

**Annexure-VI****IMPORTANT INFORMATIONS AND INSTRUCTIONS (FACULTY)****(Please read carefully)****PRELIMINARY**

1. The Applicant must ensure that he/she fulfills the eligibility conditions for the post as stipulated in the UGC guidelines
2. Candidates with requisite qualifications acquired from recognized University/Institutions need only apply.
3. List of Forms and other particulars can be viewed/downloaded from our University website [www.pondiuni.edu.in](http://www.pondiuni.edu.in) are furnished hereunder;
  - Application Form
  - Proforma for Certificate Verification (Annexure -I)
  - PBAS Proforma for identifying API (Annexure -II)
  - Proforma for the List of Research Publication (Annexure -III)
  - Minimum Qualification (Annexure-IV),
  - Code Number of the Advertised posts (Annexure-V)
  - Important Informations & Instructions (Annexure-VI)

**ABOUT ELIGIBILITY AND RELAXATION**

4. All degrees and research work must be in the discipline/area of specialization for which the post is advertised.
5. The candidates who are qualified as per the UGC Regulations on Minimum Qualifications for appointment of Teachers and Other Academic Staff in University with Ref. No. F.3-1/2009 dated 30.06.2010 as per enclosure are eligible to apply
6. The minimum requirements of a good academic record, 55% marks (or an equivalent grade in a point scale wherever grading system is followed) at the Master's level and qualifying in the National Eligibility Test (NET), or an accredited test(State Level Eligibility Test-SLET applicable to all India level), shall remain for the appointment of Assistant Professor.
7. NET/SLET (All India) shall remain the minimum eligibility condition for recruitment and appointment of Assistant Professors. Provided however, that candidates, who have been awarded PhD Degree in accordance with the University Grants Commission (Minimum Standards and Procedure for Award of PhD Degree) Regulations, 2009, shall be exempted from the requirement of the minimum eligibility condition of NET/SLET(Admissible to all India level) for recruitment and appointment of Assistant Professor or equivalent positions.
8. NET/SLET shall not be required for such Masters Degree Programmes in disciplines for which NET/SLET accredited test is not conducted

9. A minimum of 55% marks (or an equivalent grade in a point scale wherever grading system is followed) will be required at the Master's level for those recruited as teachers at any level from industries and research institutions and at the entry level of Assistant Professors.
10. A relaxation of 5% may be provided at the graduate and master's level for the Scheduled Caste/Scheduled Tribe/Differently-abled (Physically and Visually Differently-abled) categories for the purpose of eligibility and for assessing good academic record during direct recruitment to teaching positions. The eligibility limit of 55% marks (or an equivalent grade in a point scale wherever grading system is followed) and the relaxation of 5 % to the categories mentioned above are permissible, based on only the qualifying marks without including any grace marks procedures.
11. A relaxation of 5% may be provided from 55% to 50% of the marks to the Ph.D. Degree holders who have passed their Master's Degree prior to 19<sup>th</sup> September 1991.
12. Relevant grade which is regarded as equivalent of 55% wherever the grading system is followed by a recognized University shall also be considered eligible
13. The PhD Degree shall be a mandatory qualification for the appointment of Professors & Associate Professors.
14. The period of time taken by the candidates to acquire M.Phil and/or PhD Degree shall not be considered as teaching/research experience to be claimed for appointment to the teaching positions.
15. The minimum requirement of 55% is not insisted upon for the post of Professor for the existing incumbents who are already in the University system. However, these marks are insisted upon for those entering this system from outside and those at the entry point of Assistant Professor.
16. A relaxation of the minimum marks at the PG level from 55% to 50% for appointment as Assistant Professor may be provided to the candidates who have cleared the JRF examination conducted by UGC/CSIR only, prior to 1989, when the minimum marks required to appear for JRF exam were 50%.
17. Excellent academic background, high quality publications, potential to get research funding from Government agencies and industries, appropriate academic professional activities undertaken and a good innovative teaching record will be some of the important criteria for the selection of faculty members.
18. Ability to carry out interdisciplinary teaching and research will be considered a plus point.
19. Applicants who have experience in developing e-content courses may be given preference.
20. The University may provide reasonable seed money to the appointed teachers to encourage initiation of research in their fields at Pondicherry University.

21. Appointed teachers may be assigned other academic or administrative responsibilities in addition to their regular teaching and research including development of Distance Education courses, etc.,
22. At present, the UGC and the University rules require the following Teaching Load: Assistant Professor up to 16 hours. For Associate Professor and Professor up to 14 hours. Teachers should also be prepared to teach all the basic courses in their subject and related areas which may not be necessarily in their specialization.
23. Percentage equivalence of Grade Points for a Seven Points scale as per the UGC Guidelines dated 30.06.2010 as follows:

It is hereby clarified that where the University/College/Institution declare results in grade points which is on scale of seven the following yardstick shall be adopted to determine equivalent marks in percentage.

Grade	Grade Point	Percentage Equivalent
'O' – Outstanding	5.50 - 6.00	75 - 100
'A' – Very Good	4.50 - 5.49	65 - 74
'B' – Good	3.50 - 4.49	55 - 64
'C' – Average	2.50 - 3.49	45 - 54
'D' – Below Average	1.50 - 2.49	35 - 44
'E' – Poor	0.50 - 1.49	25 - 34
'F' – Fail	0 - 0.49	0 - 24

**24. Good Academic Record :**

A Good Academic Record means a minimum of 50% Marks in each of the public examinations beginning 12<sup>th</sup> grade.

25. Experience & Qualifications will be reckoned as on the closing date prescribed for receipt of application
26. Candidates may note that the qualification as amended by the UGC from time to time shall be applicable
27. Candidates are advised to check UGC website ([www.ugc.ac.in](http://www.ugc.ac.in)) for updated information.

**RESERVATIONS/CONCESSIONS**

28. For SC/ST/PH candidates, relaxations will be given as per the GOI norms.
29. *SC/ST/PH, All Women and Ex-Servicemen candidates are exempted from payment of Application Fee.*
30. The University follows the Central Government list in the case of OBCs. Candidates claiming OBC should submit appropriate Certificate in the prescribed format issued recently by the competent authority particularly with reference to Non-Creamy Layer. Those who have failed to submit the required

OBC Certificate will be treated as General Category, subject to fulfillment of other conditions

31. The reservation and the percentage thereof, for Physically Handicapped will be as per current Central Govt. Orders. The candidates applying against reserved posts are required to attach the attested copies of relevant certificate issued by the Competent Authority in the proforma as prescribed by the Govt of India.

**APPLICATION FEE AND MODE OF PAYMENT**

32. ***SC/ST/PH All Women and Ex-servicemen candidates are exempted from payment of application fee*** subject to submission of relevant certificates issued by the competent authority in case of SC/ST/PH.

33. As regard to PH, the exemption will be considered in respect of candidates having the percentage of disability 40% and above only.

34. Male candidates belonging to General /OBC category must enclose a Demand Draft of Rs. 500 (Rs. Five Hundred only) drawn in favour of the Finance Officer, Pondicherry University payable at Pondicherry from any Nationalized Bank.

35. Candidates applying from abroad must enclose a Bank Draft of US\$ 15.00 drawn in favor of the Finance Officer, Pondicherry University payable at Pondicherry, India along with application and other documents.

36. They may also prefer to remit/transfer the amount to the University A/C as detailed below:

*Bank Name : Indian Bank, Pondicherry University Branch*  
*A/C No : 413264148*  
*IFS Code : IDIB 000P152 (for transactions within India)*  
*SWIFT Code : IDIBINBBPON (for transactions outside India)*

*The candidates are instructed to quote the reference of the fee remittance in the application form without fail.*

37. Candidates residing abroad can also submit the application fee(INR) equivalent to 15 US Dollars by means of DD through their parents/guardian residing in India in case of non-feasibility to obtain the same in abroad.

38. Local candidates may prefer to remit the application fee in University A/C (New No.: 413264148 old No. 201) through Chelan at Indian Bank, Pondicherry University Branch.

39. Candidate shall write his/her Name, Post Applied, and Department on the reverse side of the Demand Draft without fail

40. Candidates who are desirous of applying for more than one post will have to submit a separate prescribed application form for each post with separate application fee for each application

- 41. *Application fee is non-refundable under any circumstances.***

## **PROCEDURE FOR SUBMISSION OF APPLICATION**

### **General**

42. Application for each post must be placed in a **SEPARATE COVER** and clearly written the name of the post on the cover. The University shall not be responsible for any misplacement, omission etc. if two or more applications are put in one cover by the candidate.
43. Candidates already in service in India should send their application through proper channel. An advance copy may be sent directly, if necessary along with original demand draft meant for application fee. However, in such cases the candidates called for interview will have to produce No Objection Certificate or original applications duly forwarded by the competent authority of their institutions, failing which he/she shall not be allowed to appear before the Selection Committee.
44. A candidate, who has applied earlier informally and sent his/her bio-data/academic vitae earlier to the Vice-Chancellor or any other competent authority of the University, must apply following the above procedures.
45. Application or CV/Bio-Data sent through e-mail will not be considered under any circumstances, unless followed by hard copy with signature within the prescribed last date.
46. Applications received after the stipulated date or incomplete in any respect or not readable easily will not be entertained and no further correspondence will be made in this regard
47. Application submitted for a particular post is not transferable to any other post.
48. Candidates are urged to give as much details of their academic accomplishments as possible by attaching certificates, testimonials, brief write up on awards/their research highlights, citations index on their publications, awards and honors received etc.
49. No correspondence/queries will be entertained from candidates regarding postal delays, conduct and result of interview and reasons for not being called for interview
50. Candidates should submit the application form in the prescribed format along with the necessary enclosures as mentioned above.
51. Application other than the prescribed format will not be entertained.
52. The name of the post applied for must be **super-scribed** on the envelope without fail.
53. The Code Number of the post indicated in the respective Annexure should be mentioned in the appropriate box provided in the Application Form without fail.

54. If the cover containing an application is not marked properly as per the information given above, it is likely to be misplaced. The University does not take any responsibility of such misplaced applications.
55. It is not possible to send individual acknowledgements. Those who want acknowledgement may send their applications by registered post with acknowledgement due.
56. It is again emphasized that if an application is not strictly prepared as per instructions given above, the application will be summarily rejected.

### Enclosures

57. Submission of proof is mandatory with reference to the information given in the application, wherever required and also for the information provided in the Annexure-II/ PBAS Proforma & Annexure –III – List of publications.
58. Candidates applying for the post of Professor /Associate Professor shall send **Five copies of filled in** Academic Performance Indicator (API) based Performance Based Appraisal System (PBAS) format under category III displayed in the University website along with the application (Annexure –II)
59. Applicants for the post of Professor should send their application duly filled in along with their bio-data with the evidence of **All publications as books and/or research/policy papers**
60. Applicants for the post of Associate Professor should send their application duly filled in along with their bio-data with the evidence of **All publications as books and/or research/policy papers**
61. Enclose a copy of all publications failing which the candidate may not be called for interview due to lack of the minimum requirement of API score as per the norms
62. Candidates must enclose not more than two pages (typewritten) giving details of their professional ambitions, research they would like to carry out in next five years, minimum requirements to initiate research work in the area of their current interest.
63. Candidates should enclose attested copies of certificates towards the evidence of Age, Educational Qualifications, Community, Physical Disability, Experience, etc. Do not enclose originals along with applications as the University will not be responsible for their loss.
64. Do not enclose copies of papers which have been submitted or which have not yet been published or have not been accepted for publication. These will not be counted
65. Certificate in support of experience should be in proper format i.e. it should be on the organization's letter head bearing the date of issue, specified period of work, name and designation of the issuing authority along with its signature.

66. The University shall verify the antecedents or documents submitted by a candidate at any time at the time of appointment or during the tenure of the service. In case, it is detected that the documents submitted by the candidates are fake or the candidate has undesirable clandestine antecedents/ background and has suppressed the said information, then his services shall be terminated

### MISCELLANEOUS

67. TA will be paid to candidates called for interview (Sleeper II Class railway (SL) fare by the shortest route on production of the journey proof) who will be traveling beyond 500 km from Pondicherry. All SC/ST/PH candidates will be paid TA regardless of distance for Sleeper II class Train fare or actual bus fare for attending the interview deducting fare for first 32 km each way. No DA will be paid to anyone.

68. No accommodation will be provided in the University Guest House for attending the Interview.

69. The University reserves the right to fill or not to fill any post. The University also reserves the right to offer temporary or contract appointments against the advertised posts.

70. The University reserves the right to offer a lower rank position against a higher rank position depending on the suitability of the candidate.

