



विकसित भारत  
अभियान  
1947 TO 2047

# HARYANA STATE HIGHER EDUCATION COUNCIL

No. 06/12-2021 Adv./HSHEC

Dated: 13.01.2025

To  
The Hon'ble Members of Committee  
as listed in the endorsement

**Subject: Constitution of Committee for providing feedback on Draft "UGC (Minimum Qualifications for Appointment and Promotion of Teachers and Academic Staff in Universities and Colleges and Measures for the Maintenance of Standards in Higher Education) Regulations, 2025" and**

**Draft "Guidelines on Cadre Ratio, Period of Probation & Confirmation, Leaves, Teaching Days, Academic, Research and Administrative Commitments, Seniority and Code of Professional Ethics for Teachers and other Academic Staff in Universities and Colleges"**

Respected Hon'ble Members,  
Namaste

Greetings from Haryana State Higher Education Council.

This is in continuation to the Council's notification of even number dated 10.01.2025 on the subject mentioned above.

The Council would like to inform the committee members that UGC has now also invited feedback on Draft "Grading of HEIs based on implementation of NEP-2020" vide UGC public notice no. 1-18/2017(CPP-II) dated 03.01.2025 (copy enclosed).

As per UGC communication, UGC has decided to develop a system to evaluate HEIs based on the implementation of the National Education Policy 2020. The progress made by the HEIs in implementing the NEP 2020 will be considered while granting privileges and entitlements under various UGC Regulations. To facilitate this, a two-step evaluation process has been developed, and specific parameters have been identified to determine the allocation of points.

This is brought to the kind notice of Hon'ble Members of the committee for deliberating in the committee meeting scheduled at 11:30 AM on 24.01.2025 in Council's office.

Regards,

KK Agnihotri  
Advisor, HSHEC



# HARYANA STATE HIGHER EDUCATION COUNCIL

Endst. No.: Even

Date: 13.01.2025

A copy for information and necessary action is forwarded to the following:-

1. Prof. Som Nath Sachdeva, Vice Chancellor, Kurukshetra University, Kurukshetra - Chairman of the Committee
2. Prof. Shree Prakash Singh, Vice Chancellor, Deenabandhu Chhotu Ram University of Science & Technology, Murthal, Sonapat - Member
3. Prof. Dinesh Kumar, ex-Vice Chancellor, Gurugram University, Gurugram - Member
4. Dr. Ramanand Pandey, Director, Centre of Policy Research & Governance, New Delhi - Member
5. Dr. Manjula Chaudhary, Director, Centre for Distance & Online Education, Kurukshetra University, Kurukshetra - Member
6. Prof. Pawan Kumar Sharma, Dean (Research), Central University of Haryana, Mahendragarh - Member
7. Dr. R.S. Rathore, Dean Academic, Shri Vishwakarma Skill University, Palwal - Member
8. Director, Higher Education, Haryana for deputing representative of Higher Education Department dealing with UGC Regulations.
9. Director, Technical Education, Haryana for deputing representative of Technical Education Department dealing with UGC Regulations as draft this time also concerning disciplines relating to Engineering/ Technology & Management.
10. Officers dealing with NEP-2020 in HSHEC

KK Agnihotri  
Advisor, HSHEC

CC:

1. PS/ CP, HSHEC for kind information of the Chairperson, HSHEC, Panchkula
2. PS/ ACSHE&TE for kind information of ACSHE&TE, Haryana, Chandigarh
3. BO, HSHEC
4. Expert NEP-III for uploading on the Council's website.



ज्ञान-विज्ञान विमुक्तये

आचार्य मनिष र. जोशी  
सचिव

**Prof. Manish R. Joshi**  
Secretary



सत्यमेव जयते



विश्वविद्यालय अनुदान आयोग  
**University Grants Commission**  
(शिक्षा मंत्रालय, भारत सरकार)  
(Ministry of Education, Govt. of India)

**F.No. 1-18/2017(CPP-II)**

**3<sup>rd</sup> January, 2025/13 पौष, 1946**

### सार्वजनिक सूचना

The University Grants Commission (UGC) notifies Regulations regarding the maintenance of standards of higher education in the country. In some of the UGC Regulations, grades/scores obtained in NAAC accreditation are taken as criteria to make Higher Education Institutions (HEIs) eligible for certain privileges/entitlements.

It has been decided to develop a system to evaluate HEIs based on the implementation of the National Education Policy 2020. The progress made by the HEIs in implementing the NEP 2020 will be considered while granting privileges and entitlements under various UGC Regulations. To facilitate this, a two-step evaluation process has been developed, and specific parameters have been identified to determine the allocation of points. A copy of the document is **attached herewith**.

Suggestions/feedback from the stakeholders/public are invited on the draft document which may be submitted through the Google form available at <https://forms.gle/xY6avHXGfKXJuwBk8> within 30 days from the date of publication of this Public Notice.

(मनिष जोशी)

संलग्नक: यथोपरि

## **Grading of Higher Education Institutions (HEI) based on Implementation of National Education Policy (NEP) 2020**

### **Methodology**

Higher Education Institutions may be assessed on the basis of their adoption/implementation of NEP 2020 initiatives. A Higher Education Institution may be required to pass through a two-step process. In the first step, an institution needs to fulfill the mandatory requirements called "qualifiers," followed by "quantifiers," where the HEI will have to reply with "yes" or "no" to a series of questions based on the initiatives of NEP 2020 and the UGC Regulations. The assessment will be based on the data/evidence to be submitted by the HEI. Submission of false evidence and or any wrong declaration by HEI will lead to the rejection of the application and any other action as deemed fit by the UGC.

The two-step evaluation is as follows:

1. Eligibility Qualifiers: These will be the mandatory benchmarks that an HEI needs to fulfill in order to become eligible for the grant of privileges/entitlements.
2. Quantifier Parameters: The eligible HEI will be evaluated on the identified parameters and the grant of privilege/entitlement will be determined on the basis of the points obtained by the HEI.

### **Eligibility Qualifiers**

An HEI shall be mandatorily required to attain the qualifier benchmarks to become eligible for submission of an application to obtain a privilege or entitlement to be granted or conferred by the UGC. HEI will be required to submit evidence in support of achieving a benchmark parameter. The following eligibility qualifiers are recommended:

1. Recognition under section 2(f) of the UGC Act
2. Registration on the AISHE portal
3. Valid Accreditation from NAAC
4. Implementation of UGC guidelines on Public Self-Disclosure
5. Appointment of Ombudsperson and constitution of Students Grievances Redressal Committee (SGRC) in case of a university or deemed to be a university and Constitution of Students Grievances Redressal Committee (SGRC) in case of a college as prescribed in UGC Regulations.
6. Implementation of extant UGC Fee refund policy
7. Constitution of the Internal Complaints Committee (ICC) for matters related to sexual harassment
8. Registration on the portal for Undertaking Transformative Strategies and Actions in Higher Education (UTSAH)

9. Registration on Academic Bank of Credits (ABC) by eligible institutions (Only for Universities and Autonomous Colleges)
10. HEI should not be on any current list of defaulting institutions published by UGC due to failure to comply with the UGC Regulations/Guidelines/Notifications/specific instructions or to provide information solicited by UGC.
11. Timely notification, in accordance with UGC Regulations, of autonomous colleges approved by the UGC (Only for an affiliating university)

### Quantifiers

An HEI fulfilling the eligibility qualifiers will be eligible for further evaluation. A questionnaire, as given in the table below, is suggested where institutions have to say 'yes' or 'no' regarding implementation/adherence to a parameter. The percentage of 'yes' will determine the points obtained by the HEI, which in turn will determine its eligibility to a scheme or privilege/entitlement.

An HEI may be assessed/evaluated using the following parameters:

S.N.	Parameter	Scores		Applicable for Universities / Autonomous Colleges / Colleges / All
		1.0	0	
1.	Has the HEI appointed at least 75% of Faculty Members on a regular/permanent basis against the sanctioned posts? <b>(or)</b> Does the HEI comply with the required faculty: student ratio prescribed by the regulatory authority concerned? <b>(Whichever is higher)</b> (Guest faculty/visiting faculty/part-time faculty shall not be counted)	Yes	No	All
2.	Has the HEI appointed Professor of Practice?	Yes	No	All
3.	Are at least 75% of teachers trained under the Malviya Mission Teachers Training Programme?	Yes	No	All

4.	Is the HEI recognized under Section 12 B of the UGC Act, 1956?	Yes	No	All
5.	Did the HEI participate in the latest NIRF ranking?	Yes	No	All
6.	Does the HEI have an enrolment of 3000 or more students in the current academic session? (Students enrolled in affiliated colleges/ in ODL/Online mode should not be included by the Universities)	Yes	No	All
7.	Does the HEI update the Undertaking Transformative Strategies and Actions in Higher Education (UTSAH) Portal regularly?	Yes	No	All
8.	Does the HEI update the AISHE portal annually?	Yes	No	All
9.	Has the HEI implemented 4-year UG programmes with multiple entry and exit (in eligible programmes)?	Yes	No	Universities and Autonomous Colleges
10.	Has the registration of at least 95% of the students of the preceding academic session, uploading of their credits, and mapping of their records on the Academic Bank of Credits (ABC) portal been completed?	Yes	No	Universities and Autonomous Colleges
11.	Has the parameter mentioned in S.No.10 also been completed from the academic session 2021-22 onwards?	Yes	No	Universities and Autonomous Colleges
12.	Has the HEI adopted the National Credit Framework (NCrF) with the approval of its Statutory Bodies?	Yes	No	Universities and Autonomous Colleges
13.	Has the HEI adopted the Curriculum and Credit Framework for Undergraduate Programmes with the approval of its Statutory Bodies?	Yes	No	Universities and Autonomous Colleges
14.	Has the HEI adopted the Curriculum and Credit Framework for Postgraduate Programmes with the approval of its Statutory Bodies?	Yes	No	Universities and Autonomous Colleges

15.	Whether the HEI has nominated NEP-SAARTHIS?	Yes	No	All
16.	Has the HEI established a Research and Development (R&D) Cell?	Yes	No	All
17.	Whether the HEI has established a placement cell and the students have been placed in the last academic session?	Yes	No	All
18.	Has the HEI established an Industry Relation Cell and Community Relation Programmes and students benefitted in the last academic session?	Yes	No	All
19.	Has the HEI established an Alumni Connect Cell	Yes	No	All
20.	Are the buildings of HEI accessible for differently-abled persons?	Yes	No	All
21.	Whether the HEI signed MoUs with industries for internship/apprenticeships and students, have availed of internships/apprenticeships in the last academic session?	Yes	No	All
22.	Does the HEI offer Internship/Apprenticeship embedded Degree programmes and has enrolled students in such programmes?	Yes	No	Universities and Autonomous Colleges
23.	Does the HEI offer teaching in Indian languages?	Yes	No	All
24.	Does the HEI allow students to write the examinations in an Indian language of their choice, irrespective of the medium of instruction?	Yes	No	Universities and Autonomous Colleges
25.	Whether the HEI contributed to ASMITA (Augmenting Study Materials in Indian languages through Translation and Academic writing) initiative of UGC	Yes	No	Universities

26.	Has the HEI implemented the UGC Guidelines to Provide Equitable Opportunity for the Socio-Economically Disadvantaged Groups (SEDGs) in the HEIs?	Yes	No	All
27.	Did the HEI provide financial support to needy/meritorious students in the form of scholarships/freeships/fee waivers out of funds of institution/parent trust in the last academic session?	Yes	No	All
28.	Has HEI enrolled international students for the current academic session? (Figures of affiliated colleges should not be included by the Universities)	Yes	No	All
29.	Has the HEI published the Academic Calendar during the last three academic years, including the current academic session?	Yes	No	Universities and Autonomous Colleges
30.	Has the HEI incorporated IKS into its curricula?	Yes	No	Universities and Autonomous Colleges
31.	Whether the HEI has academic collaboration with foreign HEIs to offer Twinning Programmes, Joint and Dual Degree Programmes, and has enrolled students in such programmes?	Yes	No	Universities
32.	Has the HEI adopted CUET for admission to UG and PG programmes?	Yes	No	All
33.	Has the HEI adopted the UGC National Eligibility Test (NET) for admission to Ph.D.?	Yes	No	Universities
34.	Does the HEI redress grievances on the E-Samadhaan portal of UGC regularly?	Yes	No	All
35.	Does the HEI provide feedback on the UGC University Activity Monitoring Portal (UAMP) regularly?	Yes	No	All



36.	Is the online portal for redressal of students' grievances as per UGC Regulations functional?	Yes	No	All
37.	Has the HEI complied with the University Grants Commission (Grant of degrees and other awards by Universities) Regulations, 2008?	Yes	No	Universities
38.	Has the HEI implemented UGC SWAYAM Regulations, 2021, and students have been allowed credits of SWAYAM courses?	Yes	No	Universities and Autonomous Colleges
39.	Does the University offer Online and ODL courses as per UGC Regulations?	Yes	No	Universities
40.	Has the HEI implemented anti-ragging measures as per UGC Regulations?	Yes	No	All
41.	Whether the incumbent Vice-Chancellor has been appointed as per the UGC Regulations?	Yes	No	Universities
42.	Has the HEI adopted UGC guidelines on Pursuing two Academic Programmes simultaneously, and have students pursued two programmes simultaneously?	Yes	No	Universities and Autonomous Colleges
43.	Has the HEI implemented the UGC Guidelines on Promotion of Physical Fitness, Sports, Students' Health, Welfare, Psychological and Emotional Well-Being at Higher Education Institutions of India?	Yes	No	All
44.	Has the HEI implemented the UGC-Mulya Pravah: Human Values and Professional Ethics in Higher Education Institutions?	Yes	No	All
45.	Has the HEI implemented the UGC Guidelines on Fostering Social Responsibility and Community Engagement in Higher Education Institutions 2.0?	Yes	No	All

