonging to the institution, staff member of the institution or any other student.
- Instigating violence or participating in any violent demonstration or agitation or violent streak in the institution.
- Instigating or participating in any *gherao* of any official or any staff member of the Institution.
- Violation of any of the rules and regulation of the Institution or orders of the competent authority.
- Gambling in any form in the Institution.
- Disorderly behaviour in any form or any act specifically forbidden by the competent authority
- Refusal to appear to give evidence before Enquiry officer appointed by the competent authority with respect to a charge against him.
- Any act violating any provision of the University acts, Statutes, Ordinance Rules made there under.



- Conviction, in the court of Law for criminal offence, involving moral turpitude.
  - Any other act not specifically mentioned hereto before which, whether by commission or omission as would in the circumstances of the case be considered by the competent authority as in act of misconduct and/or indiscipline.
5. The Competent authority may impose any one or more of the following punishment/s on the students found guilty of misconduct, indiscipline, in intend thereof :
- Warning /Censure/Reprimand.
  - Fine not exceeding Rs. 1000/-
  - Cancellation of the scholarship/award/prize/medal, awarded to the student by the concerned Institution, with prospective effect.
  - Expulsion from the concerned institution.
  - Debarring from admission to a course or courses of study in the concern institution.
  - Debarring from appearing for examination or examinations ducted by the institution concerned, for a specific period, not exceed five years.
  - Cancellation of the result of the student concerned in the examination the concerned institution, in which he has appeared.
  - Rustication from the institution for the period not exceeding years.
6. If the competent authority is satisfied that there is a prima facie case inflicting penalties, mentioned in Clauses, it may itself or through other person, persons, authorized by it, for this purpose, shall make enquiry, in following manner.
- Due notice in writing shall be given to the student concerned above alleged act of misconduct/ indiscipline.
  - Student charged shall be required within 15 days of the notice to his written representation about such charge/s.
  - If the student fails to submit his written representation within specific time limit, the enquiry may be ex parte.
  - If oral evidence of the witness against student is recorded by the Enquiry Authority, the student charges shall be given an opportunity to examine the witness concerns.
  - If the student charged, desire to see the relevant document, such document, as are being taken into consideration or are to be relied for purposes of proving the charge or charges, may at the discretion the enquiry authority.
  - The student charged shall be required to produce documents, if any support of his defence. The Enquiry Authority may admit relevant evidence, documentary or otherwise at any stage before the final are passed.
  - Legal practitioner shall not be allowed to appear on behalf of the student charged, in the proceeding before the Enquiry Authority.
  - Enquiry Authority shall record finding on each implication of misconduct or indiscipline, and the reasons for such finding and submit the along with proceeding to the competent authority.
  - The Competent authority on the basis of finding, shall pass such as it deems fit.

7. Provided procedure prescribed above need not be followed and all or any of provision may be waived in the following circumstance:-
  - o When the student charged admits the charges in writing.
  - o When the order of punishment is to be based on facts which have led to the conviction of the students charged, for the offence involving moral turpitude.
  - o When the student charged has absconded or for any other reasons it is impracticable to communicate with him.
  - o If in the opinion of the competent authority, a punishment or fine not exceeding Rs. 500/- or reprimand Censure, warning is sufficient.
8. if the punishment of rustication is imposed on a student by Directors of the Schools/Head of the teaching department of such other person whom the authority is vested by the Vice-Chancellor for external student, such student shall be entitled to prefer an appeal to the executive council of the university within thirty days of the receipt of the notice of punishment.
9. In respect of such student, Head of the Institution shall maintain record of the punishment.
10. The Institution shall, on each occasion of any punishment being imposed any student, intimate by letter, to be sent under a Certificate of posting, the fact of such imposition to the parent or guardian of such student on the address available the department records.
11. A copy of these rules shall be supplied to each student at the time of his/her admission to the Institution and a receipt for the same shall be obtained from the student. This receipt shall form a part of the record of the student admission.
12. If any foreign student is admitted for any course, concerned Institution shall send a copy of the rules to concerned foreign embassy and department of external affairs.
13. Post Graduate courses taught in the University are traditional and Professional Courses therefore Students must dress appropriately for the same. Shorts, short tops, short skirts and bermudas are not allowed. Teachers' instructions in this respect shall be followed.
14. Students must wear Identity cards at all times while in campus



