Annexure IV to Item No. 2

UNIVERSITY GRANTS COMMISSION
BAHADUR SHAH ZAFAR I A R G
NEW DELHI-110 002

No.F.1-93/74(CP)Part(V) Dated 13th June, 1983

The Registrar,


Sub:- Regulations under section 26(1)(e) of the UGC Act defining the qualifications that should ordinarily be required of any person to be appointed to the teaching staff of the Univ.

Sir,

I am directed to say that in exercise of the powers conferred by clause (e) of Sub-section 1 of the section 26 with section 14 of the University Grants commission Act, 1956 (3 of 1956), the University Grants Commission has since framed regulations defining the qualifications that should ordinarily be required of any person to be appointed to the teaching staff of the University. A copy of the Regulations framed by the Commission in this regard is enclosed. The University is requested to adopt the Regulations in the Statutes/Ordinances as may be considered necessary.

These regulations would come into effect from 1st July, 1983.

I am further to say that failure of the University to comply with the above Regulations would attract the provision contain in Section 14 of the UGC Act which is re-produced below:-

"If any University fails within a reasonable time to comply with any recommendation made by the Commission under Section 12 or Section 13 or contravenes the provisions of any rules made under clause (f) or clause (g) or sub-section (2) or Section 25, or of any regulation made under clause (e) or clause (f) or clause (g) of Section 26, the Commission, after taking into consideration the cause, if any, shown by the University for such failure or contravention with such recommendation, may withhold from the University the grant proposed to be made out of the Fund of the Commission.

The receipt of this letter may kindly be acknowledged and action taken by the University in this regard intimated to the Commission as early as possible.

Yours faithfully,

Sd/-

(D.Shanter Narayan)
Secretary (Acting)
NOTIFICATION

In exercise of the powers conferred by clause (e) of subsection (1) of Section 26 read with Section 14 of the University Grants Commission Act, 1956 (3 of 1956), the University Grants Commission makes the following regulations, namely:

1. **Short title, application and commencement**
   (i) These regulations may be called the University Grants Commission (Qualifications required of a person to be appointed to the teaching staff of a university or other institutions affiliated to it) Regulations, 1982.
   (ii) They shall apply to every University established or incorporated by or under a Central Act, Provincial Act or a State Act, every institution including a constituent or an affiliated college recognised by the Commission, in consultation with the University concerned, under clause (f) or section 2 of the University Grants Commission Act, 1956 and every institution deemed to be a university under section 3 of the said Act.
   (iii) They shall come into force on the date of the issue of this notification.

2. **Qualifications**:

   No person shall be appointed to a teaching post in a university or in any of the 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 in a subject if he does not fulfill the requirements as to the qualifications for the appropriate subject as provided in Schedule I to X of these regulations.

   Provided that any relaxation in the prescribed qualifications can only be made by a University in regard to the posts under it or any of the institutions including constituent or affiliated colleges recognised under clause (f) of section 2 of the aforesaid Act or by an institution deemed to be university under section 3 of the said Act with the prior approval of the University Grants Commission.

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NOTE: Attention is invited to Section 14 of the University Grants Commission Act, 1956 which reads as follows:—

14. "If any University fails within a reasonable time to comply with any recommendation made by the Commission under Section 12 or Section 13, or contravenes the provisions of any rule made under clause (f) or clause (g) of sub-section (2) of Section 23 or of any regulation made under clause (e) or clause (g) of Section 28, the Commission after taking into consideration the cause, if any, shown by the University for such failure or contravention, may withhold from the University the grants proposed to be made out of the Fund of the Commission."

Consequences of failure of Universities to comply with recommendations of the Commission.
SCHEDULE-I
(See Regulation 2)

Minimum qualifications for appointment to the posts of Professors and Readers in the faculties of Arts, Science, Social Science, Commerce and Management Studies.

PROFESSOR

An eminent scholar with published work of high quality actively engaged in research. About ten years' experience of teaching and/or research. Experience of guiding research at doctoral level.

OR

An outstanding scholar with established reputation who has made significant contribution to knowledge.

READER

Good academic record with a doctoral degree or equivalent published work. Evidence of being actively engaged in (i) research or (ii) innovation in teaching methods or (iii) production of teaching materials.

