



## THE MAHARAJA SAYAJIRAO UNIVERSITY OF BARODA

### NOTIFICATION FOR PERMANENT POSITIONS

 <p>THE MAHARAJA SAYAJIRAO UNIVERSITY OF BARODA Vadodara - 390002, Gujarat, India Accredited Grade 'A+' by NAAC</p>	<p><b>NOTIFICATION: No. ADE 1/13 of 2025-2026</b></p> <p>The Maharaja Sayajirao University of Baroda invites 'Online Applications' for Teaching Positions in following Faculties/Colleges in context of the Letter No. ED/MIS/e-file/3/2025/2912/KH-2, dated 30/5/2025 from Education Department, Government of Gujarat.</p> <ul style="list-style-type: none"><li>• Faculty of Social Work</li><li>• Faculty of Management Studies</li><li>• Faculty of Law</li></ul> <p>The candidate can apply online from <b>10-4-2026</b> at: <a href="https://msubaroda.ac.in/Recruitment">https://msubaroda.ac.in/Recruitment</a></p> <p>The Last date for submitting the 'Online Applications' is <b>15-5-2026</b>. The other details are available on website <a href="http://www.msubaroda.ac.in">www.msubaroda.ac.in</a></p> <p>Note: Corrigendum (if any) will be put on University website only.</p> <p>Place: Vadodara Date: 28-03-2026</p> <p>Sd/- Registrar (Offg.)</p>
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## THE MAHARAJA SAYAJIRAO UNIVERSITY OF BARODA

### SUMMARY OF TEACHING POSITIONS

Faculty of Social Work															
Department	Professor					Associate Professor					Assistant Professor				
	SC	ST	SEBC	EWS	UR	SC	ST	SEBC	EWS	UR	SC	ST	SEBC	EWS	UR
Social Work	-	-	1	-	2	-	1	1	-	-	-	1	1	1	2



## THE MAHARAJA SAYAJIRAO UNIVERSITY OF BARODA

### SUMMARY OF TEACHING POSITIONS

Faculty of Law															
Department	Professor					Associate Professor					Assistant Professor				
	SC	ST	SEBC	EWS	UR	SC	ST	SEBC	EWS	UR	SC	ST	SEBC	EWS	UR
Law	-	-	2	-	-	-	-	-	-	1	-	1	-	-	-



## THE MAHARAJA SAYAJIRAO UNIVERSITY OF BARODA

### SUMMARY OF TEACHING POSITIONS

Faculty of Management Studies															
	Professor					Associate Professor					Assistant Professor				
	SC	ST	SEBC	EWS	UR	SC	ST	SEBC	EWS	UR	SC	ST	SEBC	EWS	UR
Management Studies	-	1	1	1	2	1	1	1	1	1	-	-	-	-	1



## THE MAHARAJA SAYAJIRAO UNIVERSITY OF BARODA

**NOTIFICATION: No. ADE 1/10 of 2025-2026**  
**NOTIFICATION: No. ADE 1/11 of 2025-2026**  
**NOTIFICATION: No. ADE 1/12 of 2025-2026**  
**NOTIFICATION: No. ADE 1/13 of 2025-2026**  
**NOTIFICATION: No. ADE 1/14 of 2025-2026**  
**NOTIFICATION: No. ADE 1/15 of 2025-2026**  
**NOTIFICATION: No. ADE 1/16 of 2025-2026**

### **PREREQUISITE TO APPLY AND SUBMIT ONLINE APPLICATION FORM FOR TEACHER AND ACADEMIC STAFF PERMANENT POSITIONS**

1. The eligible and interested Applicants/Candidates shall be required to "**Apply Online Only**" in the format available on the official Website of The Maharaja Sayajirao University of Baroda, Vadodara.  
**[www.msubaroda.ac.in](http://www.msubaroda.ac.in)**  
**<https://msubaroda.ac.in/Recruitment>**
2. The Applicants/Candidates shall have to apply online only and confirm submission of his/her application on or before **15/05/2026**, till 6:00 P.M. at the given recruitment portal / website of the University.
3. General Norms, Terms and Conditions etc. concerning Minimum Educational Qualifications and Eligibility Criteria and other details can be downloaded from the given recruitment portal / website of the University.
4. Candidates/Applicants are advised to go through the 'Eligibility Criteria' carefully before filling up the Online Application Form.
5. Candidate has to first register themselves for submitting his or her Online Application Form for the given Positions.
6. Once candidate has applied and confirmed his/her Online Application Form, the candidate shall **NOT** be permitted to edit anything in the Online Application Form and only Confirm Online Application Form will be considered for the further process of the recruitment. Unconfirmed and incomplete Online Application Form shall NOT be considered under any circumstances.
7. Valid Mobile Number and e-Mail address shall be compulsorily required for 'Registration' to fill in and submit Online Application Form as well as also for receiving all future communications.
8. Valid Mobile Number is compulsorily required to receive SMS based Notifications / Communications related to the Online Application Form; Login details etc.
9. A recent scanned Passport Sized Colour Photograph of 3.5 x 3.5 cms (Avoid White/ Light Background) of candidate in JPG, JPEG & PNG format only having 80% coverage of face (the digital size of the file must be up to 50 KB and resolution 200 pixels X 230 pixels shall be preferred).

10. Scanned Signature of Candidate/Applicant using Blue/Black Pen on White Sheet in JPG, JPEG & PNG format only (the digital size of the file must be up to 50 KB and resolution 140 pixels X 60 pixels shall be preferred).
11. The Candidate/Applicant shall be required to upload scanned copies of Educational Qualifications, Mark Sheets, Degree Certificates, Experience Certificate, relevant Disability Certificate issued by the competent authority, etc. and all other such latest and relevant Documents/Certificates to substantiate his or her claim in fulfillment of Eligibility Criteria and justification of his/her candidature in PDF format only (The digital size of the PDF file must be up to 512 KB only).
12. Person with Disabilities (PwD) is totally exempted from payment of prescribed application form fees upon submission of the relevant Disability Certificate issued by the competent authority as per the Policy of Government of Gujarat.
13. All Information / Notifications / Interview call letters etc. to the Eligible Candidates/Applicants will be available only in concerned candidate's individual user account at the given portal / website of the University.
14. The Candidate/Applicant is required to confirm and verify the type of disability which is categorically mentioned against each notified position. The Candidate/Applicant should apply according to the specified and required type of disability against notified position only.
15. Any Corrigendum / Addendum for any further information and or update shall be uploaded only on the given portal / website of the University.
16. Online Application Fees:
  - ₹1000/- for candidates of Unreserved/General/Open Category
  - ₹500/- for candidates of Reserved Category (SC/ST/SEBC/EWS)Persons with Benchmark Disability (PwBD) are fully exempted from the fee upon submitting a valid disability certificate.  
Fees must be paid online via Net Banking, Credit Card, or Debit Card. **Payment through Google Pay/Wallet is not preferred.** No offline modes like Cash, Money Order, Demand Draft, or Postal Order will be accepted. The application fee is non-refundable. All applicable bank charges are to be borne by the applicant.
17. The candidates are advised to apply in the relevant applicable category and pay the application fees accordingly for their candidature in the concerned category. The candidates belonging to reserved category can apply against vacancies for unreserved Category and the criteria will be applicable as per unreserved category.

Place: Vadodara  
Date: 28-03-2026

Sd/-  
Registrar (Offg.)



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### **GENERAL INSTRUCTIONS FOR THE CANDIDATES FOR TEACHER AND ACADEMIC STAFF PERMANENT POSITIONS**

1. The Last Date for receipt of Online Application Form is **15/05/2026 till 06.00 P.M.**
2. Applications received after the last date and time mentioned above will be rejected.
3. The Candidates are informed to assign Page Numbers sequentially to all self-attested additional documents attached after the Application Form. Moreover, the Applicant needs to mention relevant Page Numbers in the prescribed Application Form wherever asked for.
4. The regulations/norms and other service conditions prescribed in the present advertisement are as per 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 (18th July, 2018), ALL INDIA COUNCIL FOR TECHNICAL EDUCATION NOTIFICATION, 2024 AND OTHER STATUARY BODIES** and subsequent amendments from time to time till the last date of receiving application.
5. The candidates must fulfill all eligibility conditions as of the last date of receiving the application.
6. Applicant should also submit a self-attested photocopy of any proof of Identity issued by the Government of India/Gujarat.
7. Applicants are advised to apply online well in advance without waiting for the last date and time to avoid any kind of technical issues and delays due to unforeseen events or circumstances. The University shall not be responsible for any network problem or any other technical related issues while applying online.
8. The University shall not be responsible for any loss of e-Mail, loss of any communication due to wrong address as provided by the Candidate/Applicant.
9. Experience and qualifications will be reckoned as on the last date and time for submission of the Online Application Form. Any updating of qualifications, credentials, experience, etc. will not be entertained after the last date and time of receiving the application.
10. The applicant must ensure that he/she fulfills the eligibility conditions for the Positions applied as per respective Notifications.
11. In no circumstances any content of the application form should be modified.

12. The candidates applying for the Teaching Positions must enter the relevant Academic/Research Score (A/R Score) in the space provided in the Online Application Form and it must be supported by documentary evidence, without which no claim on account of Academic/Research Score would be entertained.
13. The candidate who desires to apply for more than one position will be required to submit a separate Online Application Form in the prescribed format along with all the supporting documents.
14. The Candidate/Applicant for the positions advertised have to keep a Hard Copy of Online Application Form with documents duly photocopied with him/her for record and the same may be required at the time of verification of Document / Personal Interview, etc., if the Candidate/Applicant is shortlisted or as the case may be.
15. Applicants awarded degrees (apart from Doctorate Degrees) by Foreign Universities shall be required to submit an Equivalence Certificate issued by the Association of Indian Universities, New Delhi. The University reserves the right to demand an Equivalence Certificate for various degrees from any of the applicants.
16. No TA/DA or local conveyance shall be paid to shortlisted candidates/applicants called for Screening Test etc. and Personal Interview as the case may be.
17. Pay Protection, other entitlements, and service conditions will be as per the rules and regulations laid down by the Government of Gujarat from time to time.
18. No Correspondence will be done to the Applicants/Candidates who are not eligible to be called for a personal interview.
19. Reservation for Persons with Disabilities shall remain as per the norms of the Department of Social Justice and Empowerment, Government of Gujarat Circular No. ૫૫૦૧/૧૧૨૦૨૦/૪૭૩ ૬૨/૭-૧(૫૧૨½-૪).
20. The Candidate/Applicant must indicate his/her caste/category in the Online Application Form (SC, ST, UR, SEBC, EWS etc). Leaving the caste/category field blank would not automatically be assumed as an application for Un-Reserved Category and the Online Application Form will not be considered and it will be summarily rejected.
21. Reservation for Persons with Disabilities will be as per the existing policy of Government of Gujarat.
22. Persons with Disability (PwD) are required to submit the relevant Disability Certificate issued by the competent authority in prescribed format as per the policy of the Government of Gujarat.
23. The candidates applying for the Posts of Professor/Associate Professor/Assistant Professor or other Equivalent Teaching Posts shall necessarily submit Self-Attested One Copy of Top Ten Research Papers (For the Post of Professor) / Top Seven Research Papers (For the Post of Associate Professor) respectively, along with One Copy of his or her applications at the time of Interview.
24. In case of consultancy, supportive documents as applicable such as nature of consultancy, role and responsibility of the applicant pertaining to said consultancy, revenue sharing document, copy of MOU and any other relevant document are to be attached.
25. Candidates working in Grant-in-Aid or Government University/College/Institute must attach a 'NO OBJECTION CERTIFICATE' (NOC) from their present employer as per the given proforma and submit his /her Online Application Form. In case the applicant is in-service has not attached the

NOC with the Online Application Form at the time submission, such candidate should bring NOC at the time of the Document Verification / Personal Interview without fail.