### ❖ Campus Undertakings for students

1. I hereby undertake, if admitted, to attend lectures (Minimum 75%) and all internal assessment programs in the campus Schools. If I fail to do so, my term will not be granted.
2. I hereby submit to the disciplinary jurisdiction of the authorities of the university /and the authorities of the campus Schools, and shall observe ad abide by the rules made by them.
3. I understand that if admitted, my admission will be confirmed only on my production of the transference certificate/migration certificate from my previous college/institute or educational institution and the final eligibility certificate of the University.
4. I undertake to take an identity card immediately and carry it with me while in the campus premises and to produce it when demanded by campus staff.
5. I understand that the curriculum and the fee structure and admission rules and criteria for this year, post graduate/certificate course over the years is likely to be revised from time to time by the University, or the state government or the campus Schools and that fees might increase and I undertake to pay the increased fees whenever demanded by the University and to comply with the rules from time to time.
6. I am aware the mobile phones, or similar electronic instruments have to be switched off in classrooms, library and during any activity in the campus. If such instruments ring or are used during classes, in the library or during activities, the instruments are liable to be confiscated by the authorities, or fine may be imposed by the University.
7. I am aware that smoking cigarettes or taking any addictive substance in campus premises including the canteen, hostel, mess etc. is prohibited and if found doing these, I will be liable for disciplinary action.
8. I am also aware that it is my responsibility to keep University campus premises clean.
9. I promise not to indulge in any ragging activity (as defined by 'the Maharashtra prohibition of ragging act, 1999) inside or outside the campus.
10. I promise not to indulge in cyber-crime or post any derogatory comment about the University, teachers or fellow students in social media.

### ❖ Ordinance for Students

- O.1. For keeping a term in any class in a University Department, a student shall attend at least 75% of lectures delivered per term, in case of a Course/courses where under keeping separate terms is prescribed, whereas in case of a Course where the terms have to be kept consecutively, 75% attendance at the lectures shall be calculated for both the terms at the end of the second term. Besides, the requirements for session work, performance threat and attendance there in and other requirements as prescribed by the respective Board of University Teaching and Research and/or any other University authority or body, as the case may be, shall have to be satisfied for earning the terms.
- O.2. Since applications for University Examinations are required to be submitted to the University before the closing of the academic year, all such applications shall be deemed to have been provisionally accepted by the University for the purpose of including the applicants names in the list of candidates appearing at the University Examinations; provided, however, that admission of applicants to the examinations concerned is liable to be cancelled or withdrawn if the Directors of Schools/University Departments concerned report to the University stating reasons, at least 15 days before the commencement of the respective examinations that the concerned applicants have not satisfactorily kept their terms for their course.
- O.3. The Executive Council may on account of bona fide illness, or any other compelling reasons beyond the control of the candidates, condone the shortage of attendance by 20% at the maximum on the recommendations of the Directors/Discipline Committees in case of the post graduate courses.
- O.4. In case a student is permitted to participate in the N.S.S. camps or to undergo training or military duties/Inter University/Inter Collegiate competitions/Sports and games by the University authorities, the actual number of days spent for participation in these activities shall be counted towards the attendance to the student.
- O.5. The Directors and Heads of institutions shall keep a register of the daily attendance of duly admitted students.
- O.6. (a) To keep a term at a Schools or departments, a student must complete to the satisfaction of the Director or the Head of the Institution, the course of studies at the Schools prescribed for such terms for the class to which the student belongs. (b) N.S.S. participation will be willingly for the Post Graduate student of that campus Schools. The participation certificate shall be issued by the Director, NSS Section in consultation with the University authorities.





