THE MAHARAJA SAYAJIRAO UNIVERSITY OF BARODA

NOTIFICATION OF 05/04 OF 2012-2013

PLEASE READ BELOW-MENTIONED INSTRUCTIONS CAREFULLY BEFORE FILLING UP THE APPLICATION FORM

_____

1. The application form in MS Word format should be downloaded from the university website www.msubaroda.ac.in and only the typed copies of the application should be submitted. The application form available for download from the website is only a pro forma and the applicants are advised to retype it leaving at least 1.5 inches margins on both sides of the paper and using at least 12 point Times New Roman or Arial font. If the space provided in any column is found insufficient, information may be supplied on a separate sheet indicating the Enclosure number at the suitable place.
2. The applicants must submit duly filled-in application in **EIGHT COPIES (1 ORIGINAL & SEVEN PHOTOCOPIES)** along with copies of all certificates **and documents.** Each application should be bound by tags only (without metal staples and no spiral/plastic binding). Application form that is not signed or is without the necessary enclosures is liable to be rejected.
3. The envelope containing the application must be super-scribed with the name of the post applied for.
4. The candidates who have in response to earlier notifications of M. S. University must apply afresh under this notification.
5. The candidates desiring to apply for more than one post must submit separate application for each post.
6. The candidates must possess the required qualifications on the date of the notification. Any additional qualifications, experience, honours and other achievements gained by the candidate during the period between the last date of application and the date of conducting the interview will not be taken into consideration
7. While filling up the details under item No. 14 of the application form, the candidate must state the percentage of marks, division/grade and the subject/s offered at the various examinations. Subject specialization, if any, should also be mentioned clearly.
8. A relaxation of 5% from 55% to 50% of the marks at the Master's level will be provided for the SC/ST category.
9. The candidates must enclose attested copies of all MARK-SHEETS/ GRADE-SHEETS and passing certificates of examinations passed by them, i.e., Higher Secondary or equivalent, bachelor's/master's degree, diploma/certificate courses, M.Phil./Ph.D. etc. In the absence of the attested copies of the relevant mark-sheets/certificates etc., the application will be considered incomplete and the applicant may not be called for the personal interview.

10. The candidates will have to produce the original copies of all certificates and documents attached at the time of interview for verification.

11. Each application should be accompanied by application form fee in the form of a bank draft of Rs. 1000/- (Rs. 250 for SC/ST candidates) drawn in favour of **"The Registrar, The M. S. University of Baroda"** and payable at Vadodara. The candidate must write his full name and the post applied for on the back side of the demand draft. A separate bank draft should be attached with each application if the candidate is applying for more than one post. This amount shall not be accepted in cash, money order and postal order or through any other financial instrument except through bank draft. The application for fee is non-refundable and no enquiries will be entertained in this regard.

12. A candidate, who knowingly or wilfully furnishes incorrect or false particulars or suppresses material information, will be disqualified and, if appointed, will be liable to dismissal from service without prior notice.

13. If the space against any item in the application form is insufficient, full particulars should be given on a sheet of paper which should be attached to the application, entering at the appropriate place a reference to the sheet attached.

14. The candidate must intimate to the Registrar, the M. S. University of Baroda any change in his correspondence or permanent address after the submission of the application form.

15. Canvassing, directly or indirectly, will be treated as a disqualification.

16. No application will be considered which is received after the last date for the receipt of applications. Any kind of fee paid by the applicant is non-refundable and no correspondence in this respect will be entertained. Late receipt on account of postal delay will not be considered.

17. Reservation of posts for SC/ST/SEBC categories shall be as per Government of Gujarat rules. Reservation shall be available to those who have a valid a certificate of belonging to SC/ST/SEBC from a competent authority of the Gujarat Government. The SEBC candidates must additionally submit valid certificate indicating their exclusion from "creamy layer" as per Govt. of Gujarat rules modified from time to time. All caste-related certificates must be submitted along with the application form. The SC/ST / SEBC candidates of states other than Gujarat shall be considered eligible for recruitment against the reserved posts subject to the submission of relevant certificate/s from the competent authority of the Government of Gujarat.

18. A candidate who does not fall under the said respective category is not eligible to apply for the posts which are reserved for a special category.

19. The University reserves the right to relax the qualification and experience criteria for any category of candidates as per the directives of the state government and/or UGC.

20. If the number of candidates possessing minimum qualifications is large, the University reserves the right to short-list the candidates on the merit-based criteria for the purpose of calling for personal interview.

21. The University reserves the right not to fill up any or all of the advertised posts and no claim can be made against the same by any applicant.

22. The candidates, if called for an interview, shall have to attend the interview at their own expense.

23. The University reserves the right to fill in or not to fill in any post or to alter the number of posts in any cadre or in any / all the subject or make any amendments.

24. The selected candidates may be posted in any institution / Faculty / Section of the University.

25. The medium of instruction in the University is English. However, knowledge of Gujarati language is desirable. Those who do not have Gujarati language as a subject at the SSC/HSC/degree level will be required to pass Gujarati Proficiency Test within a period of two years from the date of their appointment.