46.	Has the HEI implemented the UGC Curriculum on Life Skills (Jeevan Kaushal) 2.0	Yes	No	All
47.	Has the HEI implemented the UGC Guidelines and Curriculum Framework for Environmental Education at the UG level?	Yes	No	Universities and Autonomous Colleges
48.	Has the HEI empanelled Local Artists/Artisans as Artist(s)- In-Residence as per UGC Guidelines?	Yes	No	All
49.	Has the HEI prepared its Institutional Development Plans as per UGC Guidelines?	Yes	No	All

Note: 30 Parameters are applicable for all HEIs; 13 Parameters are applicable for Universities and Autonomous Colleges; and 6 Parameters are applicable for universities only.

The above list is indicative and will require updating from time to time. It is, therefore, recommended that additional qualifier and quantifier parameters be added, modified, or deleted by issuing a public notice. Similarly, the points required for granting privileges/entitlements will be decided by the UGC from time to time by issuing a public notice.

An HEI will be required to substantiate its claim by submitting documentary evidence or relevant information. The decision of the UGC on whether an HEI has achieved a particular parameter will be final.

Universities and colleges will be assigned points in the following manner:

Achievement of Parameters	Minimum parameters to be fulfilled		
	University (49)	Autonomous College (43)	College (30)
85%	42	37	26
75%	37	32	23
65%	32	28	20
55%	27	24	17
45%	22	19	14
35%	17	15	11

The following list details the names of the UGC Regulations and the privileges or entitlements they grant to Higher Education Institutions based on the grades or scores received in the NAAC assessment. Additionally, it outlines the proposed benchmarks that a Higher Education Institution must meet in order to benefit from these Regulations, in accordance with the implementation of NEP 2020.

**A. The University Grants Commission (Open and Distance Learning Programmes and Online Programmes) Regulations, 2020**

Existing provision	Proposed benchmark to be achieved
A Minimum of 3.01/4.00 to become eligible to apply	<b>75% of the applicable parameters</b> to become eligible to apply
3.26 and above are eligible to start full-fledged Online programmes without prior approval of the UGC	<b>80% of the applicable parameters</b> to be eligible to start full-fledged Online programmes without prior approval of the UGC

**B. University Grants Commission (Institutions Deemed to be Universities) Regulations, 2023:**

Existing provision	Proposed benchmark to be achieved
At least a 3.01 in three consecutive cycles to become eligible to apply	<b>75% of the applicable parameters</b> to become eligible to apply

**C. University Grants Commission [Categorisation of Universities (Only) for Grant of Graded Autonomy] Regulations, 2018**

Existing provision	Proposed benchmark to be achieved
A Minimum of 3.51/4.00 and above for Category-I status	A minimum of <b>90% of the applicable parameters</b> for Category-I status
3.26 and above for Category-II status	A minimum of <b>80% of the applicable parameters</b> for Category-II status

**D. University Grants Commission (Conferment of Autonomous Status Upon Colleges and Measures for Maintenance of Standards in Autonomous Colleges) Regulations, 2023**

Existing provision	Proposed benchmark to be achieved
Mere accreditation to become eligible to apply	<b>60% of the applicable parameters</b> to become eligible to apply
3.01 and above for 10 years conferment/ extension	<b>75% of the applicable parameters</b> for 10 years conferment/ extension

**E. University Grants Commission (Academic Collaboration between Indian and Foreign Higher Educational Institutions to offer Twinning, Joint Degree and Dual Degree Programmes) Regulations, 2022**

Existing provision	Proposed benchmark to be achieved
HEIs with 3.01 are eligible to offer Twinning, Joint Degree and Dual Degree programmes subject to fulfilment of other conditions.	<b>75% of the applicable parameters</b> to become eligible to apply

**F. 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**

Existing provision	Proposed benchmark to be achieved
In the committee for the assessment of a College Principal, the Principal of a NAAC A grade will be nominated by the Chairman of UGC.	Principal of a College with <b>75% of the applicable parameters</b> to be nominated

An HEI will be required to provide evidence in support of its claim of achieving a particular parameter and will submit a declaration that the claims and the evidence made/provided by it are correct and that no false claim has been made.

It may also be noted that benchmarks to be achieved by HEIs to attain entitlement and privileges under various regulations may be suitably modified from time to time by issuing a public notice after approval of the Chairman, UGC.

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