



ATMIYA UNIVERSITY

(Established under the Gujarat Private University Act 11, 2018)

Yogidham Gurukul, Kalawad Road, Rajkot - 360005, Gujarat (INDIA)

Human Resource Policy

Annexure

Recruitment Rules -I





Eligibility Criteria for various posts

A. Administrative Posts

S.No.	Post	Educational qualification and Eligibility requirements
1.	Registrar	a) Master's Degree with at least 55% of the marks or an equivalent grade in a point scale wherever grading system is followed b) At least 15 years of experience as Assistant Professor in the Academic Level 11 and above or with 8 years of Service in the Academic Level 12 and above including as Associate Professor along with experience in educational administration or c) Comparable experience in research establishment and / or other Institutions of higher education, or d) 15 years of administrative experience, of which 8 years shall be as Deputy Registrar or an equivalent post.
2.	Controller of Examinations	Minimum of 55% marks in the respective postgraduate degree from reputed institution/university. Candidates having at least 15 years of experience as Assistant Professor and above or 8 years of service and above including as Associate Professor along with experience in educational administration. Proficiency in computerization of Examinations work is desirable. OR 15 years of administrative experience, of which 8 years shall be as Deputy Registrar or an equivalent post. The age of superannuation, as at present, shall continue to be 62 years.
3.	Chief Finance and Account Officer	Minimum of 55% marks in the respective postgraduate degree from reputed institution/university. Candidates having at least 15 years of experience as Assistant Professor. OR 15 years of administrative experience, of which 8 years shall be as Deputy Registrar or an equivalent post. A person who is Chartered Accountant or A cost Account with University Experience not less than five years is desirable.
4.	Deputy Registrar	Minimum of 55% marks in the respective postgraduate degree from reputed institution/ University. 9 years of experience as Assistant Professor. Candidates having 5 years of administrative experience as Asst. Registrar or in equivalent posts.
5.	Deputy Controller of Examinations	Minimum of 55% marks in the respective postgraduate degree from reputed institution/ University. 9 years of experience as Assistant Professor. Candidates having 5 years of administrative experience as Asst. Registrar or in equivalent posts.
6.	Deputy Finance Officer	Minimum of 55% marks in the respective postgraduate degree from reputed institution/ University. 9 years of experience as Assistant Professor. Candidates having 5 years of administrative experience as Asst. Registrar or in equivalent posts. A Person who is Chartered Accountant or Cost Account with Professional experience in University is preferred.





B. Faculty of Engineering & Technology

S.No.	Post	Educational qualification and Eligibility requirements
1.	Dean	<p>Ph.D. or Equivalent, in appropriate discipline. BE/B.Tech.& ME/M.Tech.in relevant branch with 1st class or equivalent either in BE/B.Tech.or ME/M.Tech.is essential. Post Ph.D. Publications and guiding Ph.D. students is highly desirable. Minimum of 15 years teaching/ research/industrial experience of which at least 5 years should be at the level of Professor. In case of research experience, good academic record and books/ research paper publications/IPR/patents record shall be required as deemed fit by the expert members of the Selection Committee.</p> <p>If the experience in industry is considered, the same shall be managerial level equivalent to Associate Professor with active participation/ record in devising/ designing, planning, executing, analyzing, quality control, innovating, training, technical books/ research paper publications / IPR/ patents, etc., as deemed fit by the expert members of the Selection committee.</p>
2.	Professor	<p>Qualifications as that of Associate Professor and PhD or Equivalent, in appropriate discipline. Post Ph.D. Publications and guiding PhD students is highly desirable. Minimum of 10 years teaching/ research /industrial experience of which at least 5 years should be at the level of Associate professor.</p> <p style="text-align: center;">OR</p> <p>Minimum of 13 years experience in teaching and / or Research and /or Industry. In case of research experience, good academic record and books/ research paper publications /IPR/ patents record shall be required as deemed fit by the expert members of the selection committee.</p> <p>If the experience in industry is considered, the same shall be managerial level equivalent to Associate Professor with active participation record in devising/ designing, planning, executing, analyzing, quality control, innovating, training, technical books/ research paper publications / IPR/ patents, etc., as deemed fit by the expert members of the Selection committee.</p>
3.	Associate Professor	<p>Qualifications as that of Assistant Professor and PhD degree with first class or Master's degree in the appropriate branch of Engineering & Technology. Minimum of 5 years experience in teaching / research /industry of which 2-3 years post PhD experience is desirable. Post PhD publications and guiding PhD student is highly desirable.</p>
4.	Assistant Professor	<p>BE/B.Tech. and ME/M.Tech.in relevant branch with 1st class or equivalent. PhD degree is preferable. Teaching, Research and Industrial experience in a reputed organization /Papers presented at conference and/or in referred journals are desirable.</p>
5.	Teaching Assistant	<p>BE/B.Tech. with 1st class and consistently good academic record with no arrears throughout course of study.</p>





