

ESSENTIAL QUALIFICATIONS FOR TEACHING POSITIONS AS PER UGC REGULATIONS, 2010

I. PROFESSOR(S):

- **Mathematics**
- **Journalism & Creative Writing**
- **Information Technology & Computer Science**
- **New Media Communication**
- **Statistic and Actuarial Science**
- **Sociology & Social Anthropology**
- **Hindi**
- **English**
- **Education**
- **Computational Biology & Bioinformatics**
- **Tourism & Travel**

- (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 UGC Regulations on Minimum Qualifications for appointment of teachers and other academic staff and measures for the maintenance of standards in higher education, 2010 (Appendix-B).

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. Professor in the discipline of Management/Business Administration:

- i. Consistently good academic record with at least 55% marks (or an equivalent grade in a point scale wherever grading system is followed) in Master's Degree in Business Management / Administration in a relevant discipline or consistently good academic record with at least 55% marks (or an equivalent grade in a point scale wherever grading system is followed) in two year full time PGDM declared equivalent by AIU / recognized by the AICTE / UGC;

OR

First Class graduate and professionally qualified Chartered Accountant / Cost and works Accountant/ Company Secretary of the concerned statutory body.

- ii. Ph. D. or Fellow of Indian Institute of Management or of an Institute recognized by AICTE and declared equivalent by the AIU.
- iii. A minimum of ten years' experience of teaching / industry / research / professional out of which five years must be at the level of Reader or equivalent excluding the period spent for obtaining the research degree.

OR

- iv. In the event the candidate is from industry and the profession, the following shall constitute as essential:
1. Consistently good academic record with at least 55% marks (or an equivalent grade in a point scale wherever grading system is followed) in Master's Degree in Business Management / Administration / in a relevant management related discipline or consistently good academic record with at least 55% marks (or an equivalent grade in a point scale wherever grading system is followed) in two years full time PGDM declared equivalent by AIU / recognized by the AICTE / UGC.

OR

First Class graduate and professionally qualified Chartered Accountant / Cost and works Accountant / Company Secretary of the concerned statutory body.

2. The candidate should have professional work experience which is significant and can be recognized at national / International level as equivalent to Ph. D. and twelve years' managerial experience in industry /profession of which at least eight years should be at least at a level comparable to that of Reader/Assistant Professor.
- v. Without prejudice to the above, the following conditions may be considered desirable:
- i) Teaching, Teaching, research, and / or professional experience in a reputed organization;
 - ii) Published work, such as research papers, patents filed / obtained, books and / or technical reports;
 - iii) Experience of guiding the project work / dissertation of PG /Research Students or supervising R&D projects in industry;
 - iv) Demonstrated leadership in planning and organizing academic, research, industrial and / or professional activities; and
 - v) Capacity to undertake / lead sponsored R&D consultancy and related activities.

3. Professor in the Discipline of Fine Art & Art Education – Visual Art (Painting)

- 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 Professional artist with highly commendable professional achievement in the concerned subject, who should have:
 - a. Twelve years of experience of holding regular regional/national exhibition/workshops with evidence;
 - b. Significant contributions in the field of specialization and 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 in that discipline.

II. ASSOCIATE PROFESSOR(S):

1. Associate Professor in the Disciplines of:

- Economics
- Mathematics
- Journalism & Creative Writing
- Library & Information Science
- Social Work
- Information Technology & Computer Science
- New Media Communication
- Statistic and Actuarial Science
- Sociology & Social Anthropology
- Hindi
- English
- Computational Biology & Bioinformatics
- Tourism & Travel

- 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).
- 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 5 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 UGC Regulations for appointment of teachers and other academic staff in universities and colleges and measures for the maintenance of standards in higher education, 2010 (Appendix B).

2. Associate Professor in the discipline of Management/Business Administration:

- i. Consistently good academic record with at least 55% marks (or an equivalent grade in a point scale wherever grading system is followed) in Master's Degree in Business Management / Administration in a relevant management related discipline or first class in two years full time PGDM declared equivalent by AIU / recognized by the AICTE / UGC;

OR

First Class graduate and professionally qualified Chartered Accountant / Cost and works Accountant / Company Secretary of the concerned statutory body.

- ii. Ph.D. or Fellow of Indian Institute of Management or of an Institute recognized by AICTE and declared equivalent by the AIU.
- iii. A minimum of eight years' experience of teaching / industry / research /professional at managerial level excluding the period spent for obtaining the research degree.

OR

- iv. In the event the candidate is from industry and the profession, the following requirements shall constitute as essential requirements:
1. Consistently good academic record with at least 55% marks (or an equivalent grade in a point scale wherever grading system is followed) in Master's Degree in Business Management / Administration / in a relevant management related discipline or first class in two years full time PGDM declared equivalent by AIU / recognized by AICTE / UGC,
- OR**
- First Class graduate and professionally qualified Chartered Accountant / Cost and Works Accountant / Company Secretary of the concerned statutory body.
2. A minimum of ten years experience of teaching industry / research /profession, out of which five years must be at the level of Assistant Professor or equivalent excluding the period spent for obtaining research degree. The candidate should have Professional work experience, which is significant and can be recognized at national / international level as equivalent to Ph.D. and ten years managerial experience in industry / profession of which at least five years should be at the level comparable to that of lecturer / assistant professor.
- v. Without prejudice to the above, the following conditions may be considered desirable:
- a) Teaching, research industrial and / or professional experience in a reputed organization;
 - b) Published work, such as research papers, patents filed / obtained, books and / or technical reports; and
 - c) Experience of guiding the project work /dissertation of PG / Research Students or supervising R&D projects in industry.