26. The pay scale offered is as shown against each post above. In addition, these positions carry benefit of D.A., H.R.A., C.L.A., Group Insurance Scheme and the newly-defined contributory pension scheme introduced w.e.f. 01-04-2005 by Govt. of Gujarat as per rules.

27. The candidates already in the employment in temporary or permanent capacity in Universities, educational institutions, government or other organizations should send their applications through their present employers on or before the prescribed date. However, due to unavoidable circumstances, if the receipt of the application through proper channel is likely to be delayed, an advance copy should be received in the M. S. University office on or before the due date. Persons employed after submitting the application in response to this advertisement should bring a 'No Objection Certificate' from their employers at the time of the interview.

28. The candidates already employed in any organization should enclose with their application a salary certificate showing pay, D.A. and other allowances being paid by their employers. The same should also be produced at the time of the interview. Unless an authentic document/certificate showing the present basic pay and details of all kinds of other allowances is produced, no request for higher starting pay can be entertained.

29. The applicant should ensure that his/her application is submitted to the Registrar, The M. S. University of Baroda, Fatehgunj, Vadodara -390 002 either in person or by Registered Post / Speed Post / Courier on or before the last date prescribed.

30. The candidate will be initially appointed on probation for a period of two years and shall be confirmed on satisfactory performance as per rules.

31. In case of any inadvertent error in the process of selection - which may be detected at any stage and even after the issuance of the appointment letter - the University reserves the right to modify/withdraw/cancel any communication made to the candidate with regard to his appointment.

32. All the details in the notification are subject to correction or alteration.

Vadodara.   **REGISTRAR**

Date: 29-08-2012

THE MAHARAJA SAYAJIRAO UNIVERSITY OF BARODA

NOTIFICATION NO. ADE 05/04 of 2012-2013

Salary:

1	**Pay Scale:Professor – 37400-67000 GPRs.10000/-**
2	**Associate Professor – 37400-67000 GP Rs.9000/-**
3	**Assistant Professor/Lecturer/Pradhyapak – 15600-39100 GP Rs.6000**

QUALIFICATIONS FOR TEACHING POSITIONS IN DIFFERENT DEPARTMENTS/FACULTIES/COLLEGES/INSTITUTIONS

1. The minimum qualifications for the post of Assistant Professor/ Lecturer / Associate Professor/ Professor, Assistant Director Physical Education and Sports, are those as expressed by UGC vide its notification no. F-3-1/2009 dated 30-6-2010 and AICTE notification no. 37-3/ legal / 2010 dated 5-3-2010 and GR of Govt. of Gujarat N.G.C./112009/3734/KAH dated 4-12-2009 and subsequent amendments made therein.

2. The minimum qualifications required for the post of Assistant Professors, Associate professors, Professors, Assistant Directors of Physical Education will be those as prescribed by the UGC in these regulations.

3. The minimum requirement of a good academic record, 55% marks (or an equivalent grade in a point scale wherever grading system is followed) at Master's level and at least 50% marks at Bachelor's examinations and qualifying in the National Eligibility test (NET) conducted by the UGC, CSIR or similar test accredited by the UGC like SLET/SET shall remain for the appointment of Assistant Professor.

4. NET/SLET/SET shall remain the minimum eligibility condition for recruitment and appointment of Assistant Professor. Provided however, that candidates, who are have been awarded a Ph. D. degree in accordance with the UGC (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 Assistant Professors in Universities/ Colleges/ Institutions.

5. NET/SLET/SET shall not be required for such Master's degree programs in disciplines for which NET/SLET/SET accredited test is not conducted.

6. A minimum of 55% marks (or an equivalent grade in a point scale wherever grading system is followed) will be required at master's level for those recruited as teachers at any level from Industries and research institutions and at the entry level of Assistant Professors, Assistant Directors of Physical Educations and Sports.

7. 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 marks 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 mark procedures.

8. A relaxation of 5% marks may be provided from 55 to 50% marks to the Ph.D. degree holder who have obtained their degree prior to 19th September, 1991 for all those positions governed by the UGC regulations.

9. The Ph.D. degree shall be a mandatory qualification for the appointment of Professors and for promotion as Professors.

10. The Ph.D. degree shall be a mandatory qualification for all candidates to be appointed as Associate Professors through direct recruitment.

11. The period of time taken by the candidates to acquire M.Phil. and/or Ph.D. shall not be considered as teaching/research experience to be claimed for the appointment to the teaching positions.

*Consistently "**Good Academic Record**" would mean at least 50 % marks in Bachelor's degree besides at least 55% marks or an equivalent grade in a point scale wherever grading system is followed at Master's Level in the relevant subject.*

Qualification for the post of Professor / Associate Professor / Assistant Professor

FACULTY OF ARTS, SCIENCES, COMMERCE, LAW, FAMILY & COMMUNITY SCIENCES, SOCIAL WORK, EDUCATION & PSYCHOLOGY

1.1 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 consolidated API score of 400 (Research and Academic Contributions – Category III) as stipulated in the Academic Performance Indicator (API) Based Performance Based Appraisal System (PBAS), set out in the UGC Regulation of 2010 in Appendix III.**

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.

1.2 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). Grade point which is on a scale of seven, following mechanism shall be referred to ascertain 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

(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 Recognized 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 consolidated API score of 300 (Research and Academic Contributions – Category III) as stipulated in Performance Based Appraisal System (PBAS), set out in the UGC Regulation of 2010 in Appendix III.**

1.3   ASSISTANT PROFESSOR

(i)   Good academic record 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 a recognized 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 recognized by the UGC like SLET/SET.

(iii)   Notwithstanding anything contained in sub-clauses (i) and (ii) above, 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 (*Effective from July 11, 2009*), shall be exempted from the requirement of the minimum eligibility condition of NET/SLET/SET for recruitment and appointment of Assistant Professor or equivalent positions in Universities/Colleges/Institutions.

(iv)   NET/SLET/SET shall also not be required for such Masters Programmes in disciplines for which NET/SLET/SET is not conducted.

2. EDUCATION
Qualification for the post of Professor / Associate Professor / Assistant Professor in Education

2.1 PROFESSOR

(i) A Master's Degree in Arts / Humanities / Science / Commerce and M. Ed. each with a minimum of 55% marks (or an equivalent grade in a point scale wherever grading system is followed),

OR

(i) M. A. (Education) with 55% marks (or an equivalent grade in a point scale wherever grading system is followed) and B. Ed. each with a minimum of 55% marks (or an equivalent grade in a point scale wherever grading system is followed);

(ii) Ph. D. in Education; and

(iii) At least **ten years** of teaching experience in University department of education or College of Education of which a minimum of **five years** at the M.Ed. level with published work in the area of his/her specialization.

Provided that, in the event of non-availability of eligible and suitable candidates for appointment as Professor as per above eligibility criteria, it would be permissible to appoint retired Professor in Education on contractual basis for a period not exceeding one year at a time till such time the candidate completes sixty five years of age.

(iv) **A minimum consolidated API score of 400 (Research and Academic Contributions – Category III) as stipulated in Performance Based Appraisal System (PBAS), set out in the UGC Regulation of 2010 in Appendix III.**

2.2 ASSOCIATE PROFESSOR

(i) A Master's Degree in Arts / Humanities / Science / Commerce and M. Ed. each with a minimum of 55% marks (or an equivalent grade in a point scale wherever grading system is followed),

OR

(i) M. A. (Education) and B. Ed. each with a minimum of 55% marks (or an equivalent grade in a point scale wherever grading system is followed);
(ii) Ph. D. in Education; and

(iii) At least eight years of teaching experience in University department of education or College of Education, with a minimum of three years at the M.Ed. level and has published work in the relevant area of specialization.

(iv) **A minimum consolidated API score of 300 (Research and Academic Contributions – Category III) as stipulated in Performance Based Appraisal System (PBAS), set out in the UGC Regulation of 2010 in Appendix III.**

2.3 ASSISTANT PROFESSOR

(i) A Master's Degree in Arts / Humanities / Science / Commerce and M. Ed. each with a minimum of 55% marks (or an equivalent grade in a point scale wherever grading system is followed),

OR

(i) M. A. (Education) and B. Ed. each with a minimum of 55% marks (or an equivalent grade in a point scale wherever grading system is followed);

Provided that it is desirable one faculty member possesses a Master's degree in Psychology and another member in Philosophy/Sociology besides M.Ed., and

(ii) Besides fulfilling the above qualifications, the candidate must have cleared the National Eligibility Test (NET) conducted by the UGC, CSIR or similar test recognized by the UGC like SLET/SET.

(iii) Notwithstanding anything contained in sub-clauses (i) and (ii) above, 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 (*Effective from July 11, 2009*), shall be exempted from the requirement of the minimum eligibility condition of NET/SLET/SET for recruitment and appointment of Assistant Professor or equivalent positions in Universities/Colleges/Institutions.

3. PERFORMING ARTS
Qualification for the post of Professor / Associate Professor / Assistant Professor in Faculty of Performing Arts
3.1 MUSIC AND DANCE DISCIPLINE:

3.1.1 PROFESSOR

(i) An eminent scholar and performer with a doctoral degree (in the relevant subject from Indian or recognised Foreign university), actively engaged in research with **10 years** of experience in teaching in university/college and/or research at the

University/National level institutions including experience of guiding research at doctoral level with outstanding performing achievements in the field of specialization at national/international level.

(ii) **A minimum consolidated API score of 400 (Academic and Research Contribution – Category III) as stipulated in Performance Based Appraisal System (PBAS), set out in the UGC Regulation of 2010 in Appendix III**.

<div align="center">OR</div>

A traditional and a professional artist with highly commendable professional achievement in the concerned subject, who should be or have:

a. 'A' grade artist of AIR/TV;

b. Twelve years of outstanding performing achievements in the field of specialization;

c. Significant contributions in the field of specialization and ability to guide research;

d. Participation in National/International Seminars/Conferences/ Workshops and/ or recipient of National/International Awards/Fellowships; and

e. Ability to explain the logical reasoning of the subject concerned and adequate knowledge to teach theory with illustrations in that discipline.