C.Faculty of Paramedical Science

1. School of Pharmacy

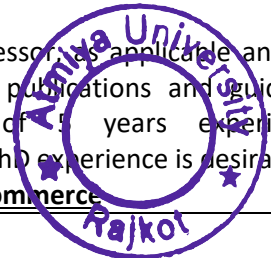
S.No.	Post	Educational qualification and Eligibility requirements
1.	Dean	<p>First Class B.Pharm. with Master's degree in Pharmacy (M.Pharm.) in appropriate branch of specialization in Pharmacy or Pharm.D. (Qualifications must be PCI recognized).With Ph.D degree in any of Pharmacy subjects(Ph.D. Qualifications must be PCI recognized).</p> <p>Essential 15 years experience in teaching orresearch out of which 5 years must be asProfessor/HOD in a PCI approved/recognized Pharmacy College.</p> <p>Desirable Administrative experience in a responsible position.</p>
2.	Professor	<p>First Class B.Pharm. With Master's degree in Pharmacy (M.Pharm.) in appropriate branch ofspecialization in Pharmacy orPharm.D. (Qualifications must be PCI recognized).With Ph.D degree in any of Pharmacy subjects (Ph.D. Qualifications mustbe PCI recognized).</p> <p>Essential 10 years experience in teaching in PCI approved/ recognized Pharmacy College or research experience out of which 5 years must be as Associate Professor in PCI approved/recognized Pharmacy College.Should have obtained Ph.D. within 7 yrs. having been Associate Professor.</p>
3.	Associate Professor	<p>First Class B.Pharm.with Master's degree in Pharmacy (M.Pharm.) in appropriate branch of specialization in Pharmacy (Qualification must be PCI recognized).A PCI recognized Pharm.D.degree holder shall also be eligible for the posts of Associate Professor in the subjects of pathophysiology, pharmacology and pharmacy practice.Ph.D degree essential.</p> <p>Essential 3 years experience in teaching orresearch at the level of AssistantProfessor or equivalent in PCI approved/ recognized Pharmacy College.</p>
4.	Assistant Professor	<p>First Class B.Pharm. with Master's degree in Pharmacy (M.Pharm) in appropriate branch of specialization in Pharmacy (Qualification must be PCI recognized). A PCI recognized Pharm.D. degree holder shall also be eligible for the posts of Lecturer/Assistant Professorin the subjects of pathophysiology,pharmacology and pharmacypractice.</p>
5.	Teaching Assistant	<p>First class B.Pharm.and consistently good academic record with no arrears throughout course of study.</p>





