

**Pt. Ravishankar Shukla University, Raipur,
Chhattisgarh**

Revised Ordinance – 4

Approved in the Coordination Meeting held on 6.6.2011

Minimum qualifications and conditions for the post of Professors, Associate Professors and Assistant Professors in University for appointment of persons through Open Advertisement and promotion of working teachers through Career Advancement Scheme (CAS)

1.1.0 RECRUITMENT AND QUALIFICATIONS

- 1.1.1** The direct recruitment to the posts of Assistant Professors, Associate Professors and Professors in the University shall be on the basis of merit through all India advertisement and selections by the duly constituted Selection Committee as specified in **Section 49(2) of Chhattisgarh University Adhiniyam, 1973.**
- 1.1.2** The minimum qualifications required for the post of Assistant Professors, Associate Professors, Professors, Assistant Directors of Physical Education and Sports, Deputy Directors of Physical Education and Sports, Directors of Physical Education and Sports, Assistant Librarians, Deputy Librarians, Librarians will be in accordance with the regulations prescribed by the UGC.
- 1.1.3** The minimum requirements of a good academic record, 55% marks (or an equivalent grade in a seven-point scale wherever grading system is followed) at the masters level and qualifying in the National Eligibility Test (NET), or an accredited test (State Level Eligibility Test - SLET/SET), shall remain for the appointment of Assistant Professors.
- 1.1.4** NET/SLET/SET shall remain the minimum eligibility condition for recruitment and appointment of Assistant Professors in University.
Provided however, that candidates, who are or have been awarded a Ph. D. Degree in accordance with the University Grants Commission (Minimum Standards and Procedure for Award of Ph.D. Degree) Regulations, 2009, shall be exempted from the requirement of the minimum eligibility condition of NET/SLET/SET for recruitment and appointment of Assistant Professor or equivalent positions in the University.
- 1.1.5** NET/SLET/SET shall not be required for such Masters Degree Programs in disciplines for which NET/SLET/SET accredited test is not conducted.
- 1.1.6** A minimum of 55% marks (or an equivalent grade in a seven-point scale wherever grading system is followed) will be required at the Masters level for those recruited as teachers at any level from industries and research

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institutions and at the entry level of Assistant Professors, Assistant Librarians, Assistant Directors of Physical Education and Sports.

- 1.1.7** A relaxation of 5% may be provided at the graduate and masters level for the Scheduled Caste/Scheduled Tribe/Differently-abled (Physically and visually differently-abled) categories for the purpose of eligibility and for assessing good academic record during direct recruitment to teaching positions. The eligibility marks of 55% marks (or an equivalent grade in a seven-point scale wherever grading system is followed) and the relaxation of 5% to the categories mentioned above are permissible, based on only the qualifying marks without including any grace mark procedures.
- 1.1.8** A relaxation of 5% may be provided, from 55% to 50% of the marks to the Ph.D. Degree holders, who have obtained their Masters Degree prior to **19 September, 1991**.
- 1.1.9** Relevant grade which is regarded as equivalent of 55% wherever the grading system is followed by a recognized university shall also be considered eligible.
- 1.1.10** The Ph.D. Degree shall be a mandatory qualification for the appointment of Professors and for promotion as Professors.
- 1.1.11** The Ph.D. Degree shall be a mandatory qualification for all candidates to be appointed as Associate Professor through direct recruitment.
- 1.1.12** The period of time taken by candidates to acquire M.Phil. and/or Ph.D. Degree shall not be considered as teaching/ research experience to be claimed for appointment to the teaching positions.
- 2.1.0** **DIRECT RECRUITMENT**
Arts, Humanities, Sciences, Social Sciences, Commerce, Education, Languages, and Law
- 2.1.1** **PROFESSOR**
- A.** (i) An eminent scholar with Ph.D. qualification(s) in the concerned/ allied/relevant discipline and published work of high quality; actively engaged in research with evidence of published work with a minimum of 10 publications as books and/or research papers.
- (ii) A minimum of ten years of teaching experience in university/college, and/or experience in research at the University/ National level institutions/industries, including experience of guiding candidates for research at doctoral level.
- (iii) Contribution to educational innovation, design of new curricula and courses, and technology - mediated teaching learning process.
- (iv) A minimum score as stipulated in the Academic Performance Indicator (API) based Performance Based Appraisal System (PBAS), set out in the **University Regulation**.

