

GITAM UNIVERSITY

Teaching Faculty Recruitment - Details of Pay Structure

GITAM University is a premier educational institution in the country with a track record of providing quality education in several under-graduate, post-graduate and doctoral programmes in the areas of Engineering, Architecture, Science, Pharmacy, International Business, and Management. The University has been making rapid strides in its march to attain excellence in imparting higher education of global standards.

The University is dedicated to innovative learning and research through which it seeks to foster social and economic development while promoting quality and excellence. It offers an excellent work environment imbued with research and scholarship, extremely talented students, pristine campus with world class infrastructure.

The University is on the lookout for outstanding and well accomplished academic professionals for the posts of Professors, Associate Professors and Assistant Professors for various disciplines..

The pay of the selected candidates will be fixed in the pay bands as per UGC revised pay scales, with a higher academic grade pay as indicated in the table below.

Gross salary consists of minimum of the basic pay in pay band + academic grade pay+ DA + HRA for different categories of posts at Visakhapatnam and Hyderabad. The pay band and minimum basic pay together with the academic grade pay applicable to various positions is as follows:

Position	Pay band and Minimum basic pay (₹)	Academic Grade Pay ₹
Professor	37,400 – 67,000 Min. Basic: ₹ 40,890	10,500
Assoc. Professor	37,400 – 67,000 Min. Basic: ₹ 37,400	9,500
Asst. Professor	15,600-39,100 Min. Basic: ₹ 15,600	8,000

- Note:
1. In addition to the basic pay and academic grade pay, allowances viz., DA and HRA are paid as per the admissible rates.
 2. DA & HRA are calculated on the total Pay in the Pay Band + Academic Grade Pay.
 3. City compensatory allowance (CCA) at the prescribed rates is payable at Hyderabad.

Higher pay in the pay band will be considered for deserving candidates having wide experience in teaching, research, consultancy and industry.

REGISTRAR

SPECIALIZATIONS REQUIRED FOR THE ADVERTISED POSTS OF PROFESSOR, ASSOCIATE PROFESSOR AND ASST. PROFESSOR IN ENGINEERING, ARCHITECTURE, SCIENCE, PHARMACY, INTERNATIONAL BUSINESS, AND MANAGEMENT DISCIPLINES

A. ENGINEERING & TECHNOLOGY:

Department	Category	Specialization
Aeronautical Engg.	Associate Professor	Aeronautics Engineering/Aerospace engineering/Aircraft Structures/ Applied Mechanics
	Asst. Professor	Aeronautics Engineering/Aerospace Engineering/Aircraft Structures/ Applied Mechanics
Civil Engg.	Professor	Structures/Geotechnical
	Associate Professor	Structures/Hydraulics/Water Resources/Geo Technical Engg.
	Asst. Professor	Structures/ Hydraulics/Environmental Engg/Water Resources/ Geo Technical/Transportation Engg.
Computer Science and Engg.	Professor	Software Engineering/Computer Networks/Image Processing/Data warehousing & data mining
	Associate Professor	Software Engineering/Computer Networks/Artificial Intelligence/Information Security
	Asst. Professor	Any specialization
Electronics & Comm. Engg.	Professor	Communication Systems/VLSI/Signal Processing
	Associate Professor	Communication Systems/VLSI/Signal Processing/Microwave Engg.
	Asst. Professor	Communication Systems/VLSI/Signal Processing/ Microwave Engg./Embedded Systems,

Department	Category	Specialization
Electronics & Instrumentation Engg.	Professor	Embedded Systems/Biomedical Instrumentation
	Associate Professor	Industrial Process Instrumentation/Control and Instrumentation/Sensors and Microwave Engg.
	Asst. Professor	Industrial Process Instrumentation/Control and Instrumentation/Biomedical/Signal Processing/Electronic Instrumentation
Electrical & Electronics Engg.	Professor	Control systems/Power Electronics
	Associate Professor	Control Systems/ Power Electronics/ Power Systems
	Asst. Professor	Control systems/Power Electronics/ Power Systems/ Electric drives & High Voltage Engg.
Information Technology	Professor	Robotics/Data Mining/Soft Computing/Artificial Intelligence
	Associate Professor	Software Engg/Computer Networks/CST/Data Engg./ Information Security
	Asst. Professor	Any specialization in CST/IT
Mechanical Engg.	Professor	Industrial Engg./CAD/CAM/Thermal Engg.
	Associate Professor	Thermal Engg. /Machine Design/ Manufacturing
	Asst. Professor	Any Specialization
Industrial Engg.	Associate Professor	Industrial Engg./Thermal Engg.
	Asst. Professor	Industrial Engg/Thermal Engg/Machine Design/Manufacturing

B. Management

Category	Specialization
Professors	Human Resource/ Management/Finance/Marketing/Operations/Entrepreneurship
Associate Professors	Human Resource Management/Finance/Marketing/Operations/ Entrepreneurship/Applied psychology
Asst. Professors	Human Resource Management/Finance/Marketing/Operations/ Entrepreneurship/Applied psychology

C. Architecture

Category	Specialization
Associate Professor	Any specialization
Asst. Professor	Any specialization

D. Pharmacy

Category	Specialization
Professor	Pharmaceutics/Pharma Analysis/Pharmacology/Pharma Chemistry/ Pharamacognosy
Associate Professor	Pharmaceutics/Pharma Analysis/Pharmacology/Pharma Chemistry/ Pharma Practice
Asst. Professor	Pharmaceutics/Pharma Analysis/Pharmacology/Pharmacognosy/ Pharma Practice

E. International Business

Category	Specialization
Professors	Marketing/Finance
Associate Professors	Marketing/Finance
Asst. Professors	Business Law/IPR/Supply Chain Management/Human Resource Management

F. SCIENCE DISCIPLINE:

Department Category Specialization

Department	Category	Specialization
Bioinformatics	Professor	Systems Biology/ Molecular modeling
	Asst. Professor	Drug Designing / Molecular modeling
Biotechnology	Asst. Professor	Biophysical Chemistry/Molecular Biology and Genetic Engineering/ Pharmaceutical Biotechnology
Chemistry	Professor	Organic/Inorganic/Physical Chemistry/Medicinal Chemistry
	Associate Professor	Organic/Inorganic/Physical/Analytical Chemistry/Nano-Material and Synthesis
	Asst. Professor	Organic/Inorganic/Physical/Analytical Chemistry/ Organic synthesis
Electronics/Physics	Professor	Space/Nuclear /Solid state physics
	Associate Professor	Modern Physics/High Energy Physics
	Asst. Professor	Space/Nuclear /Solid state physics/Material Science/Acoustics/Ultrasonics/Optics/Lasers/Microwave
Mathematics	Professor	Applied Mathematics
	Associate Professor	Applied Mathematics/Probability & Statistics
	Asst. Professor	Applied Mathematics/Probability & Statistics
English	Professor	English language teaching/Literature
	Associate Professor	English language teaching
	Asst. Professor	English language teaching
Microbiology	Asst. Professor	Immunology/Applied Microbiology/Medical Microbiology/Environmental Microbiology
Food Science & Tech.	Asst. Professor	Any specialization

MINIMUM QUALIFICATIONS FOR THE ADVERTISED POSTS OF PROFESSOR, ASSOCIATE PROFESSOR AND ASST. PROFESSOR IN ENGINEERING, ARCHITECTURE, SCIENCE, PHARMACY, INTERNATIONAL BUSINESS, AND MANAGEMENT DISCIPLINES

A. ENGINEERING AND TECHNOLOGY DISCIPLINES:

1. Assistant Professor

I. Essential

- i) First Class Master's Degree in the appropriate branch of Engineering (Engg.) & Technology (Tech.) and
- ii) Good academic record with a Ph.D. Degree in the concerned/allied/relevant disciplines.

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.

2. Associate Professor

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.

OR

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.
2. 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. 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.

3. Professor

i. Essential

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.

OR

- 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, 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.

B ARCHITECTURE

I. Assistant Professor (Lecturer)

I. Essential

- i) First Class Master's Degree in Architecture
- ii) Good academic record with a Ph.D. Degree in the concerned/allied/relevant disciplines.

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

- 1) One year teaching experience as visiting teacher
- 2) Research industrial and/or professional experience in a reputed organization;
- 3) Papers presented at Conferences and/or in refereed journals.

II. Associate Professor (Assistant Professor)

I. Essential

- i) A Ph.D. Degree with First Class at Bachelor's or Master's Degree in Architecture and experience of eight years in teaching, research/practice and/or industry at the level of lecturer or equivalent grade, excluding period spent on obtaining the research degree.

OR

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

- 1) First Class Master's Degree in Architecture
 - 2) Significant professional work which can be recognized as equivalent to a Ph.D Degree in Architecture 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.
- II. Without prejudice to the above, the following conditions may be considered desirable:
1. Three years of teaching experience as visiting teacher
 2. Research industrial and/or professional experience in a reputed organization;
 3. Published work, such as research papers, patents filed/obtained, books, and/or technical reports;
 4. Experience of guiding the project work/dissertation of PG/Research Students or supervising R&D projects in industry.