D.Faculty of Business & Commerce

S.No.	Post	Educational qualification and Eligibility requirements
1.	Dean	<p>An eminent scholar with Ph.D. qualifications in the concerned/allied/relevant discipline and published work of high quality actively engaged in research with evidence of published work with minimum of 10 publications as book or research. First class or Equivalent in Masters Degree in Business Administration or equivalent. PhD publications and guiding PhD students is highly desirable. Minimum of 15 years teaching/ research /industrial experience of which at least 5 years should be at the level of Associate professor.</p> <p style="text-align: center;">OR</p> <p>Minimum of 15 years experience in teaching and / or Research and /or Industry. Contribution to educational innovation, acting of new curricula and courses and technology. Mediated teaching-learning process. In case of research experience, good academic record and books/ research paper publications /IPR/ patents record shall be required as deemed fit by the expert members of the selection committee.</p>
	I.	School of Business Administration
	II.	School of Commerce
2.	Professor	<p>a) PG-Business Administration First class or Equivalent in Masters Degree in Business Administration or equivalent. PhD publications and guiding PhD students is highly desirable. Minimum of 10 years teaching/ research /industrial experience of which at least 5 years should be at the level of Associate professor or Minimum of 13 years experience in teaching and / or Research and /or Industry. Contribution to educational innovation, designing of new curricula and courses and technology; Mediated teaching-learning process. In case of research experience, good academic record and books/ research paper publications /IPR/ patents record shall be required as deemed fit by the expert members of the selection committee.</p> <p>b) UG-Business Administration&Department of Commerce i) An eminent scholar having a Ph.D. degree 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 research publications in the peer-reviewed or UGC-listed journals and a total research score of 120 as per the criteria given in Appendix II, Table 2. ii) A minimum of ten years of teaching experience in university/college as Assistant Professor/Associate Professor/Professor, and / or research experience at equivalent level at the University/National Level Institutions with evidence of having successfully guided doctoral candidate.</p> <p style="text-align: center;">OR</p> <p>An outstanding professional, having a Ph.D. degree in the relevant/allied/applied disciplines, from any academic institutions (not included in A above) / industry, who has made significant contribution to the knowledge in the concerned/allied/relevant discipline, supported by documentary evidence provided he/she has ten years' experience.</p>
3.	Associate Professor	<p>a) PG-Business Administration Qualifications as is for the post of Assistant Professor, as applicable and PhD or equivalent, in appropriate discipline. Post PhD publications and guiding PhD students is highly desirable. Minimum of 5 years experience in teaching/research/industry of which 2 years post PhD experience is desirable.</p> <p>b) UG-Business Administration&Department of Commerce</p>





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		<p>i) A good academic record, with a Ph.D. Degree in the concerned/allied/relevant disciplines.</p> <p>ii) A Master's Degree with at least 55% marks (or an equivalent grade in a point-scale, wherever the grading system is followed).</p> <p>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 with a minimum of seven publications in the peer-reviewed or UGC-listed journals and a total research score of Seventy five (75) as per the criteria given in Appendix II, Table 2 of UGC Regulation July, 2018.</p>
4.	Assistant Professor	First Class or equivalent in Masters Degree in Business Administration or equivalent and 2 years relevant Experience is desirable.
5.	Teaching Assistant	Bachelor's degree with 1 st class and consistently good academic record with no arrears throughout course of study.

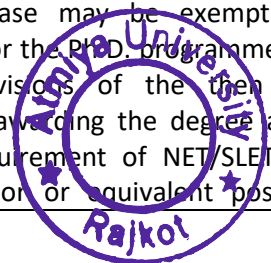
NOTE: PERSONS WITH DATA SCIENCE / DATA ANALYTICS / BUSINESS ANALYTICS BIG DATA WILL BE PREFERRED FOR ALL LEVEL OF POSTS