# Consultancy Policy

## Consultancy Policy

### Punyashlok Ahilyadevi Holkar Solapur University, Solapur

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#### RULES REGARDING CONSULTANCY SERVICES OFFERED BY DEPARTMENTS / SCHOOLS OF THE UNIVERSITY AND PAYMENT OF HONORARIUM FOR CONSULTANCY SERVICES

- 1) All applications seeking permission for using consultancy services in the University shall be addressed to the concern expert/ team of experts in the respective department / School of the PAH Solapur University
- 2) All consultancy work will be undertaken without disturbing the academic & administrative schedule. However, outstation consultancy may be carried out by granting duty leave as per university norms.
- 3) The concerned expert/ team of experts in the department will prepare a plan and finalize the consultancy charges. The consultancy work should begin only on production of the receipt of minimum 50 % amount paid in advance. For Government, Semi Government or otherwise specified cases this rule may be relaxed and the expert should communicate to the Registrar of the Solapur University.
- 4) After the completion of the work, the expert should submit the final report to the concern party and copy of the same be kept with the expert and the department office. All the remittances be made in Cash/ DD in the name of Finance & Accounts Officer, Solapur University, Solapur or concern expert in the Department who in turn should deposit it as consultancy charges in the Finance Department of the University in the "Consultancy Services" Budget Head.
- 5) The consultancy services be divided into three types
  - a) Services where institutional consumable and non-consumable facilities are required to be used.
  - b) Services where institutional non-consumable facilities only are to be used.
  - c) Advisory consultancy in which the University facilities are not to be used.





(4) The date of the meeting of every selection committee shall be so fixed as to allow a notice of at least thirty days of such meeting, be in given to each member; and the particulars of each candidate shall be sent to each member of the selection committee so as to reach him at least seven days before the date of meeting :

Provided that, for the post of professor, the selection committee may in preference to the candidates who have applied and appeared before it, recommend for appointment, with all the requisite details, the name of any other person who may not have applied or appeared before it, but who is duly qualified and has to his credit exceptionally high academic achievements or proficiency in the specialization or has extraordinary academic contribution, to be recorded in writing.

(5) The quorum to constitute a meeting of every selection committee shall be four members, of whom at least two shall be persons nominated under clause (e) of sub-section (2).

(6) If, on petition by any person directly affected, or suomotu, the Chancellor, after making or having made such inquiries or obtaining or having obtained such explanations, including explanations from the teachers whose appointments are likely to be affected, as may be or may have been necessary, made by any authority or officer of the university at any time was not in accordance with the law at that time in force, the Chancellor, may, by order, notwithstanding anything contained in the contract relating to the conditions of service of such teacher, direct the Vice-Chancellor to terminate his appointment after giving him one month's notice or one month's salary in lieu of such notice, and the Vice-Chancellor shall forthwith comply and take steps for a fresh selection to be made. The person whose appointment has been so terminated shall be eligible to apply again for the same post.

(7) Any order made by the Chancellor, under the last preceding sub-section shall be final and a copy of the order shall be served on the teacher concerned by the Vice-Chancellor within three days from its receipts.

(8) It shall be the duty of the Vice-Chancellor, to ensure that no payment whatsoever is made to any person, by way of salary or allowance, from the funds of the university, for any period after the termination of his services, and any authority or officer authorizing or making any such payment shall be liable to reimburse the amount so paid to the university.

(9) The Vice Chancellor shall before proceeding to fill in the vacancies of aided University Teachers in accordance with the prescribed procedure shall ascertain from Director of Higher Education whether there is any suitable person available on the list of surplus aided University teachers as maintained by the Director of Higher Education for absorption in other Universities and in the event of such aided teacher being available, the Vice chancellor shall appoint that teacher.

**103.** (1) Where an appointment is to be made on a temporary vacancy of teacher of the university because of resignation, leave or any reason, whatsoever, the appointment shall be made, if the vacancy is for a period of more than one year, on the recommendation of the selection committee in accordance with the provisions of section 102. The quorum for the selection committee shall be three:

Filling temporary vacancies of university teachers.

Provided that, if, the vacancy is for a period of less than one year or if, the Vice-Chancellor is satisfied that in the interest of teaching, it is necessary to fill in the vacancy immediately, he may make the appointment of person duly qualified, for a period not exceeding one year on the recommendation of a local selection committee.