26. The Maharaja Sayajirao University of Baroda, Vadodara reserves the right: To withdraw the advertisement either partly or wholly at any time without giving any reason; To fill or not to fill up some or all the posts advertised for any reason whatsoever; To increase/decrease the number of Positions after the due procedure as per directions of UGC, New Delhi / Government of Gujarat from time to time. To make any edition/deletion and changes in matter of terms and conditions as given in this Notification of recruitment, as directed by concerned authorities such as MHRD, New Delhi, and various other statutory bodies/councils, Government of Gujarat and Government of India from time to time. The decision of the Competent Authority of the Maharaja Sayajirao University of Baroda would be final and binding in all respect.
27. Call letters and other correspondence for attending the interview, etc., will be sent to the eligible candidates by e-mail only, and necessary information shall be displayed on the portal/website of the University.
28. In case of any Dispute/Ambiguity that may occur in the process of selection, the decision of the Vice-Chancellor the Maharaja Sayajirao University of Baroda, Vadodara in in context of the applicable regulations and its interpretations in all matters relating to Eligibility, Acceptance or Rejection of Application, Personal Interview, Selection, etc. shall be final and no query or correspondence will be entertained in this context from any individual or his/her agency.
29. Candidates, who have obtained Degrees or Diplomas or Certificates for various Courses/Academic Programs from any Institution declared Fake/Derecognized by various statutory bodies shall not be eligible for being considered for recruitment.
30. In Application form, indicate "N.A."; if there is no information to be filled up.
31. In case of any inadvertent mistake in the process of selection which may be detected at any stage even after the issuance of the appointment letter, the University reserves the right to cancel the appointment/selection of the candidate.
32. In case of any difficulty while submitting online application, the Candidate/Applicant may contact only via e-mail at: **recruitment@msubaroda.ac.in** for software/technical support up to 5 days before the last date of the receipt of Online Application Form. It may be noted that the queries other than technical will not be entertained.
33. Canvassing in any form on behalf of or by any candidate will disqualify him/her from being considered.
34. Any dispute regarding the recruitment will fall under the jurisdiction of Vadodara, Gujarat State.

Place: Vadodara  
Date: 28-03-2026

Sd/-  
Registrar (Offg.)



## **THE MAHARAJA SAYAJIRAO UNIVERSITY OF BARODA**

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**NOTIFICATION: No. ADE 1/16 of 2025-2026**

### **GENERAL TERMS & CONDITIONS APPLICABLE TO THE CANDIDATES FOR TEACHER AND ACADEMIC STAFF PERMANENT POSITIONS**

1. It is compulsory to fill Separate online application for each of the Notified post.
2. Candidate(s)/Applicant(s) who have been awarded degrees from foreign Universities should enclose 'Equivalence Certificate' issued by the Association of Indian Universities, New Delhi.
3. The MSUB reserves the right to require equivalence certificate for various degrees from any of the applicant.
4. The candidate(s)/applicant(s) should have obtained his or her degree of Graduation, Post-Graduation etc. or equivalent degree from a recognized university/institution as approved and recognized by the UGC/ACTE/PCI/Other Statutory Bodies, etc. and subsequent amendments, if any shall be applicable as amended from time to time.
5. Grade point which is on a scale of seven, following mechanism shall be referred to ascertain equivalent marks in percentages (Please Refer Annexure I).
6. The Candidate(s)/Applicant(s) should note that Date of Birth as recorded in the Matriculation/ Secondary Examination Certificate or an Equivalent Certificate available on the date of submission of application will only be accepted by the MSUB for determining the age-eligibility and no subsequent request for its change will be considered or granted.
7. Those Candidate(s)/Applicant(s) who are already in service in Government/Autonomous Bodies/PSUs, etc. should upload the NOC online OR may produce the same at the time of selection process along with Vigilance Clearance and Integrity Certificate.
8. The Candidate(s)/Applicant(s) applying for the positions where experience is prescribed and if she/he is serving/has served in Public Sector undertakings/Corporate Institutions of repute shall upload relevant years of Form 16 and salary slips (first i.e. joining and last i.e. relieving) along with details of work experience, to arrive at the equivalence of the experience, failing which claim of experience will not be considered/entertained.
9. 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/Socially and Economically Backward

Classes (SEBC), (Non-creamy Layer)/Differently able (a) Blindness and low vision; (b) Deaf and Hard of Hearing; (c) Locomotors 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.

10. 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.
11. Persons with disability (PwD) having disability less than forty percent will not be considered. The disability certificate must be issued by a competent medical board authorized by the Competent authority of Government of Gujarat in prescribed/approved format by the Competent authority of Government of Gujarat. Therefore, such candidates/applicants should meet the prescribed criteria of physical disability of the respective category as per the Government of Gujarat rules.
12. The Economically Weaker Section (EWS) candidates/applicants will be required to upload a valid certificate for the purpose of reservation in appointment to posts under Government of Gujarat from a competent authority.
13. The Socially and Economically Backward Class (SEBC)-Non-Creamy Layer candidates will be required to upload a Valid Caste Certificate for purpose of reservation in appointment to posts under Government of Gujarat from a competent authority along with latest Non-Creamy Layer Certificate of the current year and self-declaration as per Annexure that he/she does not belong to the creamy layer as on the closing date of submission of applications.
14. The Candidate(s)/Applicant(s) should not have been found guilty by the any statutory authority or by his or her earlier Employer and should not have been convicted or trialed for any offense or misconduct or misbehavior by any Court of Law and by any statutory authority.
15. The Candidate(s)/Applicant(s) who are already in service shall have to submit a Certificate from the present employer to the effect that no disciplinary proceeding is pending or contemplated against him/her.
16. The Candidate(s)/Applicant(s), who have obtained Degrees or Diplomas or Certificates for various academic programs from any Educational Institution/Bodies etc. which has been declared fake and or has been derecognized by the University Grants Commission, New Delhi shall not be eligible for being considered for recruitment to the Posts advertised by the University.
17. For the ease of verification of document, eligibility and screening of application form, candidates/applicants are advised to submit the Online Application Form along with supporting Documents, Certificates, Annexures, Enclosures etc. with proper pagination and index.
18. The university reserves its right to assess/evaluate the ability of the candidate(s)/applicant(s) for Academic Administration, and his or her capacity to use the latest (information) technology, Software and Online Platforms/Portals, Enterprise Resource Planning (ERP) Software etc.

19. Mere possession of the prescribed qualifications and experience would not entitle a candidate to be called for the personal Interview as the case may be.
20. The University shall display the Application Numbers of the Short-listed Candidate/Applicant for Personal Interview on the website of the University.
21. The University will send e-Mails for Personal Interview to the short-listed candidates only.
22. The Candidate/Applicant in their own interest are advised to check his or her e-Mail account for updates regularly.
23. The Candidate/Applicant should also check University website for updates/corrigendum, if any. Issuance of notifications in the newspaper is not obligatory on the part of the University.
24. The overall procedure for the selection shall incorporate methodology of analysis of merits as per Gujarat Public Universities Uniform Statutes, 2024 of the Gujarat Public Universities Act 2023.
25. The shortlisting of the candidate and selection procedure for Teaching Positions shall be as per the provisions of the clause 127, 128, 129 and 130 under Chapter XVII of the Gujarat Public Universities Uniform Statutes, 2024 of the Gujarat Public Universities Act 2023.
26. The decision of the University in all matters relating to Minimum Eligibility, Educational Qualifications, Experience etc. as well as acceptance and/or rejection of application, penalty for false or misleading information, mode of selection, conduct of Personal interview, selection and appointment of Positions, etc. will be considered as final and binding on the Candidates/Applicants and no enquiry/correspondence will be entertained in this regard without assigning any reason thereof without issuing any notification as the case may be.
27. University reserves the right to alter/insert any corrections/additions in this Notification in the event of any typographical error etc. before the last due date of the submission of online applications, for which the candidate(s)/applicant(s) shall be required to go through and note necessary changes, if any, on the University website ([www.msubaroda.ac.in](http://www.msubaroda.ac.in)).
28. The University will not enter into correspondence with the candidate(s)/applicant(s) about reasons for their non-selection in the recruitment process.
29. Appointment of selected candidate(s)/applicant(s) shall be subject to verification of Minimum Eligibility, Educational Qualifications, Experience etc. as well as verification of category and Disability Certificate issued by the competent authority, caste, character and antecedents from the concerned competent authorities and completion of other formalities as per the Gujarat Public Universities Act-2023, Statutes, Ordinances as well as Executive Council Resolutions and Service Rules of the Government of Gujarat in force as the case may be.
30. In case of any inadvertent mistake in the process of selection which may be detected at any stage even after the issuance of appointment letter and even after completion of appointment formalities by the University and under such circumstances University reserves the right to modify/withdraw/cancel any communication made to the Candidate/Applicant.
31. The MSUB, Vadodara shall verify Minimum Eligibility, Educational Qualifications, Experience etc. as well as verification of category, caste, character and antecedents and documents/certificates

as submitted by candidate(s)/applicant(s) at any time, at the time of appointment or during the entire tenure of service at the Maharaja Sayajirao University of Baroda. In any case, if it is detected by the University that the documents/certificates submitted by the candidate/applicant are fake, illegal, fraudulent etc. or the Candidate/Applicant has undesirable clandestine antecedents/background and has suppressed such information, his/her services shall be liable to be terminated immediately.

32. The Candidate/Applicant, who knowingly or willfully furnish incorrect or false particulars or suppresses material information, will be disqualified and, if appointed, will be liable to dismissal from service without prior notice.
33. The service conditions of selected Candidate/Applicant shall be governed by the provisions of the Gujarat Public Universities Act-2023, Statutes, Ordinances as well as Executive Council Resolutions the MSUB, Vadodara and Service rules of the Government of Gujarat in force as the case may be.
34. The selected candidate/applicant including in-service candidate/applicant shall be governed by rules/regulations/resolutions as prescribed specifically for maintaining the code of conduct of the employees of the University and that of Government of Gujarat along with adherence of the Provisions of Gujarat Public Universities Act-2023, Statutes, Ordinances, Service rules of the Government of Gujarat in force and that shall be amended from time to time.
35. Before the candidate/applicant is finally appointed in the University, he/she shall be required to produce a medical certificate of physical fitness from the Health Centre of the Maharaja Sayajirao University of Baroda, Vadodara.
36. The language of academic administration in the University is English. However, knowledge of Gujarati language is essential and highly desirable. Those candidates/applicants who have not cleared Gujarati language as a subject at the SSC/HSC/Degree level, he/she shall be required to pass Gujarati proficiency test within a period of probation from his/her date of appointment.
37. The candidate/applicant should have preferably passed the Course on Computer Concept (CCC+) Examination as per the directives and prescribed rules of the Government of Gujarat, failing which he/she shall have to pass the CCC+ Examination during the period of his/her probation and shall be considered as pre-requisite for confirmation on the post on which he/she has been appointed by the university.
38. The candidate(s)/applicant(s) should have also preferably cleared Hindi language as a subject at the SSC/HSC/Degree level, he/she might be required to clear Hindi subject at the SSC/HSC as per the directives of the Government of Gujarat as the case may be.
39. The pay scale to be offered shall be as per 7th Pay Commission vide Government of Gujarat Resolution Number: MSU-1217-130-KHR, Dt. 20-09-2017 along with other admissible allowances shall be subject to final approval of the Government of Gujarat as the case may be.
40. Selected candidates/applicants can be posted in any Faculty/College/ Institute / Department/ Section of the Maharaja Sayajirao University of Baroda.