Note: *"Traditional" is "the one belonging to the family / Gharana which has practiced professionally the same art form for* **four generations** *and is highly acclaimed throughout".*

3.1.2 ASSISTANT PROFESSOR

(i) *Good academic record* 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 the relevant subject or an equivalent degree from recognized Indian / Foreign University.

(ii) Besides fulfilling the above qualifications, candidates must have cleared the National Eligibility Test (NET) for lecturers conducted by the UGC, CSIR, or similar test recognised by the UGC.

(iii)Notwithstanding anything contained in the sub-clauses (i) and (ii) to above, 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 (*Effective from July 11, 2009*), shall be exempted from the requirement of the minimum eligibility condition of NET/SLET/SET for recruitment and appointment of Assistant Professor or equivalent positions in Universities / Colleges /Institutions.

(iv)   NET/SLET/SET shall also not be required for such Masters Programmes in disciplines for which NET/SLET/SET is not conducted.

<div align="center">OR</div>

(i) A traditional and a professional artist with highly commendable professional achievement in the concerned subject, who should be or have:

a. Studied under noted/reputed traditional masters and has thorough knowledge to explain the subject concerned;

b. A high grade artist of AIR/TV; and

c. Ability to explain the logical reasoning of the subject concerned and adequate knowledge to teach theory with illustrations in that discipline.

Note: *"Traditional" is "the one belonging to the family which has practiced professionally the same art form for minimum* **four generations** *and is highly acclaimed throughout".*

3.2 DRAMA DISCIPLINE:

3.2.1 ASSISTANT PROFESSOR

(i) *Good academic record* 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 the relevant subject or an equivalent degree from recognized Indian / Foreign University.

(ii) Besides fulfilling the above qualifications, candidates must have cleared the National Eligibility Test (NET) for lecturers conducted by the UGC, CSIR, or similar test recognized by the UGC.

(iii)Notwithstanding anything contained in the sub-clauses (i) and (ii) to above, 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 (*Effective from July 11, 2009*), shall be exempted from the requirement of the minimum eligibility condition of NET/SLET/SET for recruitment and appointment of Assistant Professor or equivalent positions in Universities / Colleges /Institutions.

(iv)   NET/SLET/SET shall also not be required for such Masters Programmes in disciplines for which NET/SLET/SET is not conducted.

OR

A traditional and a professional artist with highly commendable professional achievement in the concerned subject, who should be or have:

a. Professional artist with first class degree/diploma from National school of Drama or any such approved institution in India or Abroad.

b. Five years of regular acclaimed performance in regional / national / international stage with evidence; and

c. Ability to explain the logical reasoning of the subject concerned and adequate knowledge to teach theory with illustrations in that discipline.

Note: "Traditional" is "the one belonging to the family / Gharana which has practiced professionally the same art form for **four generations** and is highly acclaimed throughout".

4. FACULTY OF FINE (VISUAL) ARTS

Qualification for the post of Professor / Associate Professor / Assistant Professor

4.1 PROFESSOR

(i) An eminent scholar with a doctoral degree actively engaged in research with ten years of experience in teaching and /or research at the University/National level institutions including experience of guiding research at doctoral level, with outstanding performing achievement in the field of specialization.

(ii) **A minimum consolidated API score of 400 as (Academic and Research Contribution – Category III) stipulated in Performance Based Appraisal System (PBAS), set out in the UGC Regulation of 2010 in Appendix III.**

OR

A Professional artist with highly commendable professional achievement in the concerned subject, who should have:

a. **Twelve years** of experience of holding regular regional/national exhibition/workshops with evidence;

b. Significant contributions in the field of specialization and ability to guide research;

c. Participation in National/International Seminars/Conferences/ Workshops and/or recipient of National/International Awards/ Fellowships; and

d. Ability to explain the logical reasoning of the subject concerned and adequate knowledge to teach theory with illustrations in that discipline.

4.2 ASSOCIATE PROFESSOR

(i) *Good academic record* with doctoral degree, with performing ability of high professional standard.

(ii) **Eight years** of experience of teaching in a University / College and/ or research in University / national level institutions excluding the period spent for the research degree of M. Phil./ Ph. D.

(iii) Has made significant contributions to the knowledge in the subject concerned as evidenced by quality of publications.

(iv) Contributions to educational innovation such as: designing new courses and/ or curricula and/or outstanding performing achievements in the field of specializations.

(v) **A minimum consolidated API score of 300 (Academic and Research Contribution – Category III) as stipulated in Performance Based Appraisal System (PBAS), set out in the UGC Regulation of 2010 in Appendix III.**

OR

A Professional artist with highly commendable professional achievement in the concerned subject, who should have:

a. A recognized artist of his/her own discipline;

b. Eight years of outstanding performing achievements in the field of specialization;

c. Experience in designing of new courses and /or curricula;

d. Participation in Seminars/Conferences in reputed institutions; and

e. Ability to explain the logical reasoning of the subject concerned and adequate knowledge to teach theory with illustrations in that discipline.