OR

- B.** An outstanding professional, with established reputation in the relevant field, who has made significant contributions to the knowledge in the concerned/ allied/ relevant discipline, to be substantiated by credentials.

2.1.2 ASSOCIATE PROFESSOR

- (i) Good academic record with a Ph.D. Degree in the concerned/ allied/ relevant disciplines.
- (ii) A Masters Degree with at least 55% marks (or an equivalent grade in a seven-point scale wherever grading system is followed).
- (iii) A minimum of eight years of experience of teaching and/or research in an academic/ research position equivalent to that of Assistant Professor in a University, College or Accredited Research Institution/ industry excluding the period of Ph.D. research with evidence of published work and a minimum of 5 publications as books and/or research papers.
- (iv) Contribution to educational innovation, design of new curricula and courses, and technology - mediated teaching learning process with evidence of having guided doctoral candidates and research students.
- (v) A minimum score as stipulated in the Academic Performance Indicator (API) based Performance Based Appraisal System (PBAS), set out in the **University Regulation**.

2.1.3 ASSISTANT PROFESSOR

- (i) Good academic record with at least 55% marks (or an equivalent grade in a seven-point scale wherever grading system is followed) at the Masters Degree level in a relevant subject from an Indian University, or an equivalent degree from an accredited foreign university.
- (ii) Besides fulfilling the above qualifications, the candidate must have cleared the National Eligibility Test (NET) conducted by the UGC, CSIR or similar test accredited by the UGC like SLET/SET.
- (iii) Notwithstanding anything contained in sub-clauses (i) and (ii) to this Clause 2.1.3, candidates, who are, or have been awarded a Ph. D. Degree in accordance with the University Grants Commission (Minimum Standards and Procedure for Award of Ph.D. Degree) Regulations, 2009, shall be exempted from the requirement of the minimum eligibility condition of NET/SLET/SET for recruitment and appointment of Assistant Professor or equivalent positions in University/Colleges/Institutions.
- (iv) NET/SLET/SET shall also not be required for such Masters Programs in disciplines for which NET/SLET/SET is not conducted.

2.2.0 MINIMUM QUALIFICATIONS FOR APPOINTMENT OF TEACHING

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**FACULTY IN UNIVERSITY – MANAGEMENT/ BUSINESS
ADMINISTRATION:**

2.2.1 ASSISTANT PROFESSOR

i. Essential:

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

OR

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

ii. Desirable:

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

2.2.2 Associate Professor:

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

OR

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

- ii. Ph.D. or Fellow of Indian Institute of Management or of an Institute recognized by AICTE and declared equivalent by the AIU.
- iii. A minimum of eight years experience of teaching/ industry/ research/ professional at managerial level excluding the period spent for obtaining the research degree.

OR

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

Consistently good academic record with at least 55% marks (or an equivalent grade in a seven-point scale wherever grading system is followed) in Masters Degree in Business Management / Administration / in a relevant management related discipline or first

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class in two years full time PGDM declared equivalent by AIU / recognized by AICTE / UGC,

OR

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

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

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

2.2.3 Professor

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

OR

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

- ii) Ph. D. or Fellow of Indian Institute of Management or of an Institute recognized by AICTE and declared equivalent by the AIU.
- iii) A minimum of ten years experience of teaching / industry / research / professional out of which five years must be at the level of Reader or equivalent excluding the period spent for obtaining the research degree.