41. Errors and omissions in this Notification and selection process are subject to corrections as per the Government of Gujarat and the concerned statutory body in force and as amended from time to time and latest orders at the time of selection process would be applicable.

Place: Vadodara  
Date: 28-03-2026

Sd/-  
Registrar (Offg.)



## THE MAHARAJA SAYAJIRAO UNIVERSITY OF BARODA

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### FORMAT FOR NO-OBJECTION CERTIFICATE

Applicants serving under Government, Quasi-Government, Public Sector Undertaking and Autonomous Organizations should apply through proper channel and submit the **No Objection Certificate** from their present employer as per following format.

This is to Certify that Mr. / Mrs. / Ms.

is working in this organization in the capacity as \_\_\_\_\_

from \_\_\_\_\_ to \_\_\_\_\_ and this Institution / Organization has

**No Objection** to his / her candidature being considered at The Maharaja Sayajirao University of Baroda for the position of \_\_\_\_\_.

Place:		Signature of Head of the Institution	
Date:		Name:	
Contact:		Designation:	
Email:		Address:	

(Office Seal)

## ANNEXURE - I

### UGC REGULATIONS

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

### AICTE REGULATIONS

If a grade Point System is adopted the CGPA will be converted into equivalent marks as below\*

Grade Point	Equivalent Percentage
6.25	55%
6.75	60%
7.25	65%
7.75	70%
8.25	75%

### EDUCATION

Grade Points	Description	% of marks	Grade	Percentage Equivalent
10	Outstanding	90.1% < M < 100.0%	<b>O</b>	9.01-10.00
9	Excellent	80.1% < M < 90.0%	A	8.01-9.00
8	Very Good	70.1% < M < 80.0%	B	7.01-8.00
7	Good	60.1% < M < 70.0%	C	6.01-7.00
6	Fair	50.1% < M < 60.0%	D	5.01-6.00
5	Average	40.0% < M < 50.0%	E	4.00-5.00
4	Dropped	0.00% < M < 40.0%	F	<4.00

**Note:** Equivalent Percentage should be calculated from CGPA with only one decimal precision.

Place: Vadodara  
Date: 28-03-2026

Sd/-  
Registrar (Offg.)



# THE MAHARAJA SAYAJIRAO UNIVERSITY OF BARODA

## General Rules of Recruitment and Qualifications

### FOR TEACHER AND ACADEMIC STAFF PERMANENT POSITIONS

#### 1 Introduction

- A In matters relating to minimum qualifications, eligibility conditions, selection procedures and maintenance of academic standards, Pay Scales, and Service Conditions this Ordinance shall operate in conformity with the following statutory regulations, as applicable to the concerned post, programme or institution, namely:
- The University Grants Commission Regulations, 2010 (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, 2010) and/or The University Grants Commission Regulations, 2018 (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), as amended from time to time, as applicable to the concerned faculty, post, programme or institution;
  - The All India Council for Technical Education (Pay Scales, Service Conditions and Minimum Qualifications for Appointment of Teachers and other Academic Staff in Degree Level Technical Institutions) Regulations, 2019, as amended by the AICTE (Amendment) Regulations, 2024, wherever applicable;
  - The All India Council for Technical Education Regulations / Norms for Diploma-Level Technical Institutions, 2010, together with the AICTE Approval Process Handbook issued from time to time, insofar as they relate to Polytechnic / Diploma-level institutions and posts;
  - The norms prescribed by other statutory professional councils or regulatory authorities, wherever applicable.
- B In the event of any inconsistency, the provisions of the Gujarat Public Universities Act, 2023 and the Gujarat Public Universities Uniform Statutes, 2024 shall prevail, and subject thereto, the applicable UGC / AICTE / statutory regulatory provisions shall be binding on the University.

## **2 Applicability of Regulatory Norms**

2.1 For the purposes of direct recruitment to teaching posts in disciplines relating to university and collegiate education, inter alia in the fields of health, medicine, special education, agriculture, veterinary and allied fields, technical education, teacher education, norms or standards laid down by authorities established by the relevant Act of Parliament under article 246 of the Constitution for the purpose of co-ordination & determination of standards in institutions for higher education or research and scientific and technical institutions, shall prevail.

- a Provided that where no such norms and standards have been laid down by any regulatory authority, UGC Regulations herein shall be applicable till such time as any norms or standards are prescribed by the appropriate regulatory authority.
- b Provided further that for appointment to the post of Assistant Professor and equivalent positions pertaining to disciplines in which the National Eligibility Test (NET), conducted by the University Grants Commission or Council of Scientific and Industrial Research as the case may be, or State level Eligibility Test (SLET) or the State Eligibility Test (SET), conducted by bodies accredited by the UGC for the said purpose, qualifying in NET/SLET/SET shall be an additional requirement.

For Engineering and Technology programmes at Degree level, the qualifications, eligibility conditions and recruitment framework shall be governed by the AICTE Degree Regulations, 2019, as amended in 2024.

For Pharmacy programmes and institutions, the qualifications, eligibility conditions, designation, appointment, promotion and other service conditions of teaching faculty shall be governed by the UGC (Minimum Qualifications for Appointment of Teachers and Other Academic Staff in Universities and Colleges and Measures for the Maintenance of Standards in Higher Education) Regulations, 2010, and amendments thereto from time to time, as adopted and notified by the Pharmacy Council of India, in accordance with the decision of the 116th Central Council of the Pharmacy Council of India, communicated vide PCI Circular Ref. No. 14-163/2021-PCI dated 08 August 2022.

For Polytechnic / Diploma-level technical institutions, including teaching posts such as Lecturer, Workshop Superintendent and allied cadres, the qualifications, experience and service conditions shall be governed by the AICTE Regulations 2010 applicable to Diploma-level Technical Institutions, as notified by AICTE from time to time.

For specific departments or programmes other than the Engineering and Technology programmes, including Family and Community Science, Commerce, Management, Computer Applications, etc, where the programme is approved or regulated by AICTE, the AICTE Regulations, 2019 (as amended in 2024) shall apply to the extent of the applicability of AICTE, notwithstanding their location within the other than Engineering and Technology faculties.

**For Faculties/Colleges/Institutions/Departments/Programs under  
UGC Regulations 2018 and amendments thereafter**

**3 Recruitment and Qualifications**

[UGC Regulations 2018, Clause 3]

- 3.1 The direct recruitment to the posts of Assistant Professor, Associate Professor and Professor in the Universities and Colleges, 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 Regulations.
- 3.2 The minimum qualifications required for the post of Assistant Professor, Associate Professor, Professor, Senior Professor, Principal, Assistant Librarian, Deputy Librarian, Librarian, Assistant Director of Physical Education and Sports, Deputy Director of Physical Education and Sports and Director of Physical Education and Sports, shall be as specified by the UGC in these Regulations.
- 3.3 I The National Eligibility Test (NET) or an accredited test (State Level Eligibility Test SLET/SET) shall remain the minimum eligibility for appointment of Assistant Professor and equivalent positions wherever provided in these Regulations. Further, SLET/SET shall be valid as the minimum eligibility for direct recruitment to Universities / Colleges / Institutions in the respective state only:

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/SLET/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/SLET/SET for recruitment and appointment of Assistant Professor or equivalent positions in Universities/Colleges/Institutions subject to the fulfilment 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 awarded by at least two external 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;
- 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 fulfilment of these conditions is to be certified by the Registrar or the Dean (Academic Affairs) of the University concerned.*

- II The clearing of NET/SLET/SET shall not be required for candidates in such disciplines for which NET/SLET/SET has not been conducted.

3.4 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.

3.5 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.

3.6 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.

3.7 The Ph.D. Degree shall be a mandatory qualification for appointment and promotion to the post of Professor.

3.8 The Ph.D. Degree shall be a mandatory qualification for appointment and promotion to the post of Associate Professor.

3.9 The Ph.D. Degree shall be a mandatory qualification for promotion to the post of Assistant Professor (Selection Grade/Academic Level 12) in Universities.

3.10 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. Further the period of active service spent on pursuing Research Degree simultaneously with teaching assignment without taking any kind of leave, shall be counted as teaching experience for

the purpose of 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 for pursuing Ph.D. degree.

### 3.11 Qualifications:

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 institutions including constituent or affiliated colleges recognised 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 fulfil the requirements as to the qualifications for the appropriate post as provided in the UGC Regulations and amendments from time to time as applicable.

## 4 Qualifications as per UGC:

[UGC Regulations 2018, Clause 4]

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

#### I Assistant Professor:

##### Eligibility (A or B):

##### A

- i) 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.
- 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 :

Provided, the candidates registered for the Ph.D. programme prior to July 11, 2009, shall be governed by the provisions of the then existing Ordinances/Bye-laws/Regulations of the Institution awarding the degree and such Ph.D. candidates shall be exempted from the requirement of NET/SLET/SET for recruitment and appointment of Assistant Professor or equivalent positions in Universities/Colleges/Institutions subject to the fulfilment of the following conditions: -

- a) The Ph.D. degree of the candidate has been awarded in a regular mode;
- b) The Ph.D. thesis has been evaluated by at least two external 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;

- 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 fulfilment of these conditions is to be certified by the Registrar or the Dean (Academic Affairs) of the University concerned.*

Note *NET/SLET/SET shall also not be required for such Masters Programmes in disciplines for which NET/SLET/SET is not conducted by the UGC, CSIR or similar test accredited by the UGC, like SLET/SET.*

**OR**

- B** The Ph.D. degree has been obtained from a foreign university/institution with a ranking among top 500 in the World University Ranking (at any time) by any one of the following: (i) Quacquarelli Symonds (QS) (ii) the Times Higher Education (THE) or (iii) the Academic Ranking of World Universities (ARWU) of the Shanghai Jiao Tong University (Shanghai).

*Note: The Academic score as specified in Appendix II (Table 3A) for Universities, and Appendix II (Table 3B) for Colleges, shall be considered for short-listing of the candidates for interview only, and the selections shall be based as per the provisions laid down in Annexure C- For the post of Assistant Professor (Direct Recruitment) of Gujarat Public Universities Uniform Statutes, 2024.*

## **II Associate Professor:**

### **Eligibility:**

- i) A good academic record, with a Ph.D. Degree in the concerned/allied/relevant disciplines
- ii) A Master's Degree with at least 55% marks (or an equivalent grade in a point-scale, wherever the 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 with a minimum of seven publications in the peer-reviewed or UGC-listed journals and a total research score of Seventy five (75) as per the criteria given in Appendix II, Table 2.

## **III Professor:**

### **Eligibility (A or B):**

#### **A**

- i) An eminent scholar having a Ph.D. degree 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 research publications in the peer-reviewed or UGC-listed journals and a total research score of 120 as per the criteria given in Appendix II, Table 2.
- ii) A minimum of ten years of teaching experience in university/college as Assistant Professor/Associate Professor/Professor, and / or research experience at equivalent level at the University/National Level Institutions with evidence of having successfully guided doctoral candidate.

**OR**

- B** An outstanding professional, having a Ph.D. degree in the relevant/allied/applied disciplines, from any academic institutions (not included in A above) / industry, who has made significant contribution to the knowledge in the concerned/allied/relevant discipline, supported by documentary evidence provided he/she has ten years' experience.

#### **IV Senior Professor:**

Up to 10 percent of the existing sanctioned strength of Professors in the university may be appointed as Senior Professor in the universities, through direct recruitment.