4.3 <u>ASSISTANT PROFESSOR</u>

(i) *Good academic record* 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 the relevant subject or an equivalent degree from an Indian/Foreign University.

(ii) Besides fulfilling the above qualifications, candidates must have cleared the National Eligibility Test (NET) for lecturers conducted by the UGC, CSIR, or similar test recognised by the UGC. Notwithstanding anything contained in sub-clauses (i) and (ii) to above, 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/SLET/SET for recruitment and appointment of Assistant Professor or equivalent positions in Universities / Colleges /Institutions.

(iii)Without prejudice to the above, NET/SLET/SET shall also not be required for such Masters Programmes in disciplines for which NET/SLET/SET is not conducted.
OR
A Professional artist with highly commendable professional achievement in the concerned subject, who should have:
a. First class Diploma in Visual (Fine) arts discipline from the recognized Institution of India/Abroad;

b. Five years of experience of holding regular regional/National exhibitions/Workshops with evidence; and

c. Ability to explain the logical reasoning of the subject concerned and adequate knowledge to teach theory with illustrations in that discipline.

5. BARODA SANSKRIT MAHAVIDYALAYA AND ORIENTAL INSTITUTE

Qualifications for the post of Pradhyapak

5.1 <u>PRADHYAPAK</u>   (Assistant Professor) in Baroda Sanskrit Mahavidyalaya

(i) First or high second class in Acharya /Master's degree of a statutory University Good academic record 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 a recognized 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 recognized by the UGC like SLET/SET.

(iii)Notwithstanding anything contained in sub-clauses (i) and (ii) above, candidates, who are, or have been awarded a Ph. D. Degree or Vachaspati in accordance with the University Grants Commission (Minimum Standards and Procedure for Award of Ph.D. Degree) Regulations, 2009 (*Effective from July 11, 2009*), shall be exempted from the requirement of the minimum eligibility condition of NET/SLET/SET for recruitment and appointment of Assistant Professor or equivalent positions in Universities/ Colleges/ Institutions.

(iv)   NET/SLET/SET shall also not be required for such Masters Programmes in disciplines for which NET/SLET/SET is not conducted.

(v) Specialization in a field according to the requirement of the Department Concerned.

QUALIFICATIONS ACCORDING TO AICTE 2010 REGULATIONS

General conditions applicable to all appointments and promotions to Management Studies, Engineering and Technology, MCA, Pharmacy, Architecture and Polytechnic

1. Ph.D. shall be from a recognized University.

2. **Consistently "Good Academic Record"** would mean, at least First Class (60% marks) or equivalent either in Bachelor's degree or Master's degree and at least 55% marks or an equivalent grade in a point scale wherever grading system is followed at either Master's degree or at Bachelor's level where First Class is not obtained by the candidate

3. # Equivalence for Ph.D. is based on publication of FIVE International journal papers, each journal having a cumulative impact index of not less than 2.0, with incumbent as the main author and/or FIVE publications being in the authors' area of specialization

4. For an incumbent Assistant professor, experienced at the level of Assistant Professor will be considered equivalent to experience at the level of Associate Professor, provided the incumbent Assistant professor has acquired or acquires Ph. D. degree in the relevant discipline .

5. Experience at Diploma Institutions is also considered equivalent to experience in degree level Institutions at appropriate level and as applicable. However, qualifications as above shall be mandatory.

6 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 marks 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 mark procedures.

6. In case of research experience, good academic record and books / research paper publication / IPR /patents record shall be required as deemed fit by the expert members of the Selection committee. If the experience in industry is considered, the same shall be at managerial level equivalent to head of the Department with active participation record in designing, planning, executing, analyzing, quality control, innovating, training, technical books/ research paper publication / IPR / patents, etc. as deemed fit by the expert members of the Selection Committee.

7. If a class / division is not awarded, minimum of 60% marks in aggregate shall be considered equivalent to first class / division. If a grade Point System is adopted the CGPA will be converted into equivalent marks as described below. Fellow of Indian Institute of Management or Institute recognized by AICTE and declared equivalent by AIU shall be considered equivalent to Ph.D.

Grade Point	Equivalent Percentage
6.25	55%
6.75	60%
7.25	65%
7.75	70%
8.25	75%

8. Two years full time PGDM declared equivalent by AIU/ recognized by AICTE / UGC shall be treated equivalent to master's degree in Management / Administration.

6. MANAGEMENT STUDIES

Qualification for the post of Professor and Assistant Professor
6.1 PROFESSOR

(i) Consistently *good academic record*** with at least First class (or an equivalent grade in a point scale wherever grading system is followed) in Master's Degree in Business Management/Administration and other related/cognate subjects and Ph.D. or equivalent[#] in appropriate discipline of Management.

(ii) Post Ph.D. publications and guiding Ph.D. students is highly desirable.

(iii) Minimum of **10 years** of teaching/research/industrial experience of which at least **5 years** should be at the level of Associate Professor.

