

MINIMUM QUALIFICATIONS FOR THE REGULAR POSTS OF PROFESSOR, ASSOCIATE PROFESSOR & ASSISTANT PROFESSOR:

Unless otherwise a higher/specialized qualification specified in the advertisement for a particular post mentioned in clause (1)(a) above, the minimum qualifications for the regular posts of teachers and other academic staff in the University shall be such as may be prescribed by the University Grants Commission from time to time. For the time being they shall be as given under: -

(A) PROFESSOR:

- (i) An eminent scholar with Ph.D. Degree in the concerned field and published work of high quality, actively engaged in research with evidence of high quality published works 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 Table I to IV appended in this Regulation.

OR

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.

(B) ASSOCIATE PROFESSOR:

- i. Good academic record with a Ph.D. Degree in the concerned field.
- ii. A Master's Degree with at least 55% marks or an equivalent grade in a point scale as prescribed by these regulations in the concerned field from any recognized University or an equivalent degree from any foreign University.
- 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. Degree research with evidence of quality 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 Table I to IV appended in this Regulation.

(C) ASSISTANT PROFESSOR (LAW, HUMANITIES, SOCIAL SCIENCES AND LANGUAGES):

- i. Good academic record set out in these regulations 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 concerned field from an Indian University or an equivalent degree from any 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 accredited by the UGC like SLET/SET.
- 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/SLET/SET for recruitment and appointment of Assistant Professor or Assistant Librarian in the University.

Note:

- (i) NET/SLET/SET shall remain the minimum eligibility condition for recruitment for the appointment of Assistant Professor in the University.

Provided however, that 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 in the University.

“Provided further, the award of degree to candidates registered for the M.Phil/Ph.D programme prior to July 11, 2009, shall be governed by the provisions of the then existing Ordinances/Bylaws/Regulations of the Institