

PAY SCALES, MINIMUM QUALIFICATIONS AND EXPERIENCE FOR APPOINTMENT OF TEACHING FACULTY IN UNIVERSITIES, PRESCRIBED IN THE UGC REGULATIONS (3RD AMENDMENT), 2016 DATED 04.05.2016

PAY SCALES

Sl.No	Designation	Revised pay band + AGP
1	Associate Professor	37400-67000 + AGP 9000

FACULTY -MINIMUM QUALIFICATION & EXPERIENCE

GENERAL NORMS

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 Category II & III (Cumulative)).

MANAGEMENT /BUSINESS ADMINISTRATION DISCIPLINE

[Management Studies, Tourism Studies, International Business, Banking Technology (Management Specialization)]

Associate Professor:

A) With Teaching/Research Experience

i(a). 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.

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- iii. A minimum of eight years' experience of teaching/industry/research/professional at managerial level excluding the period spent for obtaining the research degree
- iv. A minimum of 5 publications as books and/or research/policy papers.
- 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 Category II & III (Cumulative)).

OR

B) With Industrial Experience

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

- 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 AICTE/UGC,

OR

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

- ii. 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.

Without prejudice to the above (A or B), 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.

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.

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ENGINEERING AND TECHNOLOGY DISCIPLINE

[Nano Science & Technology, Green Energy & Technology, Computer Science Engineering, Electronics Engineering, Pollution Control & Environmental Engineering, Banking Technology (Technology/Engineering Specialization)].

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 Category II & III (Cumulative)).

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.