OR

- iv) In the event the candidate is from industry and the profession, the

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following shall constitute as essential:

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

OR

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

2. The candidate should have professional work experience which is significant and can be recognized at national / International level as equivalent to Ph. D. and twelve years managerial experience in industry / profession of which at least eight years should be at least at a level comparable to that of Reader/Assistant Professor.
- v) Without prejudice to the above, the following conditions may be considered desirable:
- i) Teaching, Teaching, research, and / or professional experience in a reputed organization;
 - ii) Published work, such as research papers, patents filed / obtained, books and / or technical reports;
 - iii) Experience of guiding the project work / dissertation of PG / Research Students or supervising R&D projects in industry;
 - iv) Demonstrated leadership in planning and organizing academic, research, industrial and / or professional activities; and
 - v) Capacity to undertake / lead sponsored R&D consultancy and related activities.

2.2.4 Director of Institution

Qualification same as those prescribed for the post of professor in the relevant discipline with a minimum of fifteen years experience of postgraduate teaching / industry / research.

OR

For candidates from Industry/ Profession:

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

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

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1. Administrative experience in senior level responsible position in the Industry / Professional Institution.

2.3.0 PHARMACY DISCIPLINE:

2.3.1 Assistant Professor

i. Essential:

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

ii. Desirable:

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

2.3.2 Associate Professor:

i. Essential:

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

OR

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

1. First Class Masters Degree in the appropriate branch of specialization in Pharmacy;
2. Significant professional work which can be recognized as equivalent to a Ph.D. Degree in appropriate branch of specialization in Pharmacy and industrial / professional experience of eight years in a position equivalent to the level of Lecturer,

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

ii. Desirable:

1. Teaching, research industrial and / or professional experience in a reputed organization;
2. Published work, such as research papers, patents filed / obtained,

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books and / or technical reports; and

3. Experience of guiding the project work, dissertation of post graduate or research students or supervising R&D projects in industry.

2.3.3 Professor:

(i) Essential:

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

OR

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

1. First Class Masters Degree in the appropriate branch of specialization in Pharmacy; and
2. Significant professional work which can be recognized as equivalent to a Ph.D. Degree in appropriate branch of specialization in Pharmacy and industrial / professional experience of five years at a senior level comparable to Assistant Professor / Reader,
Provided that the recognition for significant professional shall be valid only if the same is recommended unanimously by a 3-Member Committee of Experts appointed by the Vice-Chancellor of the University.

(iii) Desirable:

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

For avoidance of doubt, it is hereby clarified that:

1. If Class or Division is not declared at the Bachelors or Masters Degree levels, an aggregate of $\geq 60\%$ or equivalent Cumulative Grade Point Average (CGPA) is to be considered as equivalent to First Class.

2. In respect of CGPA awarded to the candidates on a 10-Point Scale, the Table of equivalence shall be provided by the university concerned followed for determining the Class obtained by them as per (1) cited above.

2.4.0 QUALIFICATIONS PRESCRIBED FOR FACULTY POSITIONS IN THE REGULATIONS OF NCTE.

2.4.1 QUALIFICATIONS FOR B. Ed. COURSE

HEAD (in multi-faculty institution):

- a. Academic and professional qualification will be as prescribed for the post of lecturer;
- b. Ph.D. in Education; and
- c. Ten years teaching experience out of which at least five years teaching experience in a Secondary Teacher Educational Institution.

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

Assistant Professor

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

OR

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

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body / State Government, from time to time for the position of principal and lecturers, shall be mandatory.

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

2.4.2 QUALIFICATIONS FOR M.Ed. COURSE

PROFESSOR/HEAD:

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

OR

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

- b. Ph. D. in Education; and

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

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

ASSOCIATE PROFESSOR:

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

OR

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

- b. Ph. D. in Education; and

- c. At least 8 years of teaching experience in University department of Education or College of Education, with a minimum of three years at the M.Ed. level and has published work in the relevant area of specialization.

ASSISTANT PROFESSOR:

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

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OR

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

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

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

2.4.3 QUALIFICATIONS FOR M.P.Ed. COURSE

PROFESSOR:

- a. A Masters Degree in Physical Education with a minimum of 55% (marks
OR
an equivalent grade in a seven-point scale wherever grading system is followed);
- b. Ph.D. in Physical Education or equivalent published work; and
- c. At least ten years teaching / research experience in a department / college of Physical Education out of which at least five years in the post graduate institution / University department.