E.Faculty of Science

S.No.	Post	Educational qualification and Eligibility requirements
1.	Dean	<p>(i) An eminent scholar with Ph.D. qualification(s) in the concerned / 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.</p> <p>(ii) A Master's degree with at least 55% mark or equivalent.</p> <p>(iii) A minimum of 15 years of teaching experience in university/ college, and/or experience in research / extension at the University/ National level institutions, of which not less than 3 years of experience shall be as Professor & its equivalent.</p> <p>(iv) Contribution to educational innovation, design of new curricula and courses, and technology-mediated teaching learning process.</p>
2.	Professor	<p>A i) An eminent scholar having a Ph.D. degree 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 research publications in the peer-reviewed or UGC-listed journals and a total research score of 120 as per the criteria given in Appendix II, Table 2.</p> <p>ii) A minimum of ten years of teaching experience in university/college as Assistant Professor/Associate Professor/Professor, and / or research experience at equivalent level at the University/National Level Institutions with evidence of having successfully guided doctoral candidate.</p> <p style="text-align: center;">OR</p> <p>B An outstanding professional, having a Ph.D. degree in the relevant/allied/applied disciplines, from any academic institutions (not included in A above) / industry, who has made significant contribution to the knowledge in the concerned/allied/relevant discipline, supported by documentary evidence provided he/she has ten years' experience.</p>
3.	Associate Professor	<p>i) A good academic record, with a Ph.D. Degree in the concerned/allied/relevant disciplines.</p> <p>ii) A Master's Degree with at least 55% marks (or an equivalent grade in a point-scale, wherever the grading system is followed).</p> <p>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 with a minimum of seven publications in the peer-reviewed or UGC-listed journals and a total research score of Seventy five (75) as per the criteria given in Appendix II, Table 2 of UGC Regulation July, 2018.</p>
4.	Assistant Professor	<p>A. i) A Master's degree with 55% marks (or an equivalent grade in a point-scale wherever the grading system is followed) in a concerned/relevant/allied subject from an Indian University, or an equivalent degree from an accredited foreign university.</p> <p>ii) Besides fulfilling the above qualifications, the candidate must have cleared the National Eligibility Test (NET) conducted by the UGC or the CSIR, or a similar test accredited by the UGC, like SLET/SET or who are or have been awarded a Ph. D. Degree in accordance with the University Grants Commission (Minimum Standards and Procedure for Award of M.Phil./Ph.D. Degree) Regulations, 2009 or 2016 and their amendments from time to time as the case may be exempted from NET/SLET/SET : Provided, the candidates registered for the Ph.D. programme prior to July 11, 2009, shall be governed by the provisions of the then existing Ordinances/Bye-laws/Regulations of the Institution awarding the degree and such Ph.D. candidates shall be exempted from the requirement of NET/SLET/SET for recruitment and appointment of Assistant Professor or equivalent positions in</p>





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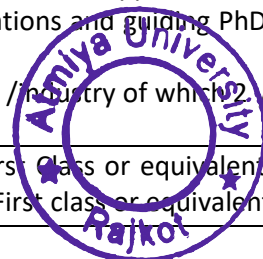
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		Universities/Colleges/Institutions subject to the fulfilment of the following conditions :- a) The Ph.D. degree of the candidate has been awarded in a regular mode; b) The Ph.D. thesis has been evaluated by at least two external examiners; c) An open Ph.D. viva voce of the candidate has been conducted; d) The Candidate has published two research papers from his/her Ph.D. work, out of which at least one is in a refereed journal; e) The candidate has presented at least two papers based on his/her Ph.D work in conferences/seminars sponsored/funded/supported by the UGC / ICSSR/ CSIR or any similar agency. The fulfilment of these conditions is to be certified by the Registrar or the Dean (Academic Affairs) of the University concerned. Note: NET/SLET/SET shall also not be required for such Masters Programmes in disciplines for which NET/SLET/SET is not conducted by the UGC, CSIR or similar test accredited by the UGC, like SLET/SET.
5.	Teaching Assistant	Bachelor's degree with 1 st class and consistently good academic record with no arrears throughout course of study.