<div align="center">

OR

</div>

(iii) Minimum of **13 years** of experience in teaching and/or research and/or industry.

In case of research experience, good academic record and books/research papers publications/IPR/Patents record shall be required as deemed fit by the expert members of the selection committee.

If the experience in industry is considered, the same shall be at Managerial level equivalent to Associate Professor with active participation record in devising/ designing, planning, executing, analyzing, Quality control, innovating, training, technical books/research paper publications/IPR/Patents etc. as deemed fit by the expert members of the selection committee.

(iv) **A minimum consolidated API score of 400 (Academic and Research Contribution – Category III) as stipulated in Performance Based Appraisal System (PBAS), set out in the UGC Regulation of 2010 in Appendix III** *until conditions of Academic & Research contributions are laid down by AICTE.*

6.2 ASSISTANT PROFESSOR

(i) Consistently *good academic record* with at least First class (or an equivalent grade in a point scale wherever grading system is followed) in Master's Degree in Business Management/Administration and **2 years** relevant experience is desirable.

TECHNOLOGY & ENGINEERING, COMPUTER APPLICATIONS, PHARMACY, AND ARCHITECTURE

Qualifications for the post of Professor/Associate Professor/ Assistant Professor

7.1   ENGINEERING & TECHNOLOGY

7.1.1 PROFESSOR

(i) B.E./B.Tech and M.E./M.Tech in relevant branch with First Class or equivalent either in B.E./B.Tech. or M.E./M. Tech. and Ph.D. or equivalent[#], in appropriate discipline.

(ii) Post Ph.D. publications and guiding Ph.D. students is highly desirable.

(iii)Minimum of 10 years teaching / research/industrial experience of which at least 5 years should be at the level of Associate Professor.

<div align="center">

OR

</div>

- Minimum of 13 years experience in teaching and/or research and/or Industry.

- In case of research experience, good academic record and books/research paper publications/IPR/Patents record shall be required as deemed fit by the expert members of the selection committee.

- If the experience in industry is considered, the same shall be at managerial level equivalent to Associate Professor with active participation record in devising/ designing, planning, executing, analyzing, quality control, innovating, training, technical books/research paper publications/IPR/Patents, etc. as deemed fit by the expert members of the selection committee.

(iv)A minimum consolidated API score of 400 (Academic and Research Contribution – Category III) as stipulated in Performance Based Appraisal System (PBAS), set out in the UGC Regulation of 2010 in Appendix III *until conditions of Academic & Research contributions are laid down by AICTE.*

7.1.2 ASSOCIATE PROFESSOR

(i) B.E./B.Tech and M.E./M.Tech in relevant branch with First Class or equivalent either in B.E./B.Tech. or M.E./M. Tech. and Ph.D. or equivalent[#], in appropriate discipline.

(ii) Post Ph.D. publications and guiding Ph.D. student is highly desirable.

(iii)Minimum of 5 years experience in teaching/research/industry of which 2 years post Ph.D. experience is desirable.

(iv)A minimum consolidated API score of 300 (Academic and Research Contribution – Category III) as stipulated in Performance Based Appraisal System (PBAS), set out in the UGC Regulation of 2010 in Appendix III *until conditions of Academic & Research contributions are laid down by AICTE.*

7.1.3 <u>ASSISTANT PROFESSOR</u>

Engineering & Technology

(i) B.E./B.Tech. and M.E./M.Tech. in relevant branch with First Class or equivalent either in B.E./B.Tech or M.E./M. Tech.

7.2 <u>MASTER OF COMPUTER APPLICATIONS (MCA)</u>

7.2.1 <u>PROFESSOR</u>

(i) B.E. / B.Tech and M.E. / M.Tech. in relevant branch with First Class or equivalent either in B.E. / B.Tech. or M.E. / M.Tech and Ph D or equivalent**[#]** in appropriate discipline

<div align="center">OR</div>

(i) B.E. / B.Tech. and MCA with First class or equivalent in either B.E. / B.Tech. or MCA and Ph D or equivalent[#] in appropriate discipline.

<div align="center">OR</div>

(i) MCA with First Class or equivalent with two years relevant experience and Ph.D. or equivalent[#], in appropriate discipline.

(ii) Post Ph.D. publications and guiding Ph.D. students is highly desirable.

(iii) Minimum of 10 years teaching/research/industrial experience of which at least 5 years should be at the level of Associate Professor.

<div align="center">OR</div>

(iii) Minimum of 13 years experience in teaching and/or research and/or Industry.

(iv) In case of research experience, good academic record and books/research paper publications/IPR/Patents record shall be required as deemed fit by the expert members of the selection committee.

(v) If the experience in industry is considered, the same shall be at managerial level equivalent to Associate Professor with active participation record in devising/ designing, planning, executing, analyzing, quality control, innovating, training, technical books/research paper publications/IPR/Patents, etc. as deemed fit by the expert members of the selection committee.