(2) Local selection committee shall consist of the following members, namely:-

(a) the Vice-Chancellor, Chairperson;

(b) the Dean of the faculty concerned;

(c) the head of the department concerned;



**Revision of Pay Scales of Teachers in Non-Agricultural Universities, National Law University, Affiliated Colleges, Government Colleges/Institutes as per 7<sup>th</sup> Central Pay Commission and UGC Regulations on minimum qualifications for appointment of teachers and other academic staff in universities and colleges and measure for the maintenance of standards in Higher Education, 2018.**

**GOVERNMENT OF MAHARASHTRA**

**Higher & Technical Education Department**

**Government Resolution No. Misc-2018/C.R.56/18/UNI-1**

Mantralaya Annex, Mumbai – 400 032

Date: 08 March, 2019

**Read:-**

1. Government Resolution, Higher and Technical Education Department No. NGC-2009/(243/09)-Uni.1, dated 12<sup>th</sup> August, 2009.
2. Government of India MHRD letter No. 1-7/2015-U.II (1), dated 2<sup>nd</sup> November, 2017.
3. Government of India MHRD letter No. Corrigendum F.No.1-7/2015-U.II (1), dated 8<sup>th</sup> November, 2017.
4. Government of India MHRD letter No. 1-4/2017-U.II, dated 28<sup>th</sup> January, 2019.
5. UGC letter No. F.No.23-4/2017 (PS), dated 31<sup>st</sup> January, 2018.
6. The Gazette of India: Extraordinary, Part III-Section 4, dated 18<sup>th</sup> July, 2018.
7. The Maharashtra Public University Act, 2016

**Preamble:-**

University Grants Commission vide its letter dated 31<sup>st</sup> January, 2018 mentioned that the Government of India MHRD, Department of Higher Education, New Delhi vide its letter dated 2<sup>nd</sup> November 2017 regarding revision of 7<sup>th</sup> Pay of teachers and equivalent orders in universities and colleges following the revision of pay scales of Central Government employees on the recommendations of the 7<sup>th</sup> Central Pay Commission and to say that the State Government may take action to adopt the Government of India's scheme for State Universities and colleges.

The revision of Pay Scales of teachers and equivalent academic staff shall be subject to provisions of the scheme of revision of Pay scales as contained in letter dated 2<sup>nd</sup> November, 2017 and regulation issued by UGC dated 18<sup>th</sup> July, 2018 and amendments thereof from time to time in this behalf.



Professors, Associate Professors, Professors and Senior Professors. Also, there shall be no change in the present designations in respect of Library and Physical Education Personnel up to Deputy Librarian/ Assistant Librarian (Selection Grade) and Deputy Director of Physical Education & Sports/ Assistant Director of Physical Education & Sports (Selection Grade) respectively. However, University Librarian is re-designated as Director, Knowledge Resource Center and University Director of Physical Education & Sports is re-designated as Director of Sports & Physical Education.

**4.0. Recruitment and Qualifications**

4.1. The direct recruitment to the posts of Assistant Professor in Colleges and Assistant Professor, Associate Professor, Professor and Senior Professor in the Universities, shall be on the basis of merit through an all-India advertisement, followed by selection by a duly-constituted Selection Committee as per the provisions made under these Rules. These provisions shall be incorporated in the statutes/Ordinances of the university concerned. The composition of such a committee shall be as specified in these Rules.

4.2. The minimum qualifications required for the post of Assistant Professor, Associate Professor, Professor, Senior Professor, Principal, Assistant Librarian, Deputy Librarian, Librarian, Director, Knowledge Resource Center, Assistant Director of Physical Education and Sports, Deputy Director of Physical Education and Sports, Director of Physical Education and Sports, and Director of Sports & Physical Education shall be as specified by the UGC in its regulations and accepted by State Government time to time.

4.3. I. The National Eligibility Test (NET) or State Eligibility Test (SET) shall remain the minimum eligibility for appointment of Assistant Professor and equivalent positions wherever provided in UGC Regulations, 2018.

