



**2.4.2** Percentage of full-time teachers with Ph.D./D.M/M.Ch./D.N.B/Superspeciality/L.L.D/D.S.C/D.Litt. during the last five years)

**HEI Response:**

**HEI has noted the DVV comments and the links to relevant documents and response are submitted below:**

1. E-copies of the PhD. /NET/ SLET of all the faculty (2 more fields – data specialisation and university awarding the PhD). The number of full-time teachers is 539.
  - a. Link to the relevant document – [Click Here](#)
2. The coursework for PhD is mandatory as per UGC notification to all Universities - [https://www.ugc.gov.in/pdfnews/4405511\\_Draft-UGC-PhD-regulations-2022.pdf](https://www.ugc.gov.in/pdfnews/4405511_Draft-UGC-PhD-regulations-2022.pdf)

It is under UGC purview to Issue Warnings, Withholding grants, de-recognition and public notification for non-compliance of the above. HEI ensures that faculty from de-recognized Universities are not selected. HR Department only collects the PhD certificate and not the coursework certificate, so it is not possible to provide the coursework certificates for all faculty. PhD certificates have already been provided by the HEI.
3. HEIs across the country are facing significant faculty shortages a problem exacerbated by several factors including the COVID pandemic. Addressing these challenges requires creative solutions, such as offering competitive salaries, improving work-life balance, and providing clear career advancement paths. NMIMS has appointed a very few faculty as pointed out by DVV, but has ensured that the faculty have enrolled for PhD on joining and completed it also.
4. HEI has ensured that the URLs to the PhD degree copies of the faculty are working.