(vi) **A minimum consolidated API score of 400 (Academic and Research Contribution – Category III) as stipulated in Performance Based Appraisal System (PBAS), set out in the UGC Regulation of 2010 in Appendix III** *until conditions of Academic & Research contributions are laid down by AICTE.*

7.2.2 <u>ASSOCIATE PROFESSOR</u>

(i)   B.E./B.Tech. and M.E./M.Tech. in relevant branch with First Class or equivalent either in B.E./B.Tech. or M.E./M.Tech.

<div align="center">OR</div>

(i)   B.E./B.Tech. and MCA with First class or equivalent in either B.E./B.Tech. or MCA.

<div align="center">OR</div>

(i) MCA with First Class or equivalent with two years relevant experience and Ph.D. or equivalent[#], in appropriate discipline.

(ii) Post Ph.D. publications and guiding Ph.D. student is highly desirable.

(iii)#: *Equivalence for Ph.D. is based on publication of 5 International Journal papers, each journal having a cumulative impact index of not less than 2.0, with incumbent as the main author and all 5 publications being in the authors' area of specialization.*

(iv)   Minimum of 5 years experience in teaching/research/industry of which 2 years post Ph.D. experience is desirable.

(v)A minimum consolidated API score of 300 (Academic and Research Contribution – Category III) as stipulated in Performance Based Appraisal System (PBAS), set out in the UGC Regulation of 2010 in Appendix III until conditions of Academic & Research contributions are laid down by AICTE.

7.2.3 ASSISTANT PROFESSOR

B.E./ B.Tech. and M.E./ M.Tech. in relevant branch with First Class or equivalent either in B.E./B.Tech. or M.E./ M.Tech.

OR

B.E./ B.Tech. and MCA with First class or equivalent in either B.E./B.Tech. or MCA.

OR

MCA with First Class or equivalent with two years relevant experience

7.3   PHARMACY

7.3.1   PROFESSOR:

(i) A Bachelor and Master degree in Pharmacy with First Class or equivalent either in Bachelor or Master's degree.

(ii) Registration as a pharmacist under the Pharmacy Act, 1948, as amended from time to time, including any succeeding enactments.

(iii) A Ph.D. Degree or equivalent in appropriate discipline.

(iv)   Minimum of ten years of teaching/ research /industry of which at least five years should be at the level of Associate Professor.

OR

(v) Minimum thirteen years of experience in teaching /research and /or industry. In case of research experience, good academic record and books/ research papers publications/IPR /Patents record shall be required as deemed fit by the expert members of the selection committee.

If the experience in industry is considered, the same shall be at managerial level equivalent to Associate Professor with active participation record in devising/ designing, planning, executing, analysing, quality control, innovating, training, technical books/research paper publications /IPR / patents etc. as deemed fit by the selection committee.

(vi)   A minimum consolidated API score of 400 (Academic and Research Contribution – Category III) as stipulated in Performance Based Appraisal System (PBAS), set out in the UGC Regulation of 2010 in Appendix III until conditions of Academic & Research contributions are laid down by AICTE.

7.3.2 ASSOCIATE PROFESSOR:

(i)   A Bachelor and Master degree in Pharmacy with First Class or equivalent either in Bachelor or Master's degree.

(ii)   Registration as a pharmacist under the Pharmacy Act, 1948, as amended from time to time, including any succeeding enactments.

(iii)   A Ph.D. Degree or equivalent in appropriate discipline.

(iv) Minimum of five years of teaching/ research /industry of which post Ph.D. experience is desirable. Post Ph,D. publications and guiding Ph.D. students is highly desirable.

(v) **A minimum consolidated API score of 300 (Academic and Research Contribution – Category III) as stipulated in Performance Based Appraisal System (PBAS), set out in the UGC Regulation of 2010 in Appendix III** *until conditions of Academic & Research contributions are laid down by AICTE.*

7.3.3 ASSISTANT PROFESSOR

(i) A Bachelor and Master degree in Pharmacy with First Class or equivalent either in Bachelor or Master's degree.

(ii) Registration as a pharmacist under the Pharmacy Act, 1948, as amended from time to time, including any succeeding enactments.

Desirable:

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

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

7.4   ARCHITECTURE

7.4.1 PROFESSOR

(i) Bachelors and Masters Degree in Architecture with First Class or equivalent either in Bachelors or Masters Degree and Ph.D. or equivalent[#], in appropriate discipline.

(ii) Post Ph.D. publications and guiding Ph.D. students is highly desirable.

(iii)Minimum of 10 years teaching/research/industrial experience of which at least 5 years should be at the level of Associate Professor.

OR

- Minimum of 13 years experience in teaching and/or research and/or Industry.

- In case of research experience, good academic record and books/research paper publications/IPR/Patents record shall be required as deemed fit by the expert members of the selection committee.

- If the experience[*] in industry is considered, the same shall be at managerial level equivalent to Associate Professor with active participation record in devising/ designing, planning, executing, analyzing, quality control, innovating, training, technical books/research paper publications/IPR/Patents, etc. as deemed fit by the expert members of the selection committee.

*Professional Practice of ten years as certified by the Council of Architecture shall also be considered valid.