*Provided* that candidates who have been awarded a Ph.D. Degree in accordance with the University Grants Commission (Minimum Standards and Procedure for Award of M.Phil./Ph.D. Degree) Regulation, 2009, or the University Grants Commission (Minimum Standards and Procedure for Award of M. Phil/Ph.D. Degree) Regulation, 2016, and their subsequent amendments from time to time, as the case may be, shall be exempted from the requirement of the minimum eligibility condition of NET /SET for recruitment and appointment of Assistant Professor or any equivalent position in any University, College or Institution.

*Provided* further that the award of degree to candidates registered for the M. Phil/Ph.D. programme prior to July 11, 2009, shall be governed by the provisions of the then existing Ordinances / Bye-laws / Regulations of the Institutions awarding the degree. All such Ph.D.



candidates shall be exempted from the requirement of NET/ SET for recruitment and appointment of Assistant Professor or equivalent positions in Universities/ Colleges/ Institutions subject to the fulfillment of the following conditions:

- a) The Ph.D. degree of the candidate has been awarded in regular mode only;
- b) The Ph.D. thesis has been evaluated by at least two examiners;
- c) An open Ph.D. viva voce of the candidate has been conducted;
- d) The candidate has published two research papers from his/her Ph.D. work, out of which at least one is in a refereed journal; and
- e) The candidate has presented at least two papers, based on his/her Ph.D. work in conferences/seminars/sponsored/funded/supported by the UGC/ICSSR/CSIR or any similar agency.

*The fulfillment of these conditions is to be certified by the Registrar or the Dean (Academic affairs) of the University concerned.*

- II. The clearing of NET/SET shall not be required for candidates in such disciplines for which NET/SET has not been conducted. However, Ph.D. degree shall remain the minimum eligibility for appointment of Assistant Professor and equivalent positions in such disciplines wherever provided in UGC Regulations, 2018.

- 4.4. A minimum of 55% marks (or an equivalent grade in a point-scale, wherever the grading system is followed) at the Master's level shall be the essential qualification for direct recruitment of teachers and other equivalent cadres at any level.

- I. A relaxation of 5% shall be allowed at the Bachelor's as well as at the Master's level for the candidates belonging to Scheduled Caste/Scheduled Tribe/Other Backward Classes (OBC)(Non-creamy Layer)/Differently-abled ((a) Blindness and low vision; (b) Deaf and Hard of Hearing; (c) Locomotor disability including cerebral palsy, leprosy cured, dwarfism, acid-attack victims and muscular dystrophy; (d) Autism, intellectual disability, specific learning disability and mental illness; (e) Multiple disabilities from amongst persons under (a) to (d) including deaf-blindness) for the purpose of eligibility and assessing good academic record for direct recruitment. The eligibility marks of 55% marks (or an equivalent grade in a point scale wherever the grading system is followed) and the relaxation of 5% to the categories mentioned above are permissible, based only on the qualifying marks without including any grace mark procedure.

- 4.5. A relaxation of 5% shall 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.

- 4.6. A relevant grade which is regarded as equivalent of 55%, wherever the grading system is followed by a recognized university, at the Master's level shall also be considered valid.



- 4.7. The Ph.D. Degree shall be a mandatory qualification for appointment and promotion to the post of Professor.
- 4.8. The Ph.D. Degree shall be a mandatory qualification for appointment and promotion to the post of Associate Professor.
- 4.9. The Ph.D. Degree shall be a mandatory qualification for promotion to the post of Assistant Professor (Selection Grade/Academic Level 12) in Universities.
- 4.10. The Ph.D. Degree shall be a mandatory qualification for direct recruitment to the post of Assistant Professor in Universities with effect from 01.07.2021.
- 4.11. The 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. 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 for pursuing Ph.D. degree.

**4.12. Qualifications**

No person shall be appointed to the post of University and College teacher, Librarian, Director, Knowledge Resource Center, Director of Physical Education and Sports or Director of Sports & Physical Education, in any university or in any of institutions including constituent or affiliated colleges recognized under clause (f) of Section 2 of the University Grants commission Act, 1956 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 the Schedule 1 of UGC Regulations, 2018.