##### **Eligibility:**

- i) An eminent scholar with good track record of high-quality research publications in Peer-reviewed or UGC listed journals, significant research contribution to the discipline, and engaged in research supervision.
- ii) A minimum of ten years of teaching/research experience as Professor or an equivalent grade in a University, College or an institute of national level.
- iii) The selection shall be based on academic achievements, favourable review from three eminent subject experts who are not less than the rank of Senior Professor or a Professor of at least ten years' experience.
- iv) The selection shall be based on ten best publications in the Peer-reviewed or UGC -listed journals and award of Ph.D. degrees to at least two candidates under his/her supervision during the last 10 years and interaction with the Selection Committee constituted as per the UGC Regulations.

#### **V College Principal (Professor's Grade)**

##### **A Eligibility:**

- i) Ph.D. degree
- ii) Professor/Associate Professor with a total service/ experience of at least fifteen years of teaching/research in Universities, Colleges and other institutions of higher education.
- iii) A minimum of 10 research publications in peer-reviewed or UGC-listed journals.
- iv) A minimum of 110 Research Score as per Appendix II, Table 2

##### **B Tenure**

- i) A College Principal shall be appointed for a period of five years, extendable for another term of five years on the basis of performance assessment by a Committee appointed by the University, constituted as per these regulations.
- ii) After the completion of his/her term as Principal, the incumbent shall join back his/her parent organization with the designation as Professor and in the grade of the Professor.

## **4.2 For the Disciplines of Music, Performing Arts, Visual Arts and Other Traditional Indian Art Forms like Sculpture, etc.**

### **I Assistant Professor:**

#### **Eligibility (A or B):**

##### **A**

- i) Master's Degree with 55% marks (or an equivalent grade in a point scale wherever grading system is followed) in the relevant subject or an equivalent degree from an Indian/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 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.

Provided further, candidates registered for the 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 and such Ph.D. candidates shall be exempted from the requirement of NET/SLET/SET for recruitment and appointment of Assistant Professor or equivalent positions in Universities / Colleges / Institutions subject to the fulfilment of the following conditions:

- a) The Ph.D. degree of the candidate has been awarded in a regular mode;
- b) The Ph.D. thesis has been evaluated by at least two external 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;
- 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 fulfilment of these conditions is to be certified by the Registrar or the Dean (Academic Affairs) of the University concerned.*

Note1 *NET/SLET/SET shall also not be required for such Masters Programmes in disciplines for which NET/SLET/SET is not conducted by the UGC, CSIR or similar test accredited by the UGC, like SLET/SET.*

Note2 *The clearance of NET/SLET/SET shall also not be required for such Masters Programmes in disciplines for which NET/SLET/SET is not conducted by the UGC, CSIR or similar test accredited by the UGC (like SLET/SET).*

##### **OR**

**B** A traditional or a professional artist with highly commendable professional achievement in the subject concerned having a Bachelor's degree, who has:

- i) studied under a noted/reputed traditional Master(s)/Artist(s)
- ii) Has been 'A' grade artist of AIR/Doordarshan;

- iii) Has the ability to explain, with logical reasoning the subject concerned; and
- iv) Has adequate knowledge to teach theory with illustrations in the discipline concerned.

## **II Associate Professor:**

### **Eligibility (A or B):**

#### **A**

- i) Good academic record, with a doctoral degree.
- ii) Performing ability of a high professional standard
- iii) Eight year's experience of teaching in a University or College and / or of research in a University/national level institution, equal to that of Assistant Professor in a University/College.
- iv) Has made a significant contribution to knowledge in the subject concerned, as evidenced by quality publications.

#### **OR**

**B** A traditional or a professional artist with highly-commendable professional achievement having Master's degree in the subject concerned, who has:

- i) been 'A'-grade artist of AIR/Doordarshan;
- ii) eight years' experience of outstanding performing achievement in the field of specialisation;
- iii) experience in designing of new courses and /or curricula;
- iv) participated in National level Seminars/Conferences/Concerts in reputed institutions' and
- v) ability to explain, with logical reasoning, the subject concerned and adequate knowledge to teach theory with illustrations in the said discipline.

## **III Professor:**

### **Eligibility (A or B):**

#### **A**

- i) An eminent scholar having a doctoral degree
- ii) Have been actively engaged in research with at least ten years of experience in teaching in University/College and / or research at the University/National level institutions
- iii) Minimum of 6 research publications in the peer-reviewed or UGC-listed journals,
- iv) Has a total research score of 120, as per Appendix II, Table 2.

#### **OR**

**B** A traditional or a professional artist, with highly-commendable professional achievement, in the subject concerned,

- i) Having Masters degree, in the relevant subject
- ii) Has been 'A'-grade artist of AIR/Doordarshan
- iii) Has Ten years of outstanding performing achievements in the field of specialisation

- iv) Has made significant contributions in the field of specialisations and ability to guide research;
- v) Has participated in National/International Seminars/Conferences/Workshops/Concerts and/ or recipient of National/International Awards/Fellowships
- vi) Has the ability to explain with logical reasoning the subject concerned, and
- vii) Has adequate knowledge to teach theory with illustrations in the said discipline

#### **4.3 For Drama Discipline:**

##### **I Assistant Professor:**

##### **Eligibility (A or B):**

##### **A**

- i) Master's Degree with 55% marks (or an equivalent grade in a point scale wherever grading system is followed) in the relevant subject or an equivalent degree from an Indian/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.

Provided further, candidates registered for the 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 and such Ph.D. candidates shall be exempted from the requirement of NET/SLET/SET for recruitment and appointment of Assistant Professor or equivalent positions in Universities / Colleges / Institutions, subject to the fulfilment of the following conditions:-

- a) The Ph.D. degree of the candidate has been awarded in a regular mode;
- b) The Ph.D. thesis has been evaluated by at least two external 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;
- 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 fulfilment of these conditions is to be certified by the Registrar or the Dean (Academic Affairs) of the University concerned.*

Note1 *NET/SLET/SET shall also not be required for such Masters Programmes in disciplines for which NET/SLET/SET is not conducted by the UGC, CSIR or similar test accredited by the UGC, like SLET/SET.*

Note2 *The clearance of NET/SLET/SET shall also not be required for such Masters Programmes in disciplines for which NET/SLET/SET is not conducted by the UGC, CSIR or similar test accredited by the UGC (like SLET/SET).*

**OR**

- B** A traditional or a professional artist with highly commendable professional achievement in the concerned subject, who has:
- i) been a professional artist with three years' Bachelor degree/Post Graduate Diploma, with 55% marks (or an equivalent grade in a point-scale wherever the grading system is followed), from the National School of Drama, or any other such Institution in India or abroad;
  - ii) five years of regular acclaimed performance at regional/ national/ international stage, supported by evidence; and
  - iii) the ability to explain, with logical reasoning, the subject concerned and adequate knowledge to teach theory with illustrations in the discipline concerned.

## **II Associate Professor:**

### **Eligibility (A or B):**

**A**

- i) A good academic record, having a Ph.D. degree with performing ability of high professional standard as certified by an Expert Committee constituted by the University concerned for the said purpose.
- ii) Eight years' experience of teaching in a University/College and/ or research in a University / national level institutions equal to that of Assistant Professor in a University/College
- iii) A significant contribution to knowledge in the subject concerned, as evidenced by the quality publications.

**OR**

- B** A traditional or a professional artist, having highly commendable professional achievement in the subject concerned, has a Master's degree, who has:
- i) Been recognised artist of Stage/ Radio/TV;
  - ii) Eight years of outstanding performance in the field of specialisation;
  - iii) Experience of designing new courses and /or curricula;
  - iv) Participated in Seminars/Conferences in reputed institutions; and
  - v) The ability to explain with logical reasoning the subject concerned and adequate knowledge to teach theory with illustrations in the said discipline.

## **III Professor:**

### **Eligibility (A or B):**

- A** An eminent scholar, having a doctoral degree, actively engaged in research with ten years of experience in teaching and /or research at a University/National-level institution, including experience of guiding research at the doctoral level, with outstanding performing achievement in the field of specialisation, with a minimum of 6 research publications in the peer-reviewed or UGC listed journals, and a total research score of 120, as per Appendix II, Table 2.

**OR**

- B** A traditional and a professional artist, having highly commendable professional achievement in the subject concerned, who has:
- i) Has Masters' degree, in the relevant subject
  - ii) Has Ten years of outstanding performing achievements in the field of specialisation
  - iii) Has made significant contributions in the field of specialisations
  - iv) Has Guided research;
  - v) Participated in National/International Seminars/Conferences/Workshops and/or recipient of National/International Awards/Fellowships;
  - vi) Has the ability to explain with logical reasoning the subject concerned,
  - vii) Has adequate knowledge to teach theory with illustrations in the said discipline

**4.4 Minimum qualifications for direct recruitment to the posts of University Assistant Librarian / College Librarian, University Deputy Librarian and University Librarian**

**I University Assistant Librarian / College Librarian**

- i) A Master's Degree in Library Science, Information Science or Documentation Science or an equivalent professional degree, with at least 55% marks (or an equivalent grade in a point –scale, wherever the grading system is followed)
- ii) A consistently good academic record, with knowledge of computerization of a library.
- iii) 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 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:  
Provided that the, candidates registered for the Ph.D. degree prior to July 11, 2009, shall be governed by the provisions of the then existing Ordinances / Bye-laws / Regulations of the Institution awarding the degree, and such Ph.D. candidates shall be exempted from the requirement of NET/SLET/SET for recruitment and appointment of Assistant Professor or equivalent positions in Universities/Colleges / Institutions subject to the fulfilment of the following conditions:-
  - a) The Ph.D. degree of the candidate has been awarded in a regular mode;
  - b) The Ph.D. thesis has been evaluated by at least two external 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;

- 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 fulfilment of these conditions is to be certified by the Registrar or the Dean (Academic Affairs) of the University concerned.*

Note1 *NET/SLET/SET shall also not be required for such Masters Programmes in disciplines for which NET/SLET/SET is not conducted by the UGC, CSIR or similar test accredited by the UGC, like SLET/SET.*

Note2 *The clearance of NET/SLET/SET shall also not be required for such Masters Programmes in disciplines for which NET/SLET/SET is not conducted by the UGC, CSIR or similar test accredited by the UGC (like SLET/SET).*

## **II University Deputy Librarian**

- i) A Master's Degree in library science/information science/documentation science, with at least 55% marks or an equivalent grade in a point – scale, wherever grading system is followed.
- ii) Eight years' experience as an Assistant University Librarian/College Librarian.
- iii) Evidence of innovative library services including integration of ICT in library.
- iv) A Ph.D. Degree in library science/ Information science / Documentation Science/Archives and manuscript keeping/computerization of library.

## **II University Librarian**

- i) A Master's Degree in Library Science / Information Science / Documentation Science with at least 55% marks or an equivalent grade in a point -scale wherever the grading system is followed.
- ii) At least ten years as a Librarian at any level in University Library or ten years of teaching as Assistant/Associate Professor in Library Science or ten years' experience as a College Librarian..
- iii) Evidence of innovative library services, including the integration of ICT in a library.
- iv) A Ph.D. Degree in library science/information science/documentation /archives and manuscript-keeping.

### **4.5 Minimum Qualifications for the posts of Assistant Directors of Physical Education and Sports, Deputy Director of Physical Education and Sports and Director of Physical Education And Sports (DPES):**

#### **I University Assistant Director of Physical Education and Sports / College Director of Physical Education and Sports: Eligibility (A or B):**

##### **A**

- i) Master's Degree in Physical Education and Sports or Physical Education or Sports Science with 55% marks (or an equivalent grade in a point-scale, wherever the grading system is followed)
- ii) Record of having represented the university / college at the inter-university /inter-collegiate competitions or the State and/ or national championships.