II. MCA

S.No.	Post	Educational qualification and Eligibility requirements
1.	Dean	(i) An eminent scholar with Ph.D. qualification(s) in the concerned / 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 Master's degree with at least 55% mark or equivalent. (iii) A minimum of 15 years of teaching experience in university/ college, and/or experience in research / extension at the University/ National level institutions, of which not less than 3 years of experience shall be as Professor & its equivalent. (iv) Contribution to educational innovation, design of new curricula and courses, and technology-mediated teaching learning process.
2.	Professor	An eminent scholar having a Ph.D. degree in the concerned/allied/relevant discipline, and published work of high quality, actively engaged in research with evidence of published work with, Post PhD publications and guiding PhD students is highly desirable. Minimum of 10 years teaching/ research /industrial experience of which at least 5 years should be at the level of Associate professor. OR Minimum of 13 years experience in teaching and / or Research and /or Industry. In case of research experience, good academic record and books/ research paper publications /IPR/ patents record shall be required as deemed fit by the expert members of the selection committee. If the experience in industry is considered, the same shall be at managerial level equivalent to Associate Professor with active participation record in devising/ designing, planning, executing, analyzing, quality control, innovating, training, technical books/ research paper publications /IPR/patents, etc., as deemed fit by the expert members of the Selection committee.
3.	Associate Professor	Qualifications as that for the post of Assistant Professor, as applicable and PhD or equivalent, in appropriate discipline. Post PhD publications and guiding PhD students is highly desirable. Minimum of 5 years experience in teaching / research /industry of which 2 years post PhD experience is desirable.
4.	Assistant Professor	BE/BTech and ME/M.Tech in relevant branch with First Class or equivalent either in BE/BTech or ME/ MTech OR BE/BTech and MCA with First class or equivalent in either





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		BE/BTech or MCA OR MCA with first class or equivalent with two years relevant experience.
5.	Teaching Assistant	BE/BTech with 1 st class and consistently good academic record with no arrears throughout course of study.





F.Faculty of Law

S.No.	Post	Educational qualification and Eligibility requirements
1.	Dean	<ol style="list-style-type: none">1. Must be an eminent scholar with Ph.D. in law and published work of high quality, actively engaged in research with evidence of published work.2. Must have a minimum of 15 years of teaching experience in University/College of law including experience in University of law including experience of guiding candidates for research at doctoral level.3. Academic administration in a University/and in any of its affiliated college or research institute.
2.	Professor	<ol style="list-style-type: none">1. Must be an eminent scholar with Ph.D. in law and published work of high quality, actively engaged in research with evidence of published work.2. Must have a minimum of 10 years of teaching experience in University/College of law including experience in University of law including experience of guiding candidates for research at doctoral level.
3.	Associate Professor	<p>Essential Qualifications:</p> <ul style="list-style-type: none">• Good academic record with a Ph.D. degree in the concerned disciplines.• A Master's degree with at least 55% marks (or an equivalent grade in a point scale wherever grading system is followed).• A minimum of eight years of experience in teaching and research published work at least five publications minimum of books and/or research papers. <p>Desirable Qualifications:</p> <p>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. Specialization in will be preferred.</p>
4.	Assistant Professor	<p>Essential Qualifications:</p> <ul style="list-style-type: none">• A Good academic record with at least 55% marks or, an equivalent grade of B in 7 point scale at the Master's degree level, in the relevant subject from an Indian University or, an equivalent degree from a foreign University.• UGC NET or similar test accredited by the UGC or Ph.D. Degree awarded in accordance with the University Grants Commission (Minimum standards and procedure for Award of Ph.D. Degree) Regulations, 2009. <p>Desirable Qualifications:</p> <p>Teaching/Research experience at University/College level at least for one year.</p>