About five years' experience of teaching and/or research provided that at least three of those years were as lecturer or in an equivalent position.

This condition may be relaxed in the case of candidates with outstanding record of teaching/research.

EXPLANATION

For determining "Good Academic Record" the following criteria shall be adopted:

UNIVERSITY READER:

(i) A candidate holding a Ph.D. degree should possess at least a second class First class degree;

(ii) A candidate without a Ph.D. degree should possess a high second class First class degree and second class in the Bachelor's degree;

OR

(iii) A candidate not possessing Ph.D. degree but possessing second class First class degree should have obtained first class in the Bachelor's degree.
SCHEDULE-II
(See Regulation-2)

Minimum qualifications prescribed for appointment to the post of Lecturers.

UNIVERSITY [Scopus):

(a) A Doctorate's degree or research work of an equally high standard; and

(b) Good Academic Record with at least second class (C in the seven point scale) Master's degree in a relevant subject from an Indian University or an equivalent degree from a foreign university.

Having regard to the need for developing interdisciplinary programmes, the degrees in (a) and (b) above may be in relevant subjects.

Provided that if the selection committee is of the view that the research work of a candidate is evident either from his thesis or from his published work is of a very high standard, it may relax any of qualifications prescribed in (b) above.

Provided further that if a candidate possessing a Doctor's degree or equivalent research work is not available or is not considered suitable, a person possessing a good academic record, (weightage being given to M.Phil or equivalent degree or research work of quality) may be appointed provided he has done research work for at least two years or has practical experience in a research laboratory/organisation on the condition that he will have to obtain a Doctor's degree or give evidence of research of high standard within eight years of his appointment, failing which he will not be able to earn future increment until he fulfils these requirements.

COLLEGES [Scopus):

(a) An M.Phil degree or a recognised degree beyond the Master's level or published work indicating the capacity of a candidate for independent research work; and

(b) Good academic record with at least second class (C in the seven point scale) Master's degree in a relevant subject from an Indian University or an equivalent degree from a foreign university.

Provided that if the selection committee is of the view that the research work of a candidate as evident either from his thesis or from his published work is of a very high standard, it may relax any of the qualifications prescribed in (b) above.

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Provided further that if a candidate possessing the qualifications as at (a) above is not available, or not considered suitable, the college on the recommendation of the Selection Committee may appoint a person possessing a good academic record on the condition that he will have to obtain an M.Phil degree or a recognised degree beyond the Master's level within eight years of his appointment failing which he will not be able to earn future increments till he obtains that degree or gives evidence or equivalent published work of high standard.

EXPLANATION:

For determining "good academic record" the following criteria shall be adopted:

UNIVERSITY AUCTORITAS:

(i) A candidate holding a Ph.D. degree should possess at least a second class Master's degree; or

(ii) A candidate without a Ph.D. degree should possess a high second class Master's degree and second class in the Bachelor's degree; or

(iii) A candidate not possessing Ph.D. degree but possessing second class Master's degree should have obtained first class in the Bachelor's degree.

COLLEGE AUCTORITAS:

(i) A candidate holding an M.Phil degree or a recognised degree beyond the Master's level should possess at least a second class Master's degree; or

(ii) A candidate not holding an M.Phil degree or a recognised degree beyond the Master's level should possess a high second class Master's degree and a second class in first degree (B.A/B.Sc./B.Com) examination; or

(iii) A candidate not holding an M.Phil or a recognised degree beyond the Master's level but possessing a second class Master's degree should have obtained a first class in the first degree (B.A/B.Sc./B.Com) examination.

2. Persons having secured marks more than the mid-point of the prescribed minimum marks for passing an examination in the second division and the prescribed minimum marks for passing an examination in the first division by a university shall be deemed to have passed that examination in the high second class.
Minimum qualifications prescribed for appointment to the post of lecturer in Education.

(a) A Doctor's degree in Education or research work of an equally high standard; and

(b) Good academic record with at least second class ('C' in the seven point scale) Master's degree in a relevant subject from an Indian University or an equivalent degree from a foreign university.

OR

(a) A Doctor's degree in any university discipline or research work or an equally high standard; and

(b) Good academic record with an M.Phil degree in Education (which may be acquired while in service) from an Indian university or an equivalent degree from a foreign university.