ASSOCIATE PROFESSOR:

- a. Masters Degree in Physical Education with a minimum of 55% marks (or an equivalent grade in a seven-point scale wherever grading system is followed)
- b. At least eight years teaching / research experience in a department / college of Physical Education out of which at least three years in the post graduate level; and
- c. Ph.D. in Physical Education or Equivalent published work.

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

ASSISTANT PROFESSOR:

- a. A Masters Degree in Physical Education with at least 55% marks A Masters Degree in Physical Education with a minimum of 55% marks (or an equivalent grade in a seven-point scale wherever grading system is followed)
- b. At least eight years teaching / research experience in a department / college of Physical Education out of which at least three years in the post graduate level; and

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- c. Ph.D. in Physical Education or Equivalent published work. (or an equivalent grade in a seven-point scale wherever grading system is followed); and
- d. Any other stipulation prescribed by the UGC / such other affiliating body / State Government, from time to time for the positions of Principal and lecturers, shall be mandatory.

2.5.0 MINIMUM QUALIFICATIONS FOR DIRECT RECRUITMENT TO THE POSTS OF LIBRARIAN, DEPUTY LIBRARIAN AND UNIVERSITY ASSISTANT LIBRARIAN / COLLEGE LIBRARIAN

2.5.1 UNIVERSITY LIBRARIAN

- i) A Masters Degree in Library Science /Information Science/documentation with at least 55% marks or its equivalent grade of B in the UGC seven-point scale and consistently good academic record set out in these Regulations.-At least thirteen years as a Deputy Librarian in a university library or eighteen years experience as a College Librarian.
- ii) Evidence of innovative library service and organization of published work.
- iii) Desirable: A. M.Phil. / Ph.D. Degree in library science/information science/ documentation/ achieves and manuscript-keeping.

2.5.2 DEPUTY LIBRARIAN

- i) A Masters Degree in library science/ information science/ documentation with at least 55% of the marks or its equivalent grade of B in the UGC seven-point scale and a consistently good academic record.
- ii) Five years experience as an Assistant University Librarian/ College Librarian.
- iii) Evidence of innovative library service and organization of published work and professional commitment, computerization of library.
- iv) Desirable: An M.Phil./ Ph.D. Degree in library science/ Information science/ Documentation/ Archives and manuscript-keeping/ computerization of library.

2.5.3 UNIVERSITY ASSISTANT LIBRARIAN

- i) A Masters Degree in Library Science/ Information Science/ Documentation Science or an equivalent professional degree with at least 55% marks (or an equivalent grade in a seven-point scale wherever grading system is followed) and a consistently good academic record with knowledge of computerization of library.
- ii) Qualifying in the national level test conducted for the purpose by the UGC or any other agency approved by the UGC.
- iii) However, candidates, who are, or have been awarded Ph. D. degree in accordance with the "University Grants Commission (Minimum Standards and Procedure for Award of Ph.D. Degree), Regulations 2009, shall be exempted from the requirement of the

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minimum eligibility condition of NET/SLET/SET for recruitment and appointment of University Assistant Director of Physical Education/ College Director of Physical Education & Sports.

2.6.0 MINIMUM QUALIFICATIONS FOR THE POSTS OF DIRECTOR OF PHYSICAL EDUCATION AND SPORTS, DEPUTY DIRECTOR OF PHYSICAL EDUCATION AND SPORTS AND ASSISTANT DIRECTORS OF PHYSICAL EDUCATION AND SPORTS

2.6.1 UNIVERSITY DIRECTOR OF PHYSICAL EDUCATION AND SPORTS

- (i) A Ph.D. in Physical Education.
- (ii) Experience of at least ten years as University Deputy or fifteen years as University Assistant DPEs/ College (selection grade), (iii) Participation in at least two national/ international seminars/ conferences, (iv) Consistently good appraisal reports, (v) Evidence of organizing competitions and conducting coaching camps of at least two weeks' duration, (vi) Evidence of having produced good performance teams/athletes for competitions like state/ national/ inter-university/ combined university, etc.,