**5.0. Direct Recruitment**

**5.1. For the Disciplines of Arts, Commerce, Humanities, Education, Law, Social Sciences, Sciences, Languages, Library Science, Physical Education, and Journalism & Mass Communication.**

**I. Assistant Professor in Colleges and Universities**

**Eligibility (A or B):**

**A.**

- 1) A Master's degree with 55% marks (or an equivalent grade in a point-scale wherever the grading system is followed) in a concerned/relevant/allied subject from an Indian University, or an equivalent degree from an accredited foreign university.





सत्यमेव जयते

प्रा. मनष र. जोशी  
सचिव

**Prof. Manish R. Joshi**  
Secretary



भारत 2023 INDIA

विश्वविद्यालय अनुदान आयोग  
**University Grants Commission**  
(शिक्षा मंत्रालय, भारत सरकार)  
(Ministry of Education, Govt. of India)

No.F.9-42/2023(PS/Misc.)

6 July 2023 / 15 आषाढ़ 1945

### PUBLIC NOTICE

**Subject: Clarification on UGC Regulations on Minimum Qualifications and for appointment of teachers and other academic staff in universities and colleges and measures for the maintenance of standards in higher education, 2018 and 1<sup>st</sup> & 2<sup>nd</sup> Amendments**

UGC Regulations 2018 prescribe, among other things, minimum qualifications for the appointment of Assistant Professors in Universities and Colleges. The minimum qualification set by the Regulations for Assistant Professors is NET/SET/SLET. However, clause 3.10 of UGC Regulations 2018 also says that Ph.D. Degree shall be a mandatory qualification for direct recruitment to the post of Assistant Professor in Universities effective 01.07.2021. The applicability of this condition was extended till 1st July 2023 through an amendment notified on 12th October 2021.

Further, on 1st July 2023, this clause was amended again (2nd amendment), prescribing NET/SET/SLET as the minimum eligibility criteria for the direct recruitment of Assistant Professors.

Clause 3.10 is a general condition. In the discipline-wise eligibility criteria given under clause nos. 4.0, 4.2, 4.3, in the UGC Regulations 2018, it is mentioned that for Master's degree holders, NET/SLET/SET is the minimum eligibility criteria, and Ph.D. degree holders are exempted from NET/SLET/SET. To make this point clear, the eligibility criteria prescribed for the disciplines of Arts, Commerce, Humanities, Education, Law, Social Sciences, Sciences, Languages, Library Science, Physical Education, and Journalism & Mass Communication as given under clause 4.1 in the UGC Regulations 2018, are reproduced below:

*A Master's degree with 55% marks (or an equivalent grade on a point scale wherever the grading system is followed) in a concerned/relevant/allied subject from an Indian University or an equivalent degree from an accredited foreign university. ii) Besides fulfilling the above qualifications, the candidate must have cleared the National Eligibility Test (NET) conducted by the UGC or the CSIR, or a similar test accredited by the UGC, like SLET/SET, or who are or have been awarded a Ph. D. Degree in accordance with the University Grants Commission (Minimum Standards and Procedure for Award of M.Phil./Ph.D. Degree) Regulations, 2009 or 2016 and their amendments from time to time as the case may be exempted from NET/SLET/SET.*

It is clear from the above that UGC has amended the general condition clause no. 3.10, which stipulates Ph.D. as a mandatory requirement from 1st July 2023. The detailed eligibility criteria given under various disciplines are not amended, and it is mentioned clearly that NET/SLET/SET is the minimum requirement for the direct recruitment of an Assistant Professor for those who do not have a Ph.D. degree.

But holders of Ph.D. degrees awarded as per UGC Regulations and its amendments are exempted from NET/SLET/SET and thereby eligible for direct recruitment to the post of Assistant Professor.

  
(Manish Joshi)

सत्यमेव जयते

ONE EARTH • ONE FAMILY • ONE FUTURE