Having regard to the need for developing interdisciplinary programmes, one of the degrees in (a) and (b) above may be in relevant subjects, the other being in Education.

Provided that if the Selection Committee is of the view that the research work of a candidate as evident either from his thesis or from his published work is of very high standard it may relax any of qualifications prescribed in (b) above.

Provided further that if a candidate possessing a Doctor's degree or equivalent research work is not available or is not considered suitable, a person possessing a good academic record (weightage being given to M.Phil or equivalent degree or research work of quality) may be appointed provided he has done research work for at least two years or has practical experience in research laboratory/organisation on the condition that he will have to obtain a Doctor's degree or give evidence of research work of equivalent high standard within eight years of his appointment failing which he will not be able to earn future increments until he fulfills these requirements.
COLLEGE LECTURERS

(a) An M.Phil degree or a recognized degree beyond the Master's level or published work indicating the capacity of a candidate for independent research work and

(b) Good academic record with at least a candidate (C in the seven point scale) Master's degree in Education and also Master's degree in a relevant subject (10+2 level) from an Indian University or equivalent degree from foreign university.

Provided that if the Selection Committee is of the view that the research work of a candidate as evident either from his thesis or from his published work is of a very high standard, it may relax any of the prescribed qualifications prescribed in (b) above.

Provided further that if a candidate possessing the qualifications as at (a) above is not available or not considered suitable the college on the recommendations of the Selection Committee may appoint a person possessing a good academic record on the condition that he will have to obtain an M.Phil degree or a recognized degree beyond the Master's level within eight years of his appointment, failing which he will not be able to earn future increments till he obtains that degree or gives evidence of equivalent published work of high standard.

EXPLANATION:

For determining "good academic record" the following criteria shall be adopted:

UNIVERSITY LECTURERS:

(i) A candidate holding a Ph.D. degree should possess at least a second class 'A' Master's degree; or

(ii) A candidate without a Ph.D. degree should possess a high second class Master's degree and second in the Bachelor's degree; or

(iii) A candidate not possessing Ph.D. degree but possessing second class Master's degree should have obtained first class in the Bachelor's degree.
(1) A candidate holding an M.Phil degree or a recognized degree beyond the master's level should possess at least a second class master's degree, or

(ii) A candidate not holding an M.Phil degree or a recognized degree beyond the master's level should possess a high second class master's degree and a second class in first degree (B.A/B.Sc./B.Com) examination; or

(iii) A candidate not holding an M.Phil or a recognized degree beyond a master's level but possessing a second class master's degree should have obtained a first class in the first degree (B.A/B.Sc./B.Com) examination.

2. Person having secured marks not less than the mid point of the prescribed minimum marks for passing an examination in the second division and the prescribed minimum marks for passing an examination in the first division by a university shall be deemed to have passed that examination in the high second class.

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SCHEDULE IV (see Regulation-2)

Minimum qualifications prescribed for appointment to the posts of Lecturers in Journalism and Mass Communication in Universities.

1. Lecturer:

Essential: (i) Good Academic Record with at least second class Master's degree in the subject (Mass Communication/Communication/Journalism, etc.) from an Indian University or an equivalent degree from a foreign university*.

OR

At least second class (C in the seven point scale) Master's degree in Social Sciences/Sciences/Humanities with at least a second class Bachelor's degree or Diploma in Journalism from a recognised Indian Univ./Post-graduate diploma from a recognised National Institute.

Desirable: (i) Teaching experience at college or University level.

(ii) Work experience in any area of Mass Communication (Newspaper/Magazine, News Agency, Public Relation, Advertising, Radio or T.V. Journalism etc.)

Those specialists are to be recruited, Master's degree in Agricultural Journalism, Creative working, Extension, Family Planning Communication, Public Health Communication, Public Relation, Speech Communication and the like (but not straight Anthropology, Psychology, Sociology etc.) may be entertained.

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Explanations

For designation "good academic record" the following criteria shall be adopted:

(i) A candidate holding a Ph.D. degree should possess at least a second class lower's degree; or

(ii) A candidate without a Ph.D. degree should possess a high second class lower's degree and second class in the Bachelor's degree; or

(iii) A candidate not possessing Ph.D. degree but possessing second class upper's degree should have obtained first class in the Bachelor's degree.

