



**UNIVERSITY OF CALICUT
(GENERAL & ACADEMIC BRANCH – I)**

Calicut University P.O.,
673 635

No.3696/GA-I-F1/2013/CU

Dated:26.02.2014

NOTIFICATION

It is hereby notified that the following Amendments to the amended Regulations of 2002 and 2009 of the Regulation of 1977 (Chapter IV) relating to the qualification, placement and promotion of University and College Teachers have been finally approved by the Senate at its meeting held on 10.09.2013.

2. Amendments:

The existing Regulations contained in Regulation 3 relating to qualifications of teachers in University Teaching Departments and Regulation 4 relating to qualifications of teachers in non-professional Arts and Science Colleges and Regulation 5 (a) relating to qualifications of teachers in Training Colleges and Regulation 5 (b) relating to qualifications of teachers in Engineering Colleges in Chapter IV respectively be substituted by the following with effect from 30.07.2013.

Recruitment and Qualifications

- i) The direct recruitment to the posts of Assistant Professors, Associate Professors and Professors in the University teaching departments, and to the posts of Assistant Professors, Associate Professors and Professors in Private Aided Colleges affiliated to the University shall be on the basis of merit through all India advertisement and selections by the duly constituted Selection Committees, to be set up under the statutes/ordinances/ regulations of the University.
- ii) The minimum qualifications required for the post of Assistant Professors, Associate Professors, Professors, Principals, Assistant Directors of Physical Education and Sports, Deputy Directors of Physical Education and Sports, Directors of Physical Education and Sports will be those as prescribed in these Regulations.
- iii) The minimum requirements of a good academic record, 55% marks (or an equivalent grade in a point scale wherever grading system is followed) at the Master's level and qualifying in the National Eligibility Test (NET), or an accredited test (State Level Eligibility Test–SLET), shall remain for the appointment of Assistant Professors.
- iv) NET/SLET shall remain the minimum eligibility condition for recruitment and appointment of Assistant Professors in Universities/ Colleges.

Provided however, that candidates, who are or have been awarded a Ph.D. Degree in the concerned subject in accordance with the University Grants Commission (Minimum Standards and Procedure for Award of Ph.D. Degree) Regulations, 2009, shall be exempted from the requirement of the minimum eligibility condition of NET/SLET for recruitment and appointment of Assistant Professor or equivalent positions in Universities/ Colleges.

- v) NET/SLET shall not be required for such Master's Degree Programmes in disciplines for which NET/SLET accredited test is not conducted.
- vi) A minimum of 55% marks (or an equivalent grade in a point scale wherever grading system is followed) will be required at the Master's level for those recruited as teachers at any level from industries and research institutions and at the entry level of Assistant Professors, Assistant Directors of Physical Education and Sports.
- vii) A relaxation of 5% may be provided at the Graduate and Master's level for the Scheduled Caste/Scheduled Tribe/Differently-abled (physically and visually differently-abled) categories for the purpose of eligibility and for assessing good academic record during direct recruitment to teaching positions. The eligibility marks of 55% marks (or an equivalent grade in a point scale wherever grading system is followed) and the relaxation of 5% to the categories mentioned above are permissible, based on only the qualifying marks without including any grace mark procedures.
- viii) A relaxation of 5% may be provided, from 55% to 50% of the marks to the Ph.D. Degree holders, who have obtained their Master's Degree prior to 19th September, 1991.
- ix) Relevant grade which is regarded as equivalent of 55% wherever the grading system is followed by a recognized University shall also be considered eligible.
- x) The Ph.D. Degree shall be a mandatory qualification for the appointment of Professors and for promotion as Professors.
- xi) The Ph.D. Degree shall be a mandatory qualification for all candidates to be appointed as Associate Professor through direct recruitment.
- xii) The period of time taken by candidates to acquire M.Phil. and / or Ph.D. Degree shall not be considered as teaching / research experience to be claimed for appointment to the teaching positions.

3. Teachers of the University

(1) Professor

- A i) An eminent scholar with Ph.D. qualification(s) in the concerned/ allied/ relevant discipline and published work of high quality, actively engaged

- in research with evidence of published work with a minimum of 10 publications as books and/or research/policy papers.
- ii) A minimum of ten years of teaching experience in University/College, and/or experience in research at the University/National level institutions/industries, including experience of guiding candidates for research at doctoral level.
- iii) Contribution to educational innovation, design of new curricula and courses, and technology-mediated teaching learning process.
- iv) A minimum score as stipulated in the Academic Performance Indicator (API) based Performance Based Appraisal System (PBAS) set out in this Regulation in Appendix III.

OR

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

(2) **Associate Professor**

- i) 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 grading system is followed.) of this University or an Indian / Foreign University recognized as equivalent thereto.
- iii) A minimum of eight years of experience of teaching and/or research in an academic/research position equivalent to that of Assistant Professor in a University, College or Accredited Research Institution/industry excluding the period of Ph.D. research with evidence of published work and a minimum of five publications as books and/or research/policy papers.
- iv) Contribution to educational innovation, design of new curricula and courses, and technology-mediated teaching learning process with evidence of having guided doctoral candidates and research students.
- v) A minimum score as stipulated in the Academic Performance Indicator (API) based Performance Based Appraisal System (PBAS), set out in this Regulation in Appendix III.

(3) **A. Arts, Humanities, Sciences, Social Sciences, Commerce, Education, Languages, Law, Journalism and Mass Communication.**

1) **Assistant Professor**

- i) Good academic record with at least 55% marks (or an equivalent grade in a point scale wherever grading system is followed) at the Master's Degree level in a relevant subject of this University or an Indian/Foreign University recognized as equivalent thereto as specified in the handbook issued by Association of Indian Universities from time to time.
- ii) Besides fulfilling the above qualifications, the candidates must have cleared the National Eligibility Test (NET) conducted by the UGC, CSIR, or similar test accredited by the UGC like SLET.
- iii) Notwithstanding anything contained in sub-clauses (i) and (ii) to this clause, candidates, who are or have been awarded a Ph.D. Degree in the concerned subject in accordance with the University Grants Commission (Minimum Standards and Procedure for Award of Ph.D. Degree) Regulations, 2009, shall be exempted from the requirement of the minimum eligibility condition of NET/SLET for recruitment and appointment of Assistant Professor or equivalent positions in Universities/ Colleges.
- iv) NET/SLET shall also not be required for such Master's Programmes in disciplines for which NET/SLET is not conducted.

(3) **B. Music and Dance Discipline**

1) Assistant Professor

i) As in Regulation 3 (3) A.1

OR

ii) A traditional and a professional artist with highly commendable professional achievement in the concerned subject, who should have:

- (a) Studied under noted/reputed traditional masters and has thorough knowledge to explain the subject concerned;
- (b) A high grade artist of AIR/TV; and
- (c) Ability to explain the logical reasoning of the subject concerned and adequate knowledge to teach theory with illustrations in that discipline.

2) Associate Professor

i) Good academic record with doctoral degree, with performing ability of high professional standard.

ii) Eight years of experience of teaching at the University, College level and/or research in University/national level institutions excluding the period spent for obtaining the research degree.

iii) Has made significant contributions to the knowledge in the subject concerned, as evidenced by quality of publications.

iv) Contribution to educational innovation such as designing of new courses, curricula and/or outstanding performing achievement in the field of specialization.

OR

v) A traditional and a professional artist with highly commendable professional achievement in the concerned subject, who should be or have:

- a) 'A' grade artist of AIR/TV;
- b) Eight years of outstanding performing achievements in the field of specialization ;
- c) Experience in designing of new courses and/or curricula;
- d) Participation in seminars / conferences in reputed institutions;
- and
- e) Ability to explain the logical reasoning of the subject concerned and adequate knowledge to teach theory with illustrations in that discipline.

3. Professor

i) An eminent scholar with a doctoral degree actively engaged in research with ten years of experience in teaching in University/College and/or research at the University/National level institutions including experience of guiding research at doctoral level with outstanding performing achievements in the field of specialization.

OR

ii) A traditional and a professional artist with highly commendable professional achievement in the concerned subject, who should be or have:

- a) 'A' grade artist of AIR/TV;
- b) Twelve years of outstanding performing achievements in the field of specialization ;
- c) Significant contributions in the field of specializations and ability to guide research;
- d) Participation in National/International Seminars/Conferences/ Workshops and/or recipient of National/International Awards/ Fellowships; and
- e) Ability to explain the logical reasoning of the subject concerned and adequate knowledge to teach theory with illustrations in that discipline.

(3) C. Drama Discipline

1. Assistant Professor

i) As in Regulation 3 (3) A.1

OR

ii) A traditional and a professional artist with highly commendable professional achievement in the concerned subject, who should be or have:

- a) A professional artist with first class degree/diploma from National School of Drama or any other such approved institution in India or abroad;
- b) Five years of regular acclaimed performance in regional/national/international stage with evidence; and
- c) Ability to explain the logical reasoning of the subject concerned and adequate knowledge to teach theory with illustrations in said discipline.

2. Associate Professor

i) Good academic record with doctoral degree with performing ability of high professional standard as recommended by an expert committee constituted by the University concerned for the said purpose.

ii) Eight years of experiences of teaching in a University/College and/or research in University/national level institutions excluding the period spent for obtaining the research degree.

iii) Has made significant contributions to the knowledge in the subject concerned, as evidenced by quality of publications.

iv) Contributions to educational innovation such as designing new courses and/or curricula and/or outstanding performing achievements in the field of specializations.

OR

v) A traditional and a professional artist with highly commendable professional achievement in the concerned subject, who should be or have:

- a) A recognized artist of Stage/Radio/TV;
- b) Eight years of outstanding performing achievements in the field of specialization;
- c) Experience in designing of new courses and/or curricula;
- d) Participation in Seminars/Conferences in reputed institutions; and
- e) Ability to explain the logical reasoning of the subject concerned and adequate knowledge to teach theory with illustrations in that discipline.

3. Professor

i) An eminent scholar with a doctoral degree actively engaged in research with ten years of experience in teaching and/or research at the University/National level institutions including experience of guiding research in doctoral level, with outstanding performing achievement in the field of specialization.

OR

ii) A traditional and a professional artist with highly commendable professional achievement in the concerned subject, who should be or have:

- a) Twelve years of outstanding performing achievements in the field of specialization;
- b) Has made significant contributions in the field of specializations and has the ability to guide research;
- c) Participation in National/International Seminars/Conferences/ Workshops and/or recipient of National/International Awards/ Fellowships; and
- d) Ability to explain the logical reasoning of the subject concerned and adequate knowledge to teach theory with illustrations.