- iii) Besides fulfilling the above qualifications, the candidate must have cleared the National Eligibility Test (NET), conducted by the UGC or CSIR, or a similar test accredited by the UGC, like SLET/SET, or who are or have been awarded a Ph.D. Degree in Physical Education or Physical Education and Sports or Sports Science, 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:

Provided that, candidates registered for the Ph.D. degree 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 and such Ph.D. degree holders shall be exempted from the requirement of NET/SLET/SET for recruitment and appointment of Assistant Professor or equivalent positions in Universities / Colleges / Institutions, subject to the fulfilment of the following conditions:-

- a) The Ph.D. degree of the candidate has been awarded in a regular mode;
- b) The Ph.D. thesis has been evaluated by at least two external 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;
- e) The candidate has presented at least two research papers in conference/seminar, based on his/her Ph.D. work

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

Note1 *NET/SLET/SET shall also not be required for such Masters Programmes in disciplines for which NET/SLET/SET is not conducted by the UGC, CSIR or similar test accredited by the UGC, like SLET/SET.*

Note2 *Passed the physical fitness test conducted in accordance with these Regulations*

**OR**

- B** An Asian game or commonwealth games medal winner who has a degree at least at Post-Graduation level.

## **II University Deputy Director of Physical Education and Sports: Eligibility (A or B):**

### **A**

- i) Master's Degree in Physical Education and Sports or Physical Education or Sports Science with 55% marks (or an equivalent grade in a point-scale, wherever the grading system is followed)
- ii) Eight years' experience as University Assistant DPES/College DPES.
- iii) Evidence of organizing competitions and conducting coaching camps of at least two weeks duration.
- iv) Evidence of having produced good performance of teams/athletes for competitions like state/national/inter-university/combined university, etc.

- v) Passed the physical fitness test in accordance with these Regulations.

**OR**

- B** An Olympic games/ world cup/ world Championship medal winner who has a degree at least at the Post-Graduation Level.

### **III University Director of Physical Education and Sports:**

#### **Eligibility (A or B):**

##### **A**

- i) A Ph.D. in Physical Education or Physical Education and Sports or Sports Science.
- ii) Experience of at least ten years in Physical Education and Sports as University Assistant/Deputy DPES or ten years as College DPES or teaching for ten years in Physical Education and Sports or Sports Science as Assistant/Associate Professor.
- iii) Evidence of organising competitions and coaching camps of at least two weeks' duration.
- iv) Evidence of having produced good performance of teams/athletes for competitions like state / national / inter-university / combined university, etc.

### **IV Physical Fitness Test Norms**

- 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) 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	Up to 50 Years
1800 metres	1500 metres	1200 metres	800 metres

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 metres	800 metres	600 metres	400 metres

**For Faculties/Colleges/Institutions/Departments/Programs under  
AICTE Regulations 2019 and amendments thereafter**

**5 Qualification as per AICTE**

[AICTE Regulations 2019, Clause 5]

Minimum qualification, experience, research contributions, feedback and requisite training requirements for different levels for direct recruitment for the faculty members are as follows.

**5.1 Assistant Professor (Level – 10, Entry Pay 57700/-)**

**(a) Engineering / Technology**

B. E. / B. Tech. / B. S. and M. E. / M. Tech. / M. S. or Integrated M. Tech. in relevant branch with first class or equivalent in any one of the degrees.

Additional eligibility as per AICTE Regulations: Candidates who have completed Ph.D. after the Bachelor's Degree from an Institution of National Importance with GATE/GPAT/CEED shall also be eligible for appointment as Assistant Professor.

[AICTE Amendment, 2024 - Computer Science & Engineering]:  
Candidates possessing Ph.D. in Computer Science & Engineering along with MCA shall be eligible to teach B.Tech. (Computer Science & Engineering) programme, in addition to the existing qualifications prescribed by AICTE.

**(b) Management**

Bachelor's Degree in any discipline and Master's Degree in Business Administration/PGDM/CS/C.A./ICWA/ M.Com. with First Class or equivalent.

AND

Two years of professional experience after acquiring Master's degree. However, Professional experience shall be exempted for those who possess Ph.D. Degree/Fellow in Management (Institutions approved by AICTE and Indian Institute of Management (IIMs).

**(c) Pharmacy**

B. Pharm. and M. Pharm. in the relevant specialization with First Class or equivalent in any one of the two degrees.

**(d) MCA**

B. E. / B. Tech. and M.E. / M. Tech. / M. S.

OR

Integrated M. Tech.

OR

At least one degree either at UG or PG level shall be in relevant discipline with first class/equivalent credits (marks) at UG and PG in any one of the degrees.

OR

B. E./ B. Tech. and MCA with First Class or equivalent credits (marks) in any one of the two degrees.

OR

Graduation of three years' duration and MCA with First Class or equivalent credits (marks) with two year of relevant professional industry experience after acquiring degree of MCA. However, two year of professional experience shall be exempted for those who possess Ph.D. Degree in relevant discipline. However, one year of professional experience shall be exempted for those who possess MCA of three years duration or graduation of four years duration.

OR

Ph.D in relevant/allied discipline with First class in MCA or direct Ph.D. with first class B.E. / B.Tech. in relevant discipline.

**(e) Hotel Management and Catering Technology**

Minimum 4 years Bachelor's Degree in HMCT and Master's Degree in HMCT or in relevant disciplines with First Class or equivalent in any one of the two degrees.

OR

Minimum 4 years Bachelor's Degree in HMCT with First Class or equivalent and minimum of 5 years of relevant experience at a managerial level not less than Assistant Manager in a 4 – star Hotel or in a similar position in the hospitality industry/ tourism industry.

**(f) Architecture**

B. Arch. and M. Arch. or equivalent Master's degree in an allied field with First Class in any one of the two degrees, and minimum 2 years' experience in the Architecture profession.

OR

B. Arch. with First class or equivalent and minimum of 5 years' experience in the Architecture profession.

**(g) Town Planning**

Bachelor's degree in Architecture / Planning / Civil Engineering or Master's degree in Geography / Economics / Sociology or equivalent.

AND

Master of Planning or equivalent with First class or equivalent in either in Master of Planning or any above degrees with 2 years of relevant experience.

**(h) Design**

Bachelor's Degree or minimum 4 year Diploma in any one of the streams of Design, Fine Arts, Applied Arts and Architecture or Bachelor's degree in Engineering with First class or equivalent

AND

Master's degree or equivalent Post Graduate Diploma in relevant disciplines with First Class or equivalent in a concerned/relevant/allied subject of Industrial Design / Visual Communication / Fine Arts / Applied Arts / Architecture / Interaction Design / New Media Studies / Design Management / Ergonomics / Human Factors Engineering / Indian Craft Studies and related fields of Engineering or Design.

AND

Minimum 2 years of professional design experience in Industry/research organization / Design studios.

**(i) Fine Arts**

Bachelor's and Master's degree in the relevant branch with First Class or equivalent in any one of the two degrees and minimum 2 years of relevant professional experience.

**(j) Qualifications for Faculties in Science and Humanities**

The qualifications for recruitment and promotions for faculty in the disciplines of Basic Sciences, Social Science and Humanities shall be as per the UGC Notification No. F.1-2/2017(EC/PS) Dated 18th July, 2018 and UGC guidelines issued from time to time.

*Note: Candidates who have done Ph.D. after the Bachelor's Degree from institution of National importance with GATE/ GPAT/ CEED shall be eligible for the post of Assistant Professor.*

**(k) Polytechnic / Diploma (Lecturer)**

(a) Bachelor's Degree in Engineering / Technology in the relevant branch with First Class or equivalent;

OR

(b) Master's Degree in Engineering / Technology in the relevant branch, provided the candidate has First Class or equivalent at either Bachelor's or Master's level.

**5.2 Associate Professor (Level – 13A1, Entry Pay 131400/-)**

(a) Ph.D. degree in the relevant field and First class or equivalent at either Bachelor's or Master's level in the relevant branch

AND

(b) At least total 6 research publications in SCI journals / UGC / AICTE approved list of journals.

AND

(c) Minimum of 8 years of experience in teaching / research / industry out of which at least 2 years shall be Post Ph.D. experience.

*Note: In case of HMCT, 8 years of industry experience at a managerial level not below the position of Head of Department handling a team of 20 persons or more in a 4 star hotel or above category or in a similar position in the hospitality industry / tourism industry.*

### **5.3 Professor (Level – 14, Entry Pay 144200/-)**

- (a) Ph. D. degree in relevant field and First class or equivalent at either Bachelor's or Master's level in the relevant branch.

AND

- (b) Minimum of 10 years of experience in teaching / research / industry out of which at least 3 years shall be at a post equivalent to that of an Associate Professor.

AND

- (c) At least 6 research publications at the level of Associate Professor in SCI journals / UGC / AICTE approved list of journals and at least 2 successful Ph.D. guided as Supervisor / Co-supervisor till the date of eligibility of promotion.

OR

- (c) At least 10 research publications at the level of Associate Professor in SCI journals / UGC / AICTE approved list of journals till the date of eligibility of promotion.

### **5.3 Senior Professor (Level – 15)**

*For the purpose of this Ordinance, appointment to the post of Senior Professor shall be treated as "Selection to the cadre of Senior Professor" in conformity with AICTE Regulations*

- (a) Ph.D. degree in the relevant field;

AND

- (b) Minimum ten (10) years of experience in the cadre of Professor.

AND

- (c) At least eight (8) research publications in SCI journals / UGC / AICTE approved list of journals, and fulfil any one of the following conditions

- (i) At least two (2) successful Ph.D. guided as Supervisor or Co-Supervisor as a Professor;

OR

- (ii) Provided academic leadership as Institution Head for a minimum of three (3) years at the level of Professor

OR

- (iii) Provided educational leadership at State or National level for a minimum of three (3) years at the level of Professor

AND

- (d) At least one patent awarded OR development of one MOOC course on a National platform.

### **5.4 Principal / Director (Level – 14, Entry Pay 144200/-)**

- (a) Ph. D. degree and First Class or equivalent at either Bachelor's or Master's level in the relevant branch

- (b) At least two successful Ph.D. guided as supervisor / Co-Supervisor and minimum 8 research publications in SCI journals / UGC / AICTE approved list of journals.
- (c) Minimum 15 years of experience in teaching / research/ industry, out of which at least 3 years shall be at the post equivalent to that of Professor.

*Notes:*

- 1 *This position shall be of contractual in nature for 5 years and can be extended for one more term depending upon the performance.*
- 2 *Performance assessment shall be carried out through a committee appointed by the affiliating university.*
- 3 *After completing the final term, the incumbent shall join back his / her parent organization in the previous designation from where he / she has proceeded with the designation as Professor / Senior Professor as the case may be.*

### **5.5 Head of Department (Diploma / Polytechnic)**

- (a) Bachelor's Degree and Master's Degree in Engineering / Technology in the appropriate branch, with First Class or equivalent at Bachelor's or Master's level.

Experience:

- (a) Minimum ten (10) years of relevant experience in teaching / research / industry;

OR

Where permitted by AICTE norms, Ph.D. or equivalent qualification in the appropriate discipline with minimum five (5) years of relevant experience in teaching / research / industry.

*Notes: Leadership requirement:*

*For the post of Head of Department, flair for Management and Leadership shall be considered essential and shall be assessed by the Selection Committee.*

### **5.6 Principal (Diploma / Polytechnic)**

- (a) Bachelor's Degree and Master's Degree in Engineering / Technology in the appropriate branch, with First Class or equivalent at Bachelor's or Master's level.

Experience:

- (a) Minimum ten (10) years of relevant experience in teaching / research / industry;

OR

Where permitted by AICTE norms, Ph.D. or equivalent qualification in the appropriate discipline with minimum five (5) years of relevant experience in teaching / research / industry.