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Minimum qualifications prescribed for appointment to the posts of lecturer in the faculties of Music and Fine Arts.

UNIVERSITY AND COLLEGE LEADERS:

(a) Good Academic Record with at least second class (C in the seven point scale) Master's degree in a relevant subject or an equivalent degree or diploma recognised by the University; and

(b) Two years research or professional experience or evidence of creative work and achievement in his field of specialisation or a combined research and professional experience of three years in the field as an artist of outstanding talent.

OR

A traditional or a professional artist with highly commendable professional achievement in the subject concerned.

EXPLANATIONS:

For determining "Good academic record" the following criteria shall be adopted:

(i) A candidate holding a Ph.D. degree should possess at least a second class Master's degree; or

(ii) A candidate without a Ph.D. degree should have a high second class Master's degree and second class in the Bachelor's degree; or

(iii) A candidate not possessing Ph.D. degree but possessing second class Master's degree should have obtained first class in the Bachelor's degree.
Minimum qualifications prescribed for appointment to the post of lecturer in Physical Education and Sports.

UNIVERSITY LECTURER:

(a) An M.Phil degree or a recognised degree beyond Master's level or published work indicating the capacity of the candidate for independent/research work; and

(b) Good academic record with at least second class (C in the seven point scale) Master's degree in Physical Education from an Indian University or an equivalent degree from a foreign university.

DEGREE:

(i) A doctor's degree in a relevant subject or research work of an equally high standard.

(ii) One year degree/Diploma in Yoga/Game/Sports from a recognised institution.

(iii) University/State level participation in Yoga/Game/Sport.

Note: Persons competent to teach vocation oriented course should be entrusted with this responsibility.

Provided that if the selection committee is of the view that the research work of a candidate is evident either from his thesis or from his published work is of very high standard, it may relax any qualifications prescribed in (b) above.

Provided further that if a lecturer in a discipline other than Physical Education is required to be appointed in the faculty of Physical Education, the qualifications prescribed for recruitment to the post of lecturer in the parent discipline may be insisted upon.

Provided that for a lecturer teaching Yoga a degree or diploma from a recognised institution will be essential.

Provided further that if a candidate possessing an M.Phil degree or equivalent research work is not available or is not considered suitable, a person possessing a good academic record may be appointed provided he has done research work for at least one year or has practical experience in a research laboratory/organisation on the condition that he will have to obtain M.Phil degree or recognised degree beyond Master's degree or give evidence of research work of equivalent high standard.

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within a period of eight years to earn future increments until he fulfills those requirements.

**College Lecturers:**

(a) An M.Phil or a recognised degree beyond Master's level or published work indicating the capacity of the candidate for independent research work; and

(b) Good academic record with atleast second class (C in the seven point scale) Master's degree in Physical Education from an Indian University or an equivalent degree from a foreign university.

**Desirable:**

(i) One year Degree/Diploma in Yoga/Game/Sport from a recognised institution.

(ii) University/State level participation in Yoga/Game/Sport.

**Note:** Persons competent to teach vacation-oriented course should be entrusted with this responsibility.

Provided that if the Selection Committee is of the view that the research work of a candidate as evident either from his thesis or from his published work is of very high standard, it may relax any of qualifications prescribed in (b) above.

Provided further that if a lecturer in discipline other than physical education is required to be appointed in the faculty of physical education, the qualifications prescribed for recruitment to the post of lecturer in the parent discipline may be insisted upon. Provided that for a lecturer teaching yoga a degree or Diploma from a recognised university will be essential.

Provided also that if a candidate possessing qualifications as at (a) above, is not available or is not considered suitable, the college on the recommendations of the Selection Committee may appoint a person possessing a good academic record on the condition that he will have to obtain an M.Phil degree or recognised degree beyond the Master's degree within eight years of his appointment, failing which he will not be able to earn future increments till he obtains that degree or gives evidence of equivalent published work of high standard.

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EXPLANATION:

For determining "good academic record" the following criteria shall be adopted.

UNIVERSITY LECTURERS:

(i) A candidate holding a Ph.D. degree should possess at least a second class Master's degree; or

(ii) A candidate without a Ph.D. degree should possess a high second class Master's degree and second class in the Bachelor's degree; or

(iii) A candidate not possessing Ph.D. degree but possessing second class Master's degree should have obtained first class in the Bachelor's degree.