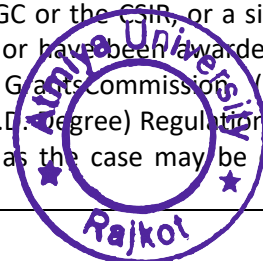




G.Faculty of Education

For the disciplines of Education, Psychology and Philosophy

S.No.	Post	Educational qualification and Eligibility requirements
1.	Dean	<p>1. Must be an eminent scholar with Ph.D degree in the concerned/allied/relevant discipline and published work of high quality, actively engaged in research with evidence of published work.</p> <p>2. Must have a minimum of 15 years of teaching experience in relevant area at University/College level including experience of guiding candidates for research at doctoral level.</p> <p>3. Adequate academic administration in a University//and in any of its affiliated college or research institute.</p>
2.	Professor	<p>Eligibility (A or B) :</p> <p>A.i) An eminent scholar having a Ph.D. degree in the concerned/allied/relevant discipline, and publishedwork of high quality, actively engaged in research with evidence of published work with, a minimumof 10 research publications in the peer-reviewed or UGC-listed journals and a total research score of120 as per the criteria given in Appendix II, Table 2of UGC Regulation July, 2018.</p> <p>ii) A minimum of ten years of teaching experience in university/college as Assistant Professor/AssociateProfessor/Professor, and / or research experience at equivalent level at the University/National LevelInstitutions with evidence of having successfully guided doctoral candidate.</p> <p style="text-align: center;">OR</p> <p>B. An outstanding professional, having a Ph.D. degree in the relevant/allied/applied disciplines, from anyacademic institutions (not included in A above) / industry, who has made significant contribution tothe knowledge in the concerned/allied/relevant discipline, supported by documentary evidenceprovided he/she has ten years' experience.</p>
3.	Associate Professor	<p>i) A good academic record, with a Ph.D. Degree in the concerned/allied/relevant disciplines.</p> <p>ii) A Master's Degree with at least 55% marks (or an equivalent grade in a point-scale, wherever the gradingsystem is followed).</p> <p>iii) A minimum of eight years of experience of teaching and / or research in an academic/research positionequivalent to that of Assistant Professor in a University, College or Accredited ResearchInstitution/industry with a minimum of seven publications in the peer-reviewed or UGC-listed journals anda total research score of Seventy five (75) as per the criteria given in Appendix II, Table 2of UGC Regulation July, 2018.</p>
4.	Assistant Professor	<p>Eligibility (A or B) :</p> <p>A.i) A Master's degree with 55% marks (or an equivalent grade in a point-scale wherever the gradingsystem is followed) in a concerned/relevant/allied subject from an Indian University, or an equivalentdegree from an accredited foreign university.</p> <p>ii) Besides fulfilling the above qualifications, the candidate must have cleared the National EligibilityTest (NET) conducted by the UGC or the CSIR, or a similar test accredited by the UGC, likeSLET/SET or who are or have been awarded a Ph.D. Degree in accordance with the University Grants Commission (Minimum Standards and Procedure for Award of M.Phil./Ph.D. Degree) Regulations, 2009 or 2016 and their amendments from time to time as the case may be exempted fromNET/SLET/SET :</p>





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		<p><i>Provided</i>, the candidates registered for the Ph.D. programme prior to July 11, 2009, shall be governed by the provisions of the then existing Ordinances/Bye-laws/Regulations of the Institution awarding the degree and such Ph.D. candidates shall be exempted from the requirement of NET/SLET/SET for recruitment and appointment of Assistant Professor or equivalent positions in Universities/Colleges/Institutions subject to the fulfillment of the following conditions :-</p> <ol style="list-style-type: none">The Ph.D. degree of the candidate has been awarded in a regular mode;The Ph.D. thesis has been evaluated by at least two external examiners;An open Ph.D. viva voce of the candidate has been conducted;The Candidate has published two research papers from his/her Ph.D. work, out of which at least one is in a refereed journal;The candidate has presented at least two papers based on his/her Ph.D work in Conferences/seminars sponsored/funded/supported by the UGC / ICSSR/ CSIR or any similar agency. <p><i>The fulfilment of these conditions is to be certified by the Registrar or the Dean (Academic Affairs) of the University concerned.</i></p> <p>Note: NET/SLET/SET shall also not be required for such Masters Programmes in disciplines for which NET/SLET/SET is not conducted by the UGC, CSIR or similar test accredited by the UGC, like SLET/SET.</p> <p style="text-align: center;">OR</p> <p>B. The Ph.D degree has been obtained from a foreign university/institution with a ranking among top 500 in the World University Ranking (at any time) by any one of the following:</p> <ol style="list-style-type: none">the Academic Ranking of World Universities (ARWU) of the Shanghai Jiao Tong University (Shanghai). <p>Note: The Academic score as specified in Appendix II (Table 3A) for Universities, and Appendix II (Table 3B) for Colleges, shall be considered for short-listing of the candidates for interview only, and the selection shall be based only on the performance in the interview.</p>
5.	Teaching Assistant	Master's degree with 55% marks (or an equivalent grade in a point-scale wherever the grading system is followed) in a concerned/relevant/allied subject from an Indian University, or an equivalent degree from an accredited foreign university. No arrears throughout course of study.

