

**Rule 52: Faculty-students ratio:** It shall be endeavour of the University to maintain a faculty-student ratio in each of its affiliated/constituent colleges as well as in its Faculty/School or Department not exceeding 1:20 on a continuous process and any failure over a period of three months shall be considered as a regulatory breach on which penalty may be imposed.

## CHAPTER IX

### Minimum Qualification of the Faculty staff

**Rule 53: Minimum Qualifications required for teaching assignments:**

For the purpose of appointing faculties in all Law Schools teaching Arts, Social Sciences, Humanities, Science, Commerce, languages, Law, Management, Engineering and Technology courses shall generally follow the minimum qualification for the recruitment of faculty at various stages, as prescribed by the University Grants Commission and in specific follow the following conditions:

(1) **For Assistant Professor** in Arts, Social Sciences, Humanities, Science, Commerce, languages, Law, Management, Engineering and Technology: **Essential qualification:** (i) at least 55% marks in the aggregate or equivalent Grade (such as, B+) or Cumulative Grade Point Average (CGPA) in a defined scale, **Provided that** LL.M. course with one year duration introduced by the UGC in [ ] and are allowed to be one of the minimum essential qualification for Assistant Professorship as at present, shall not be considered as one of the essential qualification unless supported by and supplemented with M.Phil. degree.

***This proviso shall*** come into effect only after the same is notified and shall not apply to those who have completed the one year LL.M. course or entered into the course before the date of notification.

**Provided that** in case of Management Sciences, Engineering or Technology the minimum qualification shall be Master Degree in Management Science (with any abbreviation MBA, MCA, MMA, M.Sc. etc.) or in the Engineering or Technology( with any abbreviation of ME or M.Tech.) with First Class (at least 60% marks) or equivalent Grade (such as, 'A') or CGPA (such as 5 in 7 point scale or 6 in 10 point scale).

(ii) Good academic record in all public examinations throughout academic career having similar percentage of marks or Grade or Cumulative Grade Point Average in a given scale; and

(iii) Clearance of National Eligibility Test (NET) conducted by the UGC, CSIR or similar test accredited body by the UGC like SET/SLET, ***Provided that*** in case of Law, such a Test conducted by Bar Council of India for the purpose, if any, shall prevail.

However, in case a qualified faculty is not available or found suitable for a position of Assistant Professor in any subject, a Lecturer/Teaching Assistant with at least 3 years' experience may be considered if found suitable for the assignment, Provided that such an incumbent has to complete his/her research work and submit the thesis for his/her Ph.D. degree within 3 years during which period increment may not be given.

In case a qualified faculty is not available or found suitable for a position of Assistant Professor, an applicant may be offered the position of ***Lecturer/teaching Assistant*** for a period on such terms and conditions as may be mutually agreed upon.

## **(2) For an Associate professor**

**Essential qualification and experience:** (i) Consistently good academic record leading to Ph.D. Degree in the concerned subject/specialization; (ii) a Consistently good academic record shall mean that in all public examination starting from School leaving Certificate till the Master degree in the subject with not less than 55% marks or with equivalent Grade or CGPA, in case of Management Science 60% or its equivalent Grade; (iii) A minimum of eight years teaching and/research experience in a position of Assistant Professor or equivalent, which shall not include years of research leading to Ph.D. degree; (iv) publication of at least five papers in peer group reviewed National and International journals and publishing books as evidence of academic contribution or creativity; and (v) a minimum score as stipulated in the Academic Performance Indicator (API) based on Performance based Appraisal System (PBAS) set out in UGC Regulations, 2010 in its annexure and put here in the Annexure [ ].

## **(3) For a Professor/Principal/Dean:**

**Essential qualification and experience:** (i) same as in case of Associate Officer; (ii) same as in case of Associate Professor; (iii) a minimum of 15 years of experience in teaching/research/academic administration in a University or/and in any of its affiliated College or/and Research Institute or research Centre, wholly or in parts (iv) guided successfully at least two scholars for Ph.D. , and published at least eight papers in singular or as joint authorship in peer group reviewed national or international journals; (v) same as in the case of Associate Professor.

**[Rule 54] Pay and allowances:**

(a) Pay and allowances of regular faculty positions shall be as laid down by UGC for the time being in force.

(b) Pay and allowance for non-regular faculty positions appointment by way of contract shall be as mutually agreed upon.

Example: An Assistant Professor may be appointed in regular scale on the initial pay or with increments and allowances as allowed to State Government Staff or may be appointed on contractual terms for a contract period on such fixed pay as may be mutually agreed upon with or without allowances. A Lecturer/Professional Teaching/Research Assistant/Associate may be appointed at a fixed sum per month. A Lecturer may be appointed on contractual basis on a fixed sum as may be stipulated with or without allowances. A Visiting Professor is appointed as a lump-sum pay based on number of visits per month required. An adjunct Professor who has wide practical experience may be paid on monthly lump-sum, such as the initial pay of an Associate Professor without allowances. Part Time assignments may be paid per lecture basis. These illustrations are suggestive and not binding on the authority. The package may be fixed based on the requirement and policy adopted.

Explanation: regular faculty would mean the faculty comprising the regular whole time positions including core faculty. Other appointments on contract basis, whole time or part time, shall also increase the Faculty strength.

**[Rule 55] Nature of appointment:** (a) Composition of faculty shall comprise with various cadre positions as required under Rules. Appointment may be made on the basis of permanent on tenure track or contractual basis on terms