COLLEGE LECTURERS:

(i) A candidate holding an M.Phil degree or a recognised degree beyond the Master's level should possess at least a second class Master's degree; or

(ii) A candidate not holding an M.Phil degree or a recognised degree beyond the Master's level should possess high second class Master's degree and a second class in first degree (B.A/B.Sc/B.Com) examination.

(2) Persons having secured marks more than the mid-point of the prescribed minimum marks for passing an examination in the second division and the prescribed minimum marks for passing an examination in the first division by a university shall be deemed to having passed that examination in the high second class.

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SC & ST—VII
(see Regulation-2)

(As notified in the Gazette of India, Vide Notification No.

Minimum qualifications prescribed for appointment to the posts of Lecturers in English.

UNIVERSITY LECTURERS:

(a) A Doctor's degree or research work of an equally high standard; and

(b) Good Academic record with at least second class (C in the seven point scale) Master's degree in a relevant subject from an Indian University or an equivalent degree from a foreign university.

Having regard to the need for developing inter-disciplinary programmes, the degrees in (a) and (b) above may be in relevant subjects.

PG LAUREATE:

Post-graduate diploma in teaching or English/English studies awarded by the Central Institute of English and Foreign Languages, Hyderabad.

Provided that if the selection Committee, is of the view that the research work of a candidate as evident either from his thesis or from his published work is of a very high standard, it may relax any of qualifications prescribed in (b) above.

Provided further that if a candidate possessing a Doctor's degree or equivalent research work is not available or is not considered suitable, a person possessing a good academic record (weightage being given to M.Phil or equivalent degree or research work of quality may be appointed provided he has done research work for at least two years on the conditions that he will have to obtain a Doctorate's degree or given evidence or research work of equivalent high standard within eight years of his appointment, failing which he will not be able to earn future increments until he fulfills these requirements.

COLLEGE LECTURERS:

(a) An M.Phil degree or a recognised degree or diploma in the teaching of English/English studies beyond the Master's level or published work indicating the capacity of a candidate for independent research work; and

(b) Good academic record with at least second class (C in the seven point scale) Master's degree from an Indian university or an equivalent degree from a foreign university.
Desirable:

Post-graduate diploma in teaching of English/English Studies awarded by the Central Institute of English and Foreign Languages, Hyderabad.

Provided that if the Selection Committee is of the view that the research work of a candidate as evident either from his thesis or from published work is of a very high standard, it may relax of the qualifications prescribed in (b) above.

Provided further that if a candidate possessing the qualifications as at (a) above is not available or not considered suitable, the college, on the recommendations of the Selection Committee, may appoint a person possessing a Good academic record on the condition that he will have to obtain an M.Phil degree or a recognised degree or diploma in the teaching of English/English Studies beyond the Master’s level within eight years of his appointment, failing which he will not be able to earn future increments till he obtains that degree or given evidence of equivalent published work of high standard.

Explanations:

For determining "good academic record" the following criteria shall be adopted.

University Lecturers:

(i) A candidate holding a Ph.D. degree should possess at least a second class Master’s degree; or

(ii) A candidate without a Ph.D. degree should possess a high second class Master’s degree and second class in the Bachelor’s degree; or

(iii) A candidate not possessing Ph.D. degree but possessing second class Master’s degree should have obtained first class in the Bachelor’s degree.

College Lecturers:

(i) A candidate holding an M.Phil degree or a recognised degree beyond the Master’s level should possess at least a second class Master’s degree; or

(ii) A candidate not holding an M.Phil degree or a recognised degree beyond the Master’s level should possess a high second class Master’s degree and a second class in first degree (B.A/ B.Sc./ B.Com) or

(iii) A candidate not holding an M.Phil degree or a recognised degree beyond the Master’s level but possessing a second class Master’s degree should have obtained a first class in the first degree (B.A/ B.Sc./ B.Com) examination.
2. Persons having secured marks more than the mid-point of the prescribed minimum marks for passing an examination in the second division and the prescribed minimum marks for passing an examination in the first division by a university shall be deemed to have passed that examination in the high second class.
Minimum qualifications prescribed for appointment to the posts of Lecturers in Foreign Languages.