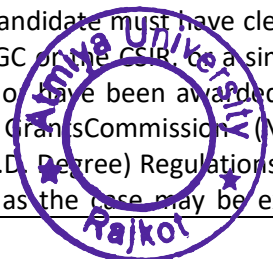




H.Faculty of Liberal Education:

For the disciplines of Economics, Geography, Political Science, History, Sociology, Culture, Languages, Yoga, Psychology & Philosophy.

S.No.	Post	Educational qualification and Eligibility requirements
1.	Dean	<ol style="list-style-type: none">1. Must be an eminent scholar with Ph.D degree in the concerned/allied/relevant discipline and published work of high quality, actively engaged in research with evidence of published work.2. Must have a minimum of 15 years of teaching experience in relevant area at University/College level including experience of guiding candidates for research at doctoral level.3. Academic administration in a University/and in any of its affiliated college or research institute.
2.	Professor	<p>Eligibility (A or B) :</p> <p>A.i) An eminent scholar having a Ph.D. degree 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 research publications in the peer-reviewed or UGC-listed journals and a total research score of 120 as per the criteria given in Appendix II, Table 2 of UGC Regulation July, 2018.</p> <p>ii) A minimum of ten years of teaching experience in university/college as Assistant Professor/Associate Professor/Professor, and / or research experience at equivalent level at the University/National Level Institutions with evidence of having successfully guided doctoral candidate.</p> <p style="text-align: center;">OR</p> <p>B. An outstanding professional, having a Ph.D. degree in the relevant/allied/applied disciplines, from any academic institutions (not included in A above) / industry, who has made significant contribution to the knowledge in the concerned/allied/relevant discipline, supported by documentary evidence provided he/she has ten years' experience.</p>
3.	Associate Professor	<ol style="list-style-type: none">i) A 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 the 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 with a minimum of seven publications in the peer-reviewed or UGC-listed journals and a total research score of Seventy five (75) as per the criteria given in Appendix II, Table 2 of UGC Regulation July, 2018.
4.	Assistant Professor	<p>Eligibility (A or B) :</p> <p>A.i) A Master's degree with 55% marks (or an equivalent grade in a point-scale wherever the grading system is followed) in a concerned/relevant/allied subject from an Indian University, or an equivalent degree from an accredited foreign university.</p> <p>ii) Besides fulfilling the above qualifications, the candidate must have cleared the National Eligibility Test (NET) conducted by the UGC or the CSIR, or a similar test accredited by the UGC, like SLET/SET or who are or have been awarded a Ph.D. Degree in accordance with the University Grants Commission (Minimum Standards and Procedure for Award of M.Phil./Ph.D. Degree) Regulations, 2009 or 2016 and their amendments from time to time as the case may be exempted</p>