2. Associate Professor in the Discipline of Fine Art & Art Education – Visual Art (Painting)

- i. Good academic record with doctoral degree, with performing ability of high professional standard.
 - ii. Eight years of experience of teaching in a University / College and/ or research in University / national level institutions excluding the period spent for the research degree of M.Phil./ Ph. D.
 - 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 Professional artist with highly commendable professional achievement in the concerned subject, who should have:
- i. A recognized artist of his/her own discipline;
 - ii. Eight years of outstanding performing achievements in the field of specialization;
 - iii. Experience in designing of new courses and /or curricula;
 - iv. Participation in Seminars/Conferences in reputed institutions; and Ability to explain the logical reasoning of the subject concerned and
 - v. Adequate knowledge to teach theory with illustrations in that discipline.

III. ASSISTANT PROFESSORS:

1. Assistant Professor in the Disciplines of:

- Economics
- Mathematics
- Journalism & Creative Writing
- Library & Information Science
- Social Work
- Information Technology & Computer Science
- New Media Communication
- Statistic and Actuarial Science
- Sociology & Social Anthropology
- Hindi
- Business & Management Studies
HR & OB
Marketing and Supply Management
Accounting & Finance

- i. Good academic record as defined by the concerned university 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 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, CSIR or similar test accredited by the UGC like SLET/SET. However, candidates, who are, or have been awarded a Ph. D. Degree 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/SET for recruitment and appointment of Assistant Professor or equivalent positions in Universities/Colleges/Institutions.

2. Assistant Professor in the discipline of Business and Management Sciences

Essential:

- i. Consistently good academic record with First Class Master's Degree in Business Management / Administration / in a relevant management related discipline or first class in two year full time PGDM declared equivalent by AIU / accredited by the AICTE / UGC;
- OR**
- ii. First Class graduate and professionally qualified Chartered Accountant / Cost and Works Accountant / Company Secretary of the concerned statutory bodies.
- 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. However, candidates, who are, or have been awarded a Ph. D. Degree 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/SET for recruitment and appointment of Assistant Professor or equivalent positions in Universities/Colleges/Institutions.

Desirable:

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

2. Assistant Professor in the discipline of Fine Art & Art Education – Visual Art (Painting)

- i. Good academic record as defined by the concerned university 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 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, CSIR or similar test accredited by the UGC like SLET/SET. However, candidates, who are, or have been awarded a Ph. D. Degree 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/SET for recruitment and appointment of Assistant Professor or equivalent positions in Universities/Colleges/Institutions.

OR

A Professional artist with highly commendable professional achievement in the concerned subject, who should have:

- i. First class Diploma in Visual (Fine) arts discipline from the recognized Institution of India/Abroad;
- ii. Five years of experience of holding regular regional/National exhibitions/Workshops with evidence; and
- iii. Ability to explain the logical reasoning of the subject concerned and adequate knowledge to teach theory with illustrations in that discipline.

Concerned/Allied/Relevant Disciplines

Programme of Study	Specified Disciplines
1. Economics	Economics, Agriculture Economics, International Economics and any other discipline found to be relevant by the Screening/Selection Committee.
2. Mathematics	Mathematics, Industrial Mathematics, Operations Research and any other discipline found to be relevant by the Screening / Selection Committee.
3. Journalism & Creative Writing	Journalism, Mass Communication, Creative Writing and any other discipline found to be relevant by the Screening/Selection Committee.
4. Library Science	Library Science, Library Information System and any other discipline found to be relevant by the Screening/Selection Committee.
5. Fine Art & Art Education –Visual Art (Painting)	Fine Art/ Visual Art/Painting and any other discipline found to be relevant by the Screening/Selection Committee.
6. Social Work	Social Work, Sociology, Psychology, Social Anthropology and any other discipline found to be relevant by the Screening/Selection Committee.
7. Information Technology	Computer Applications, Computer Science/Technology, Information Technology and any other discipline found to be relevant by the Screening/Selection Committee.
8. New Media	Mass Communication, New Media any other discipline found to be relevant by the Screening/Selection Committee.
9. Sociology & Social Anthropology	Sociology, Social Anthropology and any other discipline found to be relevant by the Screening/Selection Committee.
10. Statistics & Actuarial Science	Statistics, Actuarial Science and any other discipline found to be relevant by the Screening/Selection Committee.
11. Hindi	Hindi and any other discipline found to be relevant by the Screening/Selection Committee.
12. Business and Management Sciences	Business Management/Administration, Commerce, Applied Economics, Business Economics, Psychology (Organizational / Industrial Psychology), Marketing Management, Financial Administration/Management, Human Resource Management, International Business, Tourism administration, Statistics, Operational Research, Business Law, Production & Industrial Engineering, Industrial management, Computer Applications and any other discipline found to be relevant by the Screening/Selection Committee.
13. English	English, Comparative Literature and any other discipline found to be relevant by the Screening/Selection Committee.
14. Environmental Science	Environmental Science, Earth Science and any other discipline found to be relevant by the Screening/Selection Committee.
15. Theoretical Physics	Theoretical Physics, Physics, Astronomy and any other discipline found to be relevant by the Screening/Selection Committee.
16. Education	M.Ed, MA (Edu) and any other discipline found to be relevant by the Screening/Selection Committee.
17. Computational Biology & Bio-Informatics	Biology, Computational Biology, Bio-Technology, Bio-Informatics and any other discipline found to be relevant by the Screening/Selection Committee.
18. Tourism & Travel	Tourism, Travel, Hospitality Management, Tourism Administration, Management, Commerce and any other discipline found to be relevant by the Screening/Selection Committee.