

PAY SCALES, MINIMUM QUALIFICATIONS AND EXPERIENCE FOR APPOINTMENT OF TEACHING FACULTY IN UNIVERSITIES, PRESCRIBED IN THE UGC REGULATIONS, 2010 DATED 30.06.2010 AS AMENDED FROM TIME TO TIME

PAY SCALES

Sl.No	Designation	Revised pay band + AGP
1	Professor	37400-67000 + AGP 10000 Subject to minimum of 43000 in the pay band
2	Associate Professor	37400-67000 + AGP 9000
3	Assistant Professor	15600-39100 + AGP 6000

Incentives for Ph.D/M.Phil and other higher qualifications will be admissible as per the norms

FACULTY -MINIMUM QUALIFICATION & EXPERIENCE

GENERAL NORMS

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 the UGC Regulations(Minimum of 400 points under Amended Category - III)

(v) Successful guidance of minimum of one Ph.D. candidate

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.

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).
- 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 the UGC Regulations (Minimum of 300 points under Amended Category - III)

ASSISTANT PROFESSOR

(Arts, Humanities, Sciences, Social Sciences, Commerce, Education, Languages, Law, Journalism and Mass Communication)

- 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 at national level accredited by the UGC.
- 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 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 for recruitment and appointment of Assistant Professor or equivalent positions in Universities/Colleges/Institutions.
- iv. NET shall also not be required for such Masters Programmes in disciplines for which NET is not conducted.

ENGINEERING AND TECHNOLOGY DISCIPLINE

ASSOCIATE PROFESSOR

A) With Teaching/Research Experience

I. Essential:

1. A Ph.D. Degree with First Class at Bachelor's or Master's Degree in the appropriate branch of Engg., & Tech., and experience of eight years in teaching, research and / or industry at the level of Lecturer or equivalent grade, excluding period spent on obtaining the research degree.

2. A minimum of 5 publications as books and/or research/policy papers.

3. A minimum score as stipulated in the Academic Performance Indicator (API) based Performance Based Appraisal System (PBAS), set out in the UGC Regulations (Minimum of 300 points under Amended Category - III)

OR

B) With Industrial Experience

II. In the event the candidate is from industry and the profession, the following shall constitute as essential:

1. First Class Master's Degree in the appropriate branch of Engg., & Tech.;

2. Significant professional work which can be recognized as equivalent to a Ph.D. Degree in appropriate branch of Engg., & Tech., and industrial/professional experience of eight years in a position equivalent to the level of Lecturer, *provided* that the recognition for significant professional shall be valid only if the same is recommended unanimously by a 3-Member Committee of Experts appointed by the Vice-Chancellor of the University.

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iii. Without prejudice to the above(A or B), the following conditions may be considered desirable:

1. Teaching, research industrial and/or professional experience in a reputed organization;

2. Published work, such as research papers, patents filed/obtained, books, and/or technical reports;

3. Experience of guiding the project work/dissertation of PG/Research Students or supervising R&D projects in industry.

Note on significant professional work:

The recognition for significant professional work shall be valid only if the same is recommended unanimously by a 3-member committee of Experts appointed by the Vice-Chancellor.

ASSISTANT PROFESSOR

I. ESSENTIAL

First Class Master's Degree in the appropriate branch of Engineering & Technology.

ii. Without prejudice to the above, the following conditions may be considered desirable:

1. Teaching, research industrial and/or professional experience in a reputed organization;

2. Papers presented at Conferences and/or in refereed journals.

3. Preference will be given to the candidates possessing NET and/or Ph.D.