*Notes: Leadership requirement:*

*For the post of Head of Department, flair for Management and Leadership shall be considered essential and shall be assessed by the Selection Committee.*

### **5.5 Lecturer, Workshop Superintendent and allied cadres**

For Polytechnic / Diploma-level Technical Institutions, including posts such as Lecturer, Workshop Superintendent and allied cadres, the qualifications, experience and service conditions shall be governed by the AICTE Regulations / Norms for Diploma-Level Technical Institutions, 2010, as amended from time to time, and the AICTE Approval Process Handbook issued annually.

**For Faculties/Colleges/Institutions/Departments/Programs under  
Pharmacy Council of India and amendments thereafter**

**6 Qualification as per Pharmacy Council of India**

In accordance with the decision of the 116th Central Council of the Pharmacy Council of India, as communicated vide PCI Circular Ref. No. 14-163/2021-PCI dated 08 August 2022, Pharmacy institutions shall follow the UGC (Minimum Qualifications for Appointment of Teachers and Other Academic Staff in Universities and Colleges and Measures for the Maintenance of Standards in Higher Education) Regulations, 2010, and amendments thereto from time to time, for matters relating to designation, appointment, promotion and related service conditions of faculty in Pharmacy institutions, as adopted and notified by the PCI.

**6.1 Direct Recruitment to the Post of Assistant Professor**

[UGC Regulations 2010, Clause 4.4.6.3]

**A Essential Qualifications**

- 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 Master's Degree in appropriate branch of specialization in Pharmacy.

**B Desirable Qualifications**

- 1 Teaching, research industrial and / or professional experience in a reputed organization; and
- 2 Papers presented at Conferences and/or in refereed journals.

**6.2 Direct Recruitment to the Post of Associate Professor**

[UGC Regulations 2010, Clause 4.4.6.3]

**A Essential Qualifications (i or ii)**

**(i)**

- 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 Bachelor's or Master's 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

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

- 1 First Class Master's 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 work 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.

**B Desirable Qualifications**

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

**6.3 Direct Recruitment to the Post of Professor**

[UGC Regulations 2010, Clause 4.4.6.3]

**A Essential Qualifications (i or ii)**

**(i)**

- 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 Bachelor's or Master's 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 Master's 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.

**B Desirable Qualifications**

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

- 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.

- Notes*
- 1 *If Class or Division is not declared at the Bachelor's or Master's 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.*

## **7 Constitution of Scrutiny Committees and Scrutiny Procedure:**

[GPU Act Statute 2024, Clause 128]

There shall be a Scrutiny Committee to scrutinize the applications received for the post(s) of teacher(s) to be appointed in the University Schools, University Departments, Affiliated Colleges, Constituent Colleges, Conducted Colleges, Learner Support Centres and University Institutions as per amendments therein from time to time.

- 1 The Scrutiny Committee for each subject shall consist of:
  - (a) Vice-Chancellor (Chairman);
  - (b) Dean of the Faculty concerned;
  - (c) Director of the School / Head of the Department concerned;
  - (d) Director of IQAC;
  - (e) Registrar (Member Secretary).In addition, an academician from the reserved category may be included in the above committee if the post to be filled in belongs to reserved category.
- 2 The short-listing of candidates for interview for direct recruitment shall be carried out by the University strictly in accordance with the Academic / Research Score prescribed in Appendix-II of the UGC Regulations, 2018, as amended from time to time.
  - (a) For the post of Assistant Professor in the University, short-listing of candidates for interview shall be carried out solely on the basis of the Academic Score specified in Appendix-II, Table 3A of the UGC Regulations, 2018.
  - (b) For posts governed by AICTE at Degree level programs, short-listing of the candidates shall be carried out in accordance with the AICTE Regulations. However, in absence of such specifications under AICTE Regulations, the short-listing of the candidates shall be carried out in accordance with the UGC Regulations.
  - (c) For Polytechnic / Diploma-level programs, short-listing of the candidates shall be carried out in accordance with the AICTE Regulations / Norms for Diploma-Level Technical Institutions, 2010, read with the AICTE Approval Process Handbook (APH) issued from time to time. However, in absence of such specifications under AICTE Regulations, the short-listing of the candidates shall be carried out in accordance with the UGC Regulations.

- 3 The summary of each candidate who has applied for the post advertised with his date of birth, qualification, experience, category, present emoluments, etc. and shall be placed before the Scrutiny Committee. The Scrutiny Committee shall verify all the required documents submitted by the candidates and after getting satisfied with the documents, shall recommend the names of the eligible candidates to be called for the interview.

The suitable and qualified candidates with higher merit in the proportion of 1:15 shall only be called for interview for the (each) post of Assistant Professor. If the eligible candidates are less than 1:15 then only the eligible candidates shall be called on for the interview:

## **8 Constitution of Selection Committees and Selection Procedure:**

[GPU Act Statute 2024, Clause 255]

- 1 Subject to the provisions of the Act, Statutes and Ordinances, the Vice-Chancellor shall appoint a university teacher according to the order of merit and recommendations made by the selection committee.
- 2 The selection committee for making recommendations for appointment of university teachers shall consist of the following members: -
  - (a) The Vice-Chancellor -Chairman;
  - (b) One person, not below the rank of professor, nominated by the State Government;
  - (c) The Dean of the Faculty concerned as a Member-Secretary;
  - (d) The Head of the university department or a head of the concerned School of multidisciplinary institution, nominated by the Vice-Chancellor;
  - (e) Not less than three experts nominated by the Board of Management out of a panel of not less than six names of experts not connected with the university recommended by the Academic Council, who have special knowledge of the subject for which the teacher is to be selected;
  - (f) one person not below the rank of Professor or Principal belonging to Scheduled Castes or Scheduled Tribes or De-Notified Tribes (Vimukta Jatis) or Nomadic Tribes or Other Backward Classes, nominated by the Board of Management;
  - (g) One principal who is a member of Board of Management to be nominated by the Board of Management:  
Provided that, a head referred to in clause (d), who is an Associate Professor shall be a member of the selection committee for the selection to the Assistant Professor.

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).

- 3 Selection Procedure:

[GPU Act Statute 2024, Clause 130]

The overall selection procedure shall incorporate transparent, objective and credible methodology of analysis of the merits and credentials of the

applicants based on weightages given to the performance of the candidates in different relevant dimensions and his performance on a scoring system proforma based on the API as provided in the relevant Regulations of the UGC. To ensure the selection procedure of a teacher to be highly objective, and persons with merit are given adequate recognition and to minimize subjective discrimination, the procedure and norms to be followed shall be as under:

- (a) The University Office, on the information available from the documents submitted by the candidates, shall prepare a consolidated sheet showing academic record and other details of the candidates called for the interview.
- (b) The selection committee shall interview the candidates and adjudge the merit of each candidate as under:
  - i) For the post of Assistant Professor, the merit of the candidate shall be tested on the basis of his domain knowledge, research work, co- curricular, extracurricular, extension activities, teaching methodology, ICT, communication skills and general knowledge. For this purpose, the candidate shall undertake mock teaching/presentation.
  - ii) For the post of Associate Professor/Professor, the merit of the candidate shall be tested on the basis of his domain knowledge, research work, research project, latest development in the subject, academic vision, competency in the development in thrust areas, collaborative research projects, innovative programs and consultancy projects. For this purpose, the candidate shall have to give presentation.
- (c) The interview process shall be audio-video recorded.
- (d) Evaluation of the performance of the candidates shall be based on the average scores given by the selection committee members as prescribed in the respective Annexure.
- (e) Candidates having average score of at least 50 percent shall only be considered as eligible for selection in the order of merit.
- (f) Each member of the selection committee shall give score based on his own judgment of the interviewed candidates. After the interviews are over, the Chairperson shall prepare a consolidated statement by taking the average of the scores given by each of the members of the Selection Committee for each of the candidates.
- (g) The selection committee shall, then, take the total of the scores obtained for various applicable parameters as given in the respective Annexure and shall prepare the merit list of the interviewed candidates. Thereafter, the selection committee shall prepare the list of selected candidates in the order of merit by taking into consideration the number of post(s) including those for reserved category, women candidates, etc.

## **9 NET / SET / SLET / M.Phil. Requirement and Exemptions**

- 1 NET / SET / SLET shall be the minimum eligibility condition for appointment to the post of Assistant Professor or equivalent, wherever such requirement is prescribed under the UGC Regulations.
- 2 SET / SLET qualification shall be valid only for recruitment within the State in which the respective eligibility test is conducted, in accordance with UGC norms.
- 3 Candidates who have been awarded a Ph.D. degree in accordance with the UGC (Minimum Standards and Procedure for Award of Ph.D. Degree) Regulations, 2009 or 2016, as amended from time to time, shall be exempted from the requirement of NET / SET / SLET for appointment to the post of Assistant Professor or equivalent, wherever applicable.
- 4 Candidates who were registered for the Ph.D. programme prior to 11 July 2009 shall be eligible for exemption from NET / SET / SLET only upon fulfilment of all conditions prescribed by the UGC, duly certified by the competent authority of the degree-awarding institution.
- 5 The University Grants Commission (UGC), vide the UGC (Minimum Standards and Procedure for Award of Ph.D. Degree) Regulations, 2022, notified in the Gazette of India on 7 November 2022, has discontinued the M.Phil. programme in pursuance of the National Education Policy (NEP) 2020, and has directed all universities to cease admissions to M.Phil. programmes with effect from the academic year 2023-24 onward.
- 6 Provided that, the UGC, in partial modification of the aforesaid Regulations, has permitted continuation of admissions to the M.Phil. programmes in Clinical Psychology and Psychiatric Social Work only, up to and including the academic session 2025-26, as notified by the UGC through its public notices issued under the said Regulations.
- 7 Accordingly, no M.Phil. degree, including those awarded under the limited UGC-permitted continuation, shall be treated as an exemption from NET / SET / SLET or as an equivalent to the Ph.D. degree for the purpose of recruitment or appointment under this Ordinance.
- 8 However, M.Phil. degrees awarded by recognised universities prior to such discontinuation, or under the limited continuation permitted by the UGC, may be considered only for academic scoring or weightage purposes, wherever and to the extent such scoring provisions are expressly provided under the applicable UGC or AICTE Regulations.
- 9 Discontinuation and limited continuation of M.Phil. degree shall not be treated as an exemption from the requirement of NET / SET / SLET, nor shall it be considered as an equivalent or substitute qualification for the Ph.D. degree for any post under this Ordinance.

## **10 Ph.D. as mandatory qualification and minimum standards**

- 1 The requirement of a Ph.D. degree shall apply only where such requirement is expressly prescribed under the applicable UGC or AICTE Regulations for the specific post, cadre and discipline, and shall not be deemed mandatory for all teaching posts by default.
- 2 For the purpose of eligibility, exemption or appointment under this Ordinance, a Ph.D. degree shall be considered valid only if it has been awarded in accordance with the UGC (Minimum Standards and Procedure for Award of Ph.D. Degree) Regulations, as applicable at the time of registration and award of the degree.
- 3 Candidates awarded a Ph.D. degree in accordance with the UGC Ph.D. Regulations, 2009 or 2016, and their subsequent amendments, shall be eligible for:
  - (a) exemption from NET / SET / SLET for appointment to the post of Assistant Professor, wherever applicable; and
  - (b) consideration for appointment to posts for which Ph.D. is prescribed as a mandatory qualification under the applicable regulations.
- 4 Candidates who were registered for the Ph.D. programme prior to 11 July 2009 shall be eligible for recognition of their Ph.D. degree and for exemption from NET / SET / SLET, only if all of the following minimum standards prescribed by the UGC are fulfilled and duly certified by the degree-awarding institution:
  - a) The Ph.D. degree of the candidate has been awarded in regular mode only;
  - b) The Ph.D. thesis has been awarded by at least two external 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;
  - 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.
- 5 Non-fulfilment of any one of the above conditions shall render the candidate ineligible for NET / SET / SLET exemption and for claiming Ph.D. as a mandatory qualification under this Ordinance.
- 6 For posts under the AICTE Degree Regulations, 2019, as amended in 2024, the Ph.D. degree shall be mandatory only where expressly prescribed by AICTE for the specific cadre and discipline, generally at the level of Professor, and in certain cases Associate Professor.
- 7 For posts where AICTE does not prescribe Ph.D. as a mandatory qualification, possession of a Ph.D. degree shall be treated as a desirable or additional qualification only, and shall not be imposed as a minimum eligibility condition by the University.
- 8 For Polytechnic / Diploma-level Technical Institutions, governed by the AICTE Regulations / Norms for Diploma-Level Technical Institutions, 2010, Ph.D. shall not be a mandatory qualification for any teaching or equivalent academic post.