(iv)A minimum consolidated API score of 400 (Academic and Research Contribution – Category III) as stipulated in Performance Based Appraisal System (PBAS), set out in the UGC Regulation of 2010 in Appendix III *until conditions of Academic & Research contributions are laid down by AICTE*

7.4.2 ASSOCIATE PROFESSOR

(i) Bachelors and Masters Degree in Architecture with First Class or equivalent either in Bachelors or Masters Degree and Ph.D. or equivalent[#], in appropriate discipline.

(ii) Post Ph.D. publications and guiding Ph.D. student is highly desirable.

(iii) Minimum of 5 years experience[*] in teaching /research/industry of which 2 years post Ph.D. experience is desirable.

Professional Practice of Five years as certified by the Council of Architecture shall also be considered valid.

(iv) A minimum consolidated API score of 300 (Academic and Research Contribution – Category III) as stipulated in Performance Based Appraisal System (PBAS), set out in the UGC Regulation of 2010 in Appendix III *until conditions of Academic & Research contributions are laid down by AICTE.*

7.4.3 ASSISTANT PROFESSOR

(i) Bachelors and Masters Degree in Architecture with First Class or equivalent either in Bachelors or Masters Degree.

7.5 SCIENCES IN FACULTY OF TECHNOLOGY

Minimum qualifications for the post of Professor / Associate Professor / Assistant Professor

7.5.1 PROFESSOR

(i) Good academic record with at least First Class (60% marks) (or an equivalent grade in a point scale wherever grading system is followed) at the Master's Degree level in appropriate branch of Humanities or Sciences as specified by the Government from an Indian University, or an equivalent degree from a recognized foreign university

(ii) 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.

(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.

(v) **A minimum consolidated API score of 400 (Research and Academic Contributions – Category III) as stipulated in the Academic Performance Indicator (API) Based Performance Based Appraisal System (PBAS), set out in the UGC Regulation of 2010 in Appendix III** *until conditions of Academic & Research contributions are laid down by AICTE.*

7.5.2 ASSOCIATE PROFESSOR

(i) Good academic record with at least First Class (60% marks) (or an equivalent grade in a point scale wherever grading system is followed) at the Master's Degree level in appropriate branch of Humanities or Sciences as specified by the Government from an Indian University, or an equivalent degree from a recognized foreign university

(i) Good academic record with a Ph.D. Degree in the concerned/allied/relevant Disciplines.

(ii) 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 Recognized 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.

(iii)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.

(iv)   **A minimum consolidated API score of 300 (Research and Academic Contributions – Category III) as stipulated in Performance Based Appraisal System (PBAS), set out in the UGC Regulation of 2010 in Appendix III** *until conditions of Academic & Research contributions are laid down by AICTE*

7.5.3 ASSISTANT PROFESSOR

(i) Good academic record with at least First Class (60% 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 a recognized 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 recognized by the UGC like SLET/SET.

(iii) Notwithstanding anything contained in sub-clauses (i) and (ii) above, 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 (*Effective from July 11, 2009*), shall be exempted from the requirement of the minimum eligibility condition of NET/SLET/SET for recruitment and appointment of Assistant Professor or equivalent positions in Universities/Colleges/Institutions.

(iv) NET/SLET/SET shall also not be required for such Masters Programmes in disciplines for which NET/SLET/SET is not conducted.

8. POLYTECHNIC

Qualification for the post of Lecturer in Polytechnic

8.1 LECTURER IN ENGINEERING / TECHNOLOGY

(i) A Bachelor's degree in Engineering /Technology in the relevant branch with First class or equivalent.

(ii) If a candidate has Master's degree in Engineering/Technology, First class or equivalent is required at Bachelor's or Master's level.

8.2   LECTURER IN SCIENCES

(i) First class Master's degree in appropriate subject with first class or equivalent at Bachelor's or Master's   level.

9. Department of Physical Education

Qualification for the post of Assistant Director

9.1 ASSISTANT DIRECTOR IN PHYSICAL EDUCATION (MEN)

   (i) A Master's Degree in Physical Education or Master's Degree in Sports Science with at 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/intercollegiate 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 stipulated physical fitness test.
   (v) However, candidates, who are, or have been awarded Ph. D degree in accordance with University   Grants Commission (Minimum Standards and Procedure for Award of Ph. D Degree), Regulation 2009   (*Effective from July 11,2009*), 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 and Sports.

   PHYSICAL FITNESS TEST NORMS
   (a) All candidates who are required to undertake the physical fitness test shall be
   required to produce a medical certificate from Chief Medical Officer certifying that he/she is medically fit before undertaking such tests.
   (b) On production of such certificate mentioned in sub-clause (a) above, the candidate would be required   to undertake the physical fitness test in accordance with the following norms:
   NORMS FOR MEN
   12 MINUTES RUN/WALK TEST

Up to 30 years	31 years to 40 years	41 years to 45 years	46 years to 50 years
1800 metres	1500 metres	1200 metres	800 metres

Vadodara   **Registrar**
29-08-2012