2.6.2 UNIVERSITY DEPUTY DIRECTOR OF PHYSICAL EDUCATION AND SPORTS / COLLEGE DIRECTOR OF PHYSICAL EDUCATION AND SPORTS

- (i) A Ph.D. in Physical Education. Candidates from outside the university system, in addition, shall also possess at least 55% marks (or an equivalent grade in a seven-point scale wherever grading system is followed) at the Masters Degree level by the university concerned.
- (ii) Eight years experience as University Assistant DPES/College DPES, with a benefit of two years and one year for Ph.D. and M.Phil. Degree holders.
- (iii) Evidence of organizing competitions and conducting coaching camps of at least two weeks duration.
- (iv) Evidence of having produced good performance teams/athletes for competitions like state / national / inter-university / combined university, etc.
- (v) Passed the physical fitness test in accordance with these Regulations.
- (vi) Consistently good appraisal reports.

2.6.3 University Assistant Director of Physical Education / College Director of Physical Education and Sports

- i. A Masters Degree in Physical Education or Masters Degree in Sports Science with at least 55% marks (or an equivalent grade in a seven-point scale wherever grading system is followed) with a consistently good academic record.
- ii. Record of having represented the university / college at the inter-university /intercollegiate competitions or the State and/ or national championships.
- iii. Qualifying in the national level test conducted for the purpose by the

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UGC or any other agency approved by the UGC.

- iv. Passed the physical fitness test conducted in accordance with these Regulations.
- v. However, candidates, who are, or have been awarded Ph. D. degree in accordance with the "University Grants Commission (Minimum Standards and Procedure for Award of Ph.D. Degree), Regulations 2009, shall be exempted from the requirement of the minimum eligibility condition of NET/SLET/SET for recruitment and appointment of University Assistant Director of Physical Education / College Director of Physical Education & Sports.

2.6.4 PHYSICAL FITNESS TEST NORMS

- (a) Subject to the provisions of these Regulations, all candidates who are required to undertake the physical fitness test shall be required to produce a medical certificate certifying that he/she is medically fit before undertaking such tests.
- (b) On production of such certificate mentioned in sub-clause (a) above, the candidate would be required to undertake 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	Up to 50 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	Up to 50 years
1000 meters	800 meters	600 meters	400 meters

2.7.0 PERCENTAGE EQUIVALENCE OF GRADE POINTS FOR A SEVEN-POINT SCALE:

It is hereby clarified that where the University/College/Institution declare results in grade points which is on a scale of seven, the following mechanism shall be referred to ascertain equivalent marks in percentage:

Grade	Grade Point	Percentage Equivalent
'O' - Outstanding	5.50-6.00	75-100
'A' - Very Good	4.50-5.49	65-74
'B' - Good	3.50-4.49	55-64
'C' - Average	2.50-3.49	45-54
'D' - Below Average	1.50-2.49	35-44
'E' - Poor	0.50-1.49	25-34
'F' - Fail	0-0.49	0-24

- 3.1.0** For selection procedures, the **University Regulation**, containing the Academic Performance Indicator (API) based Performance Based Appraisal System (PBAS) at the institutional level for the University, will be followed transparently in all the selection processes, including Career Advancement Scheme (CAS). The time to time changes amended by the UGC in the Academic Performance Indicator (API) based Performance Based Appraisal System (PBAS) will be adopted in the **University Regulation**.
- 3.2.0** In case this Ordinance is silent on any issues relating to Minimum qualifications and conditions for the post of Professors, Associate Professors and Assistant Professors in University for appointment of persons through Open Advertisement and promotion of working teachers through Career Advancement Scheme (CAS) the UGC regulations (2010) shall be referred.
- 3.3.0** Any amendments made by the UGC in respect of minimum qualifications and conditions for the post of Professors, Associate Professors and Assistant Professors in University for appointment of persons through Open advertisement and promotion of working teachers through Career Advancement Scheme (CAS) will be immediately adopted in the Clause 2.1.0 of this Ordinance.