		<p>from NET/SLET/SET :</p> <p><i>Provided</i>, the candidates registered for the Ph.D. programme prior to July 11, 2009, shall be governed by the provisions of the then existing Ordinances/Bye-laws/Regulations of the Institution awarding the degree and such Ph.D. candidates shall be exempted from the requirement of NET/SLET/SET for recruitment and appointment of Assistant Professor or equivalent positions in Universities/Colleges/Institutions subject to the fulfillment of the following conditions :-</p> <p>a) The Ph.D. degree of the candidate has been awarded in a regular mode;</p> <p>b) The Ph.D. thesis has been evaluated by at least two external examiners;</p> <p>c) An open Ph.D. viva voce of the candidate has been conducted;</p> <p>d) The Candidate has published two research papers from his/her Ph.D. work, out of which at least one is in a refereed journal;</p> <p>e) The candidate has presented at least two papers based on his/her Ph.D work in Conferences/seminars sponsored/funded/supported by the UGC / ICSSR/ CSIR or any similar agency.</p> <p><i>The fulfilment of these conditions is to be certified by the Registrar or the Dean (Academic Affairs) of the University concerned.</i></p> <p>Note: NET/SLET/SET shall also not be required for such Masters Programmes in disciplines for which NET/SLET/SET is not conducted by the UGC, CSIR or similar test accredited by the UGC, like SLET/SET.</p> <p style="text-align: center;">OR</p> <p>B. The Ph.D degree has been obtained from a foreign university/institution with a ranking among top 500 in the World University Ranking (at any time) by any one of the following:</p> <p>(iii) the Academic Ranking of World Universities (ARWU) of the Shanghai Jiao Tong University (Shanghai).</p> <p>Note: The Academic score as specified in Appendix II (Table 3A) for Universities, and Appendix II (Table 3B) for Colleges, shall be considered for short-listing of the candidates for interview only, and the selection shall be based only on the performance in the interview.</p>
5.	Teaching Assistant	Master's degree with 55% marks (or an equivalent grade in a point-scale wherever the grading system is followed) in a concerned/relevant/allied subject from an Indian University, or an equivalent degree from an accredited foreign university. No arrears throughout course of study.





Other Provisions

1.1 The National Eligibility Test (NET) or an accredited test (State Level Eligibility Test SLET/SET) shall remain the minimum eligibility for appointment of Assistant Professor and equivalent positions wherever provided in these Regulations. Further, SLET/SET shall be valid as the minimum eligibility for direct recruitment to Universities/Colleges/Institutions in the respective state only: Provided that candidates who have been awarded a Ph.D. Degree in accordance with the University Grants Commission (Minimum Standards and Procedure for Award of M.Phil./Ph.D. Degree) Regulation, 2009, or the University Grants Commission (Minimum Standards and Procedure for Award of M.Phil./Ph.D. Degree) Regulation, 2016, and their subsequent amendments from time to time, as the case may be, shall be exempted from the requirement of the minimum eligibility condition of NET/SLET/SET for recruitment and appointment of Assistant Professor or any equivalent position in any University, College or Institution. Provided further that the award of degree to candidates registered for the M.Phil./Ph.D. programme prior to July 11, 2009, shall be governed by the provisions of the then existing Ordinances / Bye-laws / Regulations of the Institutions awarding the degree. All such Ph.D. candidates shall be exempted from the requirement of NET/SLET/SET for recruitment and appointment of Assistant Professor or equivalent positions in Universities/Colleges/Institutions subject to the fulfillment of the following conditions: a) The Ph.D. degree of the candidate has been awarded in regular mode only; b) The Ph.D. thesis has been awarded by at least two external examiners; c) An open Ph.D. viva voce of the candidate has been conducted; d) The candidate has published two research papers from his/her Ph.D. work out of which at least one is in a refereed journal; e) The candidate has presented at least two papers, based on his/her Ph.D. work in conferences/seminars sponsored/funded/supported by the UGC/ ICSSR/CSIR or any similar agency.

The fulfillment of these conditions is to be certified by the Registrar or the Dean (Academic Affairs) of the University concerned.

1.2 A minimum of 55% marks (or an equivalent grade in a point-scale, wherever the grading system is followed) at the Master's level shall be the essential qualification for direct recruitment of teachers and other equivalent cadres at any level.

1.3 A relevant grade which is regarded as equivalent of 55%, wherever the grading system is followed by a recognized university, at the Master's level shall also be considered valid.

1.4 The Ph.D. Degree shall be a mandatory qualification for appointment and promotion to the post of Professor.

1.5 The Ph.D. Degree shall be a mandatory qualification for appointment and promotion to the post of Associate Professor.

1.6 The 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. Further the period of active service spent on pursuing Research Degree simultaneously with teaching assignment without taking any kind of leave, shall be counted as teaching experience for the purpose of direct recruitment/ promotion.