University Lecturers:

(a) A Doctor's degree or research work of an equally high standard; and

(b) Good academic record with at least second class (C in the seven point scale) Master's degree from an Indian Univ. or an equivalent degree from a foreign university.

Having regard to the need for developing interdisciplinary programmes, the degrees in (a) and (b) above may be in relevant subjects.

Provided that if the Selection Committee is of the view that the research work of a candidate as evident either from his thesis or from his published work is of very high standard, it may relax any of qualifications prescribed in (b) above.

Provided further that if a candidate possessing a Doctor's degree or equivalent research work is not available or is not considered suitable person possessing a good academic record may be appointed provided he has done one year post M.A. degree course in the teaching of foreign language concerned from a univ. on the condition that he will have to obtain a Doctor's degree or give evidence of research work of equivalent high standard within eight years of his appointment failing which he will not be able to earn future increments until he fulfils those requirements.

College Lecturers:

(a) An M.Phil. degree or an recognised degree/ diploma of one year duration in the teaching of the language concerned be and the Master's level or published work indicating the capacity of a candidate for independent research work; and

(b) Good academic record with at least second class (C in the seven point scale) Master's degree from an Indian Univ. or an equivalent degree from a foreign university.

Provided that if the Selection Committee is of the view that the research work of a candidate as evident either from his thesis or from his published work is of a very high standard, it may relax any of the qualifications prescribed in (b) above.
Provided further that if a candidate possessing the qualifications as at (a) above is not available or not considered suitable the college on the recommendation of the Selection Committee may appoint a person possessing a good academic record on the condition that he will have to obtain the M.Phil degree or a recognised degree/diploma of one year duration beyond the Master's level within eight years of his appointment, failing which he will not able to earn future increments till he obtains that degree or give evidence of equivalent published work of high standard.

EXPLANATION:

For "determining "good academic record" the following criteria shall be adopted.

**UNIVERSITY LECTURERS:**

(a) A candidate holding a Ph.D. degree should possess at least a second class Master's degree; or

(b) A candidate without a Ph.D. degree should possess a high second class Master's degree and second class in the Bachelor's degree; or

(c) A candidate not possessing Ph.D. degree but possessing second class Master's degree should have obtained first class in the Bachelor's degree.

**COLLEGE LECTURERS:**

(i) A candidate holding an M.Phil degree or a recognised degree beyond the Master's level should possess a second high class Master's degree; or

(ii) A candidate not holding an M.Phil or a recognised degree beyond the Master's level should possess a high second class Master's degree and a second class in first degree (B.A/B.Sc./B.Com) examination; or

(iii) A candidate not holding an M.Phil or a recognised degree beyond the Master's level, but possessing a second class Master's degree should have obtained a first class in the first degree (B.A/B.Sc./B.Com) examination.

2. Persons having secured marks more than the mid-point of the prescribed minimum marks for passing an examination in the second division and the prescribed minimum marks for passing an examination in the first division by a university shall be deemed to have passed that examination in the high second class.

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Minimum qualifications for Lecturers in the Department/Faculties of Management Studies.

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LECTURER:

A Master's degree in Business Administration or M.Tech. in Engineering with first class with the provision that the incumbent would acquire a doctorate degree within a period of eight years.

In the case of allied subjects like Industrial Psychology, Personnel, Management, Business Statistics, Costs Accountancy etc. where Lecturers are required to be recruited with qualifications other than M.B.A. or M.Tech., the minimum qualifications shall be the same as prescribed under Schedule-I for in Faculties or Arts, Social Sciences including Commerce and Sciences.

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Minimum qualifications for appointment to the posts of Lecturers in Departments/Faculties in Law in the Universities and Colleges.

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L.L.M. Degree with Good Academic Record.

Note: These qualifications may not be insisted upon where a University appoints practising advocate as part-time lecturers.

EXPLANATION:
For determining "good academic record" the following criteria shall be adopted:

(i) A candidate holding a Ph.D. degree should possess at least second class Master's degree; or

(ii) A candidate without a Ph.D. degree should possess a High second class Master's degree and second class in the Bachelor's degree; or

(iii) A candidate not possessing Ph.D. degree but possessing second class Master's degree should have obtained first Class in the Bachelor's degree.

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