71. The actual number of posts in a discipline may increase or decrease depending on the circumstances.

72. The University reserves the right to withdraw any advertised post(s) at any time without giving any reason. Any consequential vacancies arising at the time of interview may also be filled up from the available candidates. The number of positions is thus open to change

73. The prescribed essential qualifications are the minimum and the mere possession of the same does not entitle candidates to be called for interview. Where the number of applications received in response to an advertisement is large and it will not be convenient or possible to interview all the candidates, the University, at its discretion, may restrict the number of candidates to a reasonable limit on the basis of qualifications/experience higher than the minimum prescribed in the advertisement after a screening process through a duly constituted committee.

74. It will be open to the University to consider names of suitable candidates who may not have applied. Nominations of highly qualified candidates from very well established Academics/Research Institutions, Etc., will also be considered. The University also reserves the right to relax minimum qualifications marginally in case of otherwise highly qualified candidates.

75. Request for conduct of interview through Telephone/Video Conference/Skype or in any other mode will not be considered

76. Wherever applicable, the University reserves the right to restrict the period of tenure prescribed.
77. In case of any inadvertent mistake in the process of selection which may be detected at any stage even after the issue of appointment letter, the University reserves the right to modify/withdraw/ cancel any communication made to the candidate
78. In case of any dispute/ambiguity that may occur in the process of selection, the decision of the University shall be final
79. The University reserves the right to alter/insert any corrections/additions in the advertisement/website in the event of any typographical error before the last date prescribed for the receipt of applications.
80. The University reserves the right to consider the applications received after the last date, in exceptional cases.
81. New pension scheme in accordance with, Govt. of India norms as amended from time to time will be applicable to those appointed under this advertisement wherever required. In case any applicant is already covered by the GPF and Old Pension Scheme, it can be considered for extension subject to fulfillment of requisite condition.
- 82. Canvassing in any form will disqualify the candidates.**
83. Amendments/Changes, if any, in the advertisement will be published only on the University's Website
84. Weightage points for Academic Performance are given based on the marks obtained in UG & PG Degree..Therefore, the candidates must enclose a copy of all mark statements (UG& PG) failing which the points will be given based on the minimum marks applicable for the respective class as decided by the University .
85. All Certificates, Degrees, NOC and other documents must be produced in originals at the time of interview. Failure to produce these may result losing the chance of interview.
86. University will not be responsible for any postal delay at any stage.

### **CHECK LIST**

87. Check & submit your applications in the following order:

- Filled in Application Form in prescribed format
- Filled in Pro-forma for Certificate Verification (Annexure –I)
- Filled in PBAS Pro-forma for API score (Annexure –II)(For Professor & Associate Professor)
- Filled in Pro-forma for the List of Research Publications( Annexure-III)
- Demand Draft for Rs. 500/- (Exempted for SC/ST/PH, All Women and Ex-Servicemen candidates )
- NOC from the present employer, if applicable
- Latest proof for salary drawn



- Proof for research project undertaken
- Proof for PhD/M.Phil guidance/awarded.
- Attested copy of Birth Certificate/Age proof
- Attested copy of SC/ST/PH/OBC Certificate, if applicable.
- Attested copy of UGC/CSIR-NET/SLET(All India Level) or equivalent Certificate, if required.
- Attested copy of all Academic Certificates and Degrees.
  
- Attested copy of all relevant Statement of Marks:
  - a. SSLC/CBSE/10<sup>th</sup>/Equivalent
  - b. PUC/PDC/Intermediate/HSC or Equivalent
  - c. Under Graduation
  - d. Post Graduation
  - e. Any other relevant Statement of Marks.
- Attested copy of service certificates indicating post and period of experience.
- Copies of reprints of publications as mentioned in the instructions above.
- Any other document or documents as specified in the above notes/instructions.
- Any other additional documents to support your candidature.

88. Completed applications with all the required enclosures must reach:

**The Deputy Registrar (Admin)  
(Recruitment Cell)**  
Pondicherry University  
R Venkataraman Nagar, Kalapet  
Puducherry – 605 014, India

Phone : 0413-2654567  
Email : [sorc@pondiuni.edu.in](mailto:sorc@pondiuni.edu.in)  
[purc@ymail.com](mailto:purc@ymail.com)

89. Last date for receiving the applications is 31.07.2012

**S.LOGANATHAN**  
Registrar

**Prof.J.A.K.TAREEN**  
Vice - Chancellor