Notes:

1. Only candidates registered with Council of Architecture (COA) under the provisions of the Architects Act, 1972 shall be eligible for the above posts.
2. All the qualifications appearing in the schedule under section 14 and 15 of the Architects' Act 1972 shall be considered as at par with Bachelor's Degree in Architecture for the purpose of recruitment as teacher.

C. SCIENCE, HUMANITIES DISCIPLINES:

1. Assistant Professor

- i. Good academic record with first class (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. A Ph.D. Degree in the concerned/allied/relevant disciplines.

2. Associate Professor

- i. Good academic record with a Ph.D. Degree in the concerned/allied/relevant disciplines.
- ii. A Master's Degree with first class (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.

3. 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.

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.

D. MANAGEMENT AND INTERNATIONAL BUSINESS DISCIPLINES

1. Assistant Professor

i. Essential:

1. First Class Master's Degree in a relevant Management related disciplines and
2. Good academic record with a Ph.D. Degree in the concerned/allied/relevant disciplines.

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.

2. Associate Professor:

i. Essential:

1. A Ph.D. Degree with First Class Master's Degree in a relevant management discipline and experience of eight years in teaching, research and/or industry at the level of Assistant Professor or equivalent grade, excluding period spent on obtaining the research degree.

OR

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

1. Consistently good academic record with first class Master's Degree in a relevant management related discipline
2. 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.

3. Without prejudice to the above, 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.

3. Professor:

i. Essential:

1. A Ph.D. Degree with First Class Master's Degree in a relevant management related discipline and ten years experience of teaching/research/industry/professional out of which five years must be at the level of reader or equivalent grade, excluding period spent on obtaining the research degree.

OR

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

1. Consistently good academic record with first class Master's Degree in a relevant management related discipline
2. 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 experience in industry/profession of which at least eight years should be at the level of Reader/Assistant Professor.

ii. Without prejudice to the above, 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.

E. PHARMACY DISCIPLINE:

1. Assistant Professor

i. Essential:

1. A basic degree in Pharmacy (B. Pharm.).
2. Registration as a pharmacist under the Pharmacy Act, 1948, as amended from time to time, including any succeeding enactments.
3. First Class Master's Degree in appropriate branch of specialization in Pharmacy.
4. A Ph.D. Degree in the concerned/allied/relevant disciplines.

ii. Desirable:

- 1 Teaching, research industrial and / or professional experience in a reputed organization; and
2. Papers presented at Conferences and / or in refereed journals.

2. Associate Professor:

i. Essential:

1. A basic degree in Pharmacy (B. Pharm.).
2. Registration as a pharmacist under the Pharmacy Act, 1948, as amended from time to time, including any succeeding enactments.
3. A Ph.D. Degree with First Class at Bachelor's or Master's Degree in the appropriate branch of specialization in Pharmacy, and experience of eight years in teaching, research, industry and / or profession at the level of Lecturer or equivalent grade; excluding period spent on obtaining the research degree.

OR

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 specialization in Pharmacy;
2. Significant professional work which can be recognized as equivalent to a Ph.D. Degree in appropriate branch of specialization in Pharmacy 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.

iii. 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; and
3. Experience of guiding the project work, dissertation of post graduate or research students or supervising R&D projects in industry.

3. Professor:

i. Essential:

1. A basic degree in Pharmacy (B. Pharm.).
2. Registration as a pharmacist under the Pharmacy Act, 1948, as amended from time to time, including any succeeding enactments.
3. A Ph.D. Degree with First Class at Bachelor's or Master's Degree in the appropriate branch of specialization in Pharmacy, and experience of ten years in teaching, research, industry and / or profession at the level of Lecturer or equivalent grade;

OR

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 specialization in Pharmacy; and
2. Significant professional work which can be recognized as equivalent to a Ph.D. Degree in appropriate branch of specialization in Pharmacy and industrial / professional experience of five years at a senior level comparable to 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. Desirable:

1. Teaching, industrial research 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 post graduate or 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. For avoidance of doubt, it is hereby clarified that:
 1. If Class or Division is not declared at the Bachelor's or Master's Degree levels, an aggregate of $\geq 60\%$ or equivalent Cumulative Grade Point Average (CGPA) is to be considered as equivalent to First Class.
 2. In respect of CGPA awarded to the candidates on a 10-Point Scale, the Table of equivalence shall be provided by the university concerned followed for determining the Class obtained by them as per (1) cited above.
