

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/Director | 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 |
| 4 | Deputy Librarian | 15600-39100 + AGP 8000 |
| 5 | Assistant Director of Physical Education & Sports | 15600-39100 + AGP 6000 |
| 6 | Assistant Librarian | 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.

PROFESSOR (Central Instrumentation Facility)

- (i) First Class P.G. degree and Ph.D. in Physics/Chemistry/Electronics/Earth Sciences/Life Sciences and exposure and working experience with several sophisticated analytical instruments visible through publications and any other documents.
- (ii) 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.
- (iii) 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.
- (iv) 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

Pondicherry University Recruitment Cell

MANAGEMENT /BUSINESS ADMINISTRATION DISCIPLINE

[Management Studies, Tourism Studies, International Business]

1. 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 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.

iv A minimum of 10 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 400 points under Category - III)

vi. Successful guidance of minimum of one Ph.D. candidate

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OR

B) With Industrial Experience

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

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 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.

ii. 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.

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

- i) 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

2. 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.

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 Amended Category - III)

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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.

3. ASSISTANT PROFESSOR

i. Essential:

First Class Masters 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

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

ii. Desirable:

1. Teaching, research, industrial and/or professional experience in a reputed organization;
2. Papers presented at Conferences and/or published in refereed journals.
3. Preference will be given to the candidates possessing NET and/or Ph.D.

ENGINEERING AND TECHNOLOGY DISCIPLINE

[Nano Science & Technology, Green Energy & Technology, Computer Science Engineering, Electronics Engineering, Pollution Control & Environmental Engineering, Banking Technology.

1. 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 ten years in teaching, research and / or industry, out of which at least five years at the level of Assistant Professor Reader or equivalent grade.

2. A minimum of 10 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 400 points under Amended Category - III)

4. Successful guidance of minimum of one Ph.D. candidate

(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 ten years, out of which at least five years at a senior level of Assistant Professor / Reader, *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.

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;

4. Demonstrated leadership in planning and organizing academic, research, industrial and/or professional activities; and

5. Capacity to undertake/lead sponsored R&D, consultancy and related activities.

2. 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.

3. 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.

MINIMUM ELIGIBILITY FOR OTHER ACADEMIC POSITIONS

DIRECTOR RESEARCH

Essential (in addition to other eligibility conditions prescribed for the post of Professor)

- (i) Master's Degree in Science or Engineering and a Doctoral Degree in Science or Engineering from a Recognized University in India or abroad.
- (ii) 15 years of experience in Research and Development/University/Academic Institution/Government Science and Technology Agencies/Organizations/Research Institutions of National level including responsibilities in Planning, Administration, Development and Coordination of Research Projects & Programmes. Out of which 10 years experience at the level of Professor or equivalent at the University level.
- (iii) Contribution to educational innovation, design of new curricula and courses, and technology – mediated teaching learning process.
- (iv) A minimum of 10 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 400 points under Amended Category - III)
- (vi) Successful guidance of minimum of one Ph.D. candidate

Desirable:

Proven leadership qualities, enormous national and international exposure in Science & Technology and published research of high quality and have experience of managing Research Projects.

Responsibilities:

Shall be responsible for facilitating R&D activity in the University building a single window support system for various principal investigators, promotion of inter and intra departmental cooperation public private partnership, coordination with industry and funding agencies and promoting international contacts.

DIRECTOR OF PHYSICAL EDUCATION & SPORTS

- I. A Ph.D in Physical Education
- II. Experience of at least ten years as University Deputy or Fifteen years as University Assistant DPEs/College (Selection Grade)
- III. Participation in at least two national/international seminars/conferences
- IV. Consistently good appraisal report
- V. Evidence of organizing competitions and conducting coaching camps of at least two weeks duration.
- VI. Evidence of having produced good performance teams/athletes for competitions like State/National/Inter-University/combined University etc.

ASSISTANT DIRECTOR OF PHYSICAL EDUCATION & SPORTS

- I. A Master's Degree in Physical Education or Master's Degree in Sports Science with least 55% marks (or an equivalent grade in a point scale wherever grading system is followed) with a consistently good Academic record
- II. Record of having represented the University/College at the Inter-University/Inter-Collegiate competitions or the State and/or national Championships.
- III. Qualifying in the national level test conducted for the purpose by the UGC or any other agency approved by the UGC.
- IV. Passed the Physical Fitness test conducted in accordance with these regulations.

Subject to the provisions of these Regulations, all candidates who are required to undertake the physical fitness test shall be required to produce a medical certificate certifying that he/she is medically fit before undertaking such tests.

| NORMS FOR MEN | | | |
|--------------------------|----------------|----------------|----------------|
| 12 MINUTES RUN/WALK TEST | | | |
| Up to 30 years | Up to 40 years | Up to 45 years | Up to 50 years |
| 1800 metres | 1500 metres | 1200 metres | 800 metres |

| NORMS FOR WOMEN | | | |
|-------------------------|----------------|----------------|----------------|
| 8 MINUTES RUN/WALK TEST | | | |
| Up to 30 years | Up to 40 years | Up to 45 years | Up to 50 years |
| 1000 metres | 800 metres | 600metres | 400 metres |

- V. However, candidates, who are, or have been awarded Ph.D Degree in accordance with the "University Grants Commission (Minimum Standards and Procedures 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 University Assistant Director of Physical Education/ College Director of Physical Education & Sports.

DEPUTY LIBRARIAN

- I. A Master's degree in library science/information science/documentation with at least 55% of the marks or its equivalent grade of B in the UGC seven point scale and consistently good academic record.
- II. Five years experience as an Assistant University Librarian/College Librarian.
- III. Evidence of innovative library service and organization of published work and professional commitment, computerization of library.

Desirable: A M.Phil/Ph.D. Degree in library science/information science/Documentation/Archives and manuscript-keeping/computerization of library

ASSISTANT LIBRARIAN

- I. A Masters Degree in Library Science/Information Science/Documentation Science or an equivalent professional degree with at least 55% marks (or an equivalent grade in a point scale wherever grading system is followed) and a consistently good academic record with knowledge of computerization of library.
- II. Qualifying in the national level test conducted for the purpose by the UGC or any other agency approved by the UGC.
- III. However, candidates, who are, or have been awarded 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 University Assistant Librarian.
- IV. Age Limit : Maximum 35 years.

Pondicherry University Recruitment Cell