- 9 No Ph.D. degree shall be deemed valid, mandatory, or equivalent unless it satisfies the minimum standards prescribed by the applicable UGC or AICTE Regulations, and no substituted, implied or publication-based equivalence shall be recognised under this Ordinance.

## **11 Counting of Experience**

- 1 For AICTE Degree-level posts, experience shall be counted only in accordance with the AICTE Regulations, 2019 (as amended in 2024), and shall be reckoned only after acquisition of the minimum qualifying degree prescribed for the post.
- 2 For AICTE Diploma / Polytechnic posts, experience shall be counted in accordance with the AICTE Diploma Regulations, 2010 (as amended in 2024), and the norms specified in the applicable Approval Process Handbook.
- 3 Experience gained in AICTE-approved Polytechnic / Diploma Institutions shall be considered valid and relevant experience for recruitment to Diploma-level posts, strictly in accordance with AICTE Diploma Regulations, 2010 (as amended in 2024). Such experience shall be considered for Degree-level AICTE posts only where expressly permitted under the applicable AICTE Degree Regulations.
- 4 The experience for the posts where UGC Regulations are applicable, shall be considered as per the UGC Regulations 2018 (and amendments thereafter) and as per the Government of Gujarat norms.
- 5 The experience for the posts governed by the Regulations of Other Statutory Bodies shall be reckoned in accordance with the applicable Regulations of such Bodies (as amended from time to time) and shall also be determined in line with the established practices, guidelines, and norms of the Education Department, Government of Gujarat.

## **12 Other Norms**

- 1 The period spent in acquiring M.Phil. or Ph.D. shall not be counted as teaching or research experience for direct recruitment.
- 2 However, active service rendered while pursuing a Ph.D. without availing any leave, in accordance with UGC Regulations, shall be counted as teaching experience.
- 3 A relaxation of 5% marks shall be allowed at the Master's level for candidates belonging to SC / ST / SEBC (Non-Creamy Layer) / Persons with Disabilities, for eligibility and assessment of good academic record. However, relaxation shall be based only on qualifying marks, without grace marks or moderation.
- 4 Disability categories shall be as defined under the Rights of Persons with Disabilities Act, 2016.
- 5 For Polytechnic / Diploma-level Technical Institutions, including posts such as Lecturer, Workshop Superintendent and allied cadres, the qualifications, experience and service conditions shall be governed by the AICTE Regulations / Norms for Diploma-Level Technical Institutions, 2010, as

- amended from time to time, and the AICTE Approval Process Handbook issued annually.
- 6 Fellowship (FPM / EFPM or equivalent) awarded by Indian Institutes of Management or other institutions recognised by AICTE and declared equivalent by the Association of Indian Universities (AIU) shall be treated as equivalent to Ph.D. only where expressly permitted under AICTE Degree Regulations.
  - 7 A two-year full-time Post Graduate Diploma in Management (PGDM) programme, approved by the All India Council for Technical Education (AICTE) and declared equivalent to a Master's degree by the Association of Indian Universities (AIU), shall be treated as equivalent to a Master's degree in Management / Administration for the purpose of eligibility and appointment, wherever such equivalence is recognised under the applicable AICTE Regulations.
  - 8 Where a grading system is followed by the awarding institution, conversion of grade point average to percentage of marks shall be carried out strictly in accordance with the conversion formula or equivalence norms prescribed by the awarding institution and/or the applicable statutory authority, as the case may be.
  - 9 Research publications shall be evaluated for recruitment and other academic assessment purposes on the basis of peer-review status, credibility, quality, originality and impact of the journal, in accordance with the parameters and advisories issued by the UGC from time to time
  - 10 A candidate applying for more than one teaching or equivalent academic post, and/or for more than one reservation category, shall be required to submit separate applications for each post or category, along with the prescribed supporting documents and applicable processing fee for each application.
  - 11 Any candidate desirous of making a representation or submission regarding his or her candidature shall do so in writing, along with verifiable documentary evidence, within the time limit notified in the recruitment process, to the competent authority of the University.
  - 12 Any change, modification, alteration or addition to a recruitment notification issued under this Ordinance shall be notified through the official website of The Maharaja Sayajirao University of Baroda only or as prescribed under the Gujarat Public Universities Act, 2023 and the Gujarat Public Universities Uniform Statutes, 2024, and shall be deemed to have been duly communicated to all applicants.
  - 13 After the Personal interviews for Teaching / Non - Teaching Post (s) are conducted, the item/proposal along with office note and summary details of each of the candidate shall be sent in agenda of the Executive Council and thereafter it shall be placed for consideration and approval in the meeting of the Executive Council of the university. It would be considered by the Executive Council during the meeting on basis of the Sealed covers consisting of the (1) Minutes of the Selection Committee, and (2) Experts' Assessment Reports' that too shall be placed on table during the meeting of the Executive Council. The sealed cover consisting of the minutes of the selection committee shall be opened in the house on the floor at the time of consideration of such proposal by the Executive Council by the Registrar

of the university who shall act as Member Secretary during the Executive Council meeting for the consideration and approval. Experts' Assessment Reports' being the property of the Executive Council that too shall be kept in the custody of the Registrar Office. It can be uncovered only in the Executive Council meeting when business is transacted for consideration and approval if majority of the members so desires in exceptional circumstances and or it shall be uncovered as per the directive of the Executive Council to the Registrar under the circumstances of the instructions from the order of court of law but with prior permission of the Executive Council only as the case may be.

- 14 The decision of The Maharaja Sayajirao University of Baroda shall be binding and in case of any legal dispute the jurisdiction in force shall be Vadodara only.

## Appendix I

### UGC REGULATIONS

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

### AICTE REGULATIONS

If a grade Point System is adopted the CGPA will be converted into equivalent marks as below\*

Grade Point	Equivalent Percentage
6.25	55%
6.75	60%
7.25	65%
7.75	70%
8.25	75%

### EDUCATION

Grade Points	Description	% of marks	Grade	Percentage Equivalent
10	Outstanding	90.1% < M < 100.0%	<b>O</b>	9.01-10.00
9	Excellent	80.1% < M < 90.0%	A	8.01-9.00
8	Very Good	70.1% < M < 80.0%	B	7.01-8.00
7	Good	60.1% < M < 70.0%	C	6.01-7.00
6	Fair	50.1% < M < 60.0%	D	5.01-6.00
5	Average	40.0% < M < 50.0%	E	4.00-5.00
4	Dropped	0.00% < M < 40.0%	F	<4.00

**Note:** Equivalent Percentage should be calculated from CGPA with only one decimal precision.

## Appendix II

**TABLE 2**  
**Methodology for University and College Teachers for**  
**calculating Academic / Research Score**

(Assessment must be based on evidence produced by the teacher such as: copy of publications, project sanction letter, utilization and completion certificates issued by the University and acknowledgments for patent filing and approval letters, students' Ph.D. award letter, etc.)

Sr. No.	Academic/Research Activity	Faculty of Sciences / Engineering / Agriculture / Medical / Veterinary Sciences	Faculty of Languages / Humanities / Arts / Social Sciences / Library / Education / Physical Education / Commerce / Management & other related disciplines
1.	Research Papers in Peer-Reviewed or UGC listed Journals	08 per paper	10 per paper
2.	Publications (other than Research papers)		
	(a) Books authored which are published by;		
	International publishers	12	12
	National Publishers	10	10
	Chapter in Edited Book	05	05
	Editor of Book by International Publisher	10	10
	Editor of Book by National Publisher	08	08
	(b) Translation works in Indian and Foreign Languages by qualified faculties		
	Chapter or Research paper	03	03
	Book	08	08
3.	Creation of ICT mediated Teaching Learning pedagogy and content and development of new and innovative courses and curricula		
	(a) Development of Innovative pedagogy	05	05
	(b) Design of new curricula and courses	02 per curricula/course	02 per curricula/course
	(c) MOOCs		
	Development of complete MOOCs in 4 quadrants (4 credit course) (In case of MOOCs of lesser credits 05 marks/credit)	20	20
	MOOCs (developed in 4 quadrant) per module/lecture	05	05
	Content writer/subject matter expert for each module of MOOCs (at least one quadrant)	02	02
	Course Coordinator for MOOCs (4 credit course)(In case of MOOCs of lesser credits 02 marks/credit)	08	08
	(d) E-Content		
	Development of e-Content in 4 quadrants for a complete course/e-book	12	12
	e-Content (developed in 4 quadrants) per module	05	05
	Contribution to development of e-content module in complete course/paper/e-book (at least one quadrant)	02	02
	Editor of e-content for complete course/ paper /e-book	10	10
4	<b>(a) Research guidance</b>		
	Ph.D.	10 per degree awarded	10 per degree awarded 05 per thesis submitted

		05 per thesis submitted	
	M.Phil./P.G dissertation	02 per degree awarded	02 per degree awarded
	<b>(b) Research Projects Completed</b>		
	More than 10 lakhs	10	10
	Less than 10 lakhs	05	05
	<b>(c) Research Projects Ongoing</b>		
	More than 10 lakhs	05	05
	Less than 10 lakhs	02	02
	<b>(d) Consultancy</b>	03	03
<b>5</b>	<b>(a) Patents</b>		
	International	10	10
	National	07	07
	<b>(b) *Policy Document (Submitted to an International body/organization like UNO/UNESCO/World Bank/International Monetary Fund etc. or Central Government or State Government)</b>		
	International	10	10
	National	07	07
	State	04	04
	<b>(c) Awards/Fellowship</b>		
	International	07	07
	National	05	05
<b>6</b>	<b>*Invited lectures / Resource Person/ paper presentation in Seminars/ Conferences/full paper in Conference Proceedings (Paper presented in Seminars/Conferences and also published as full paper in Conference Proceedings will be counted only once)</b>		
	International (Abroad)	07	07
	International (within country)	05	05
	National	03	03
	State/University	02	02

**The Research score for research papers would be augmented as follows:**

Peer-Reviewed or UGC-listed Journals (Impact factor to be determined as per Thomson Reuters list):

- i. Paper in refereed journals without impact factor - 05 Points
- ii. Paper with impact factor less than 1 - 10 Points
- iii. Paper with impact factor between 1 and 2 - 15 Points
- iv. Paper with impact factor between 2 and 5 - 20 Points
- v. Paper with impact factor between 5 and 10 - 25 Points
- vi. Paper with impact factor >10 - 30 Points

Two authors: 70% of total value of publication for each author

More than two authors: 70% of total value of publication for the First/ Principal/ Corresponding author and 30% of total value of publication for each of the joint authors.

Joint Projects: Principal Investigator and Co-investigator would get 50% each.

**Note:**

- Paper presented if part of edited book or proceeding then it can be claimed only once.
- For joint supervision of research students, the formula shall be 70% of the total score for Supervisor and Co-supervisor. Supervisor and Co-supervisor, both shall get 7 marks each.
- For the purpose of calculating the research score of the teacher, the combined research score from the categories of 5(b). Policy Document and 6. Invited lectures/Resource Person/Paper presentation shall have an upper capping of thirty percent of the total research score of the teacher concerned.
- The research score shall be from the minimum of three categories out of six categories.

**Note: The appendices given are for quick reference. Candidate must read the UGC Regulations 2018 before filling out this application form.**

## Appendix II

**Table 3A**  
**Criteria for Short-listing of Candidates for Interview for the Post of Assistant Professors in Universities**

S. No.	Academic Record	Score
1.	<b>Graduation</b>	80% & Above = <b>15</b> 60% to less than 80% = <b>13</b> 55% to less than 60% = <b>10</b> 45% to less than 55% = <b>05</b>
2.	<b>Post-Graduation</b>	80% & Above = <b>25</b> 60% to less than 80% = <b>23</b> 55% (50% in case of SC/ST/OBC (non-creamy layer)/PWD) to less than 60% = <b>20</b>
3.	<b>M.Phil.</b>	60% & above = <b>07</b> 55% to less than 60% = <b>05</b>
4.	<b>Ph.D.</b>	<b>30</b>
5.	<b>NET with JRF</b>	<b>07</b>
	<b>NET</b>	<b>05</b>
	<b>SLET / SET</b>	<b>03</b>
6.	<b>Research Publications</b> (2 marks for each research publication published in Peer-Reviewed or UGC-listed Journals)	<b>10</b>
7.	<b>Teaching / Post-Doctoral Experience</b> (2 marks for one year each)#	<b>10</b>
8.	<b>Awards</b>	
	International / National Level (Awards given by International Organisations / Government of India / Government of India recognised National Level Bodies)	<b>03</b>
	State-Level (Awards given by State Government)	<b>02</b>

# However, if the period of teaching / post-doctoral experience is less than one year, then the marks shall be reduced proportionately.

**Notes (as notified below Table 3A)**

**(A)**

(i) **M.Phil. + Ph.D.** — Maximum **30 Marks**

(ii) **JRF / NET / SET** — Maximum **07 Marks**

(iii) **Awards category** — Maximum **03 Marks**

**(B)** Number of candidates to be called for interview shall be decided by the concerned universities.

**(C) Break-up of Total Score**

Component	Maximum Score
Academic Score	<b>80</b>
Research Publications	<b>10</b>
Teaching Experience	<b>10</b>
<b>Total</b>	<b>100</b>

**(D)** The score so obtained shall be valid for appointment only in the respective State SLET/SET Universities / Colleges / Institutions, as applicable

**Note:** The appendices given are for quick reference. Candidate must read the UGC Regulations 2018 before filling out this application form.

**Annexure C**  
**Gujarat Public Universities Uniform Statutes, 2024**  
**For the post of Assistant Professor (Direct Recruitment)**

**A Academic Record and Research Performance: Maximum Score (50)**

The Academic Record and Research Performance of the candidates shall be evaluated on the basis of following parameters, namely:-

**A-1 Academic Record (40):**

In addition to consideration of the academic performance at UG and PG level, due independent weightage shall be given to,-

- special achievements like rank, Gold Medal, Distinction etc.
- extra /additional qualifications like Ph.D., JRF, Certificate, Diploma, Advanced Diploma, Degree, Specialization etc.
- prizes, Awards, Merit Scholarships, Recognitions etc.
- teaching experience.

**A-2 Research Performance (10)**

- Publications
- Research Projects undertaken (Other than the projects which are integral part of curriculum)
- Paper presentation in Regional/State/National/International conferences
- Participation in Seminar/Workshops/Symposia/Conferences etc.
- Prizes in student research convention

**B Domain Knowledge and Teaching Skills: Maximum Score (30)**

During interview, domain knowledge and teaching skills of the candidate shall be evaluated on the basis of following parameters, namely:-

- Domain Knowledge
- Teaching techniques and skills
- Presentation skills

**C Interview Performance: Maximum Score ( 20)**

Interview performance of the candidate shall be evaluated on the basis of following parameters, namely:-

- Communication skills
- Voice Modulation
- ICT Skills
- Participation in co-curricular, extra-curricular activities, Extension work, etc.
- General knowledge

**Note: The appendices given are for quick reference. Candidate must read the Gujarat Public Universities Uniform Statutes, 2024 before filling out this application form.**

**Annexure D**  
**Gujarat Public Universities Uniform Statutes, 2024**  
**For the post of Associate Professor/Professor (Direct Recruitment)**

**A Academic background: (20)**

- In-service academic achievements
- Dissemination of Subject Knowledge to the stakeholders
- Academic recognition during the previous stage
- Role in designing new courses/recognitions in the Department/College
- Participation in various committees and statutory bodies.

**B Research Performance based on cumulative API Score and Quality of Publications: (40)**

- Satisfaction of minimum eligibility condition as prescribed by the University Grants Commission : 20
- In addition, weightages to the API scores shall be given as under:
  - up to 10% additional API score over the minimum required API score: 1 to 5
  - More than 10% but up to 25 % over minimum required API score: 6 to 10
  - More than 25% but up to 50 % over minimum required API score: 11 to 15
  - More than 50% over minimum required API score: 16 to 20

**B Domain Knowledge and Teaching Skills: Maximum Score (30)**

During interview, domain knowledge and teaching skills of the candidate shall be evaluated on the basis of following parameters, namely:-

- Domain Knowledge
- Teaching techniques and skills
- Presentation skills

**C Domain Knowledge and Teaching Skills : Maximum Score ( 20)**

During interview, domain knowledge and teaching skills of the candidate shall be evaluated on the basis of following parameters, namely:-

- Updating of subject contents
- Teaching performance
- Innovative teaching/learning methodologies
- Mentoring, guiding and counselling
- Examination duties
- Students Feedback

**D Interview Performance: Maximum Score 20**

Interview performance of the candidate shall be evaluated on the basis of following parameters, namely:-

- Communication skills
- Voice Modulation
- ICT Skills
- Participation in co-curricular, extra-curricular activities, Extension work, etc.
- General knowledge

***Note:** In case of candidate who is satisfying the minimum eligibility norms as prescribed by the University Grants Commission but who does not have teaching experience, the selection committee shall evaluate the credentials of such candidate on the basis of his contributions in research in terms of quality of publications, impact factor, citations, h-index, patents to his credit, research guidance to Ph.D. students, number of research projects ongoing/completed, research collaborations, innovations, consultancy, transfer of technology, association with academic/research/industrial bodies, etc.*

**Note:** The appendices given are for quick reference. Candidate must read the Gujarat Public Universities Uniform Statutes, 2024 before filling out this application form.

## Applicability of Regulations

### Faculty of Arts

<b>Subject / Department / Program</b>	<b>Regulations</b>
Archeology	UGC Regulations
Economics	UGC Regulations
French	UGC Regulations
German	UGC Regulations
Gujarati	UGC Regulations
Library & Information Science	UGC Regulations
Linguistics	UGC Regulations
Philosophy	UGC Regulations
Political Science	UGC Regulations
Russian	UGC Regulations
Sanskrit, Pali & Prakrit	UGC Regulations
Sindhi	UGC Regulations
Sociology	UGC Regulations
Urdu	UGC Regulations
Persian	UGC Regulations
History	UGC Regulations
Marathi	UGC Regulations
English	UGC Regulations

### Faculty of Science

<b>Subject / Department / Program</b>	<b>Regulations</b>
Physics	UGC Regulations
Chemistry	UGC Regulations
Mathematics	UGC Regulations
Botany	UGC Regulations
Geology	UGC Regulations
Zoology	UGC Regulations
Statistics	UGC Regulations
Geography	UGC Regulations
Biochemistry	UGC Regulations
Microbiology	UGC Regulations
English	UGC Regulations

### Faculty of Commerce

<b>Subject / Department / Program</b>	<b>Regulations</b>
Accounting & Financial Management	UGC Regulations
Banking and Insurance	UGC Regulations
Business Economics	UGC Regulations
Commerce & Business Management	UGC Regulations
Cooperative Management & Rural Studies	UGC Regulations
English	UGC Regulations
Statistics	UGC Regulations

**M K Amin Arts & Science College and College of Commerce, Padra**

<b>Subject / Department / Program</b>	<b>Regulations</b>
Accounting & Financial Management	UGC Regulations
Banking and Insurance	UGC Regulations
Business Economics	UGC Regulations
Commerce & Business Management	UGC Regulations
English	UGC Regulations
Statistics	UGC Regulations
Law	UGC Regulations

**Faculty of Technology & Engineering**

<b>Subject / Department / Program</b>	<b>Regulations</b>
Electrical Engineering	AICTE Regulations
Mechanical Engineering	AICTE Regulations
Metallurgical & Materials Engineering	AICTE Regulations
Chemical Engineering	AICTE Regulations
Computer Science & Engineering (MCA)	AICTE Regulations
Civil Engineering	AICTE Regulations
WREMI	AICTE Regulations
Applied Mechanics	AICTE Regulations
Textile Engineering	AICTE Regulations
Textile Chemistry	AICTE Regulations
Applied Mathematics	AICTE Regulations
Applied Chemistry	AICTE Regulations
Applied Physics	AICTE Regulations
Architecture	AICTE Regulations
English	UGC Regulations

**Faculty of Performing Arts**

<b>Subject / Department / Program</b>	<b>Regulations</b>
Indian Classical Music (Vocal Music)	UGC Regulations
Music (Instrumental)	UGC Regulations
Tabla	UGC Regulations
Dance (Bharatnatyam, Kathak, Mrundagam)	UGC Regulations
Dramatics	UGC Regulations

**Faculty of Fine Arts**

<b>Subject / Department / Program</b>	<b>Regulations</b>
Applied arts	UGC Regulations
Art History & Aesthetics	UGC Regulations
Graphic Arts	UGC Regulations
Museology	UGC Regulations
Painting	UGC Regulations
Sculpture	UGC Regulations

**Faculty of Family & Community Sciences**

<b>Subject / Department / Program</b>	<b>Regulations</b>
Clothing and Textiles	AICTE Regulations
Extension and Communication	UGC Regulations
Family & Community Resource Management	UGC Regulations
Food and Nutrition	UGC Regulations
Human Development and Family Studies	UGC Regulations

**Faculty of Education & Psychology**

<b>Subject / Department / Program</b>	<b>Regulations</b>
Education	UGC Regulations
Education Administration	UGC Regulations
Psychology	UGC Regulations

**Physical Education**

<b>Subject / Department / Program</b>	<b>Regulations</b>
Physical Education	UGC Regulations

**Polytechnic**

<b>Subject / Department / Program</b>	<b>Regulations</b>
Civil Engineering	AICTE Regulations
Mechanical Engineering	AICTE Regulations
Electrical Engineering	AICTE Regulations
Information Technology	AICTE Regulations
Petrochemical Technology	AICTE Regulations
Applied Mechanics	AICTE Regulations
Applied Physics	AICTE Regulations
Applied Chemistry	AICTE Regulations
Applied Mathematics	AICTE Regulations
English	UGC Regulations

**Baroda Sanskrit Mahavidyalaya**

<b>Subject / Department / Program</b>	<b>Regulations</b>
Sanskrit (Pradhyapak)	UGC Regulations

**Oriental Institute**

<b>Subject / Department / Program</b>	<b>Regulations</b>
Research officer	UGC Regulations
Assistant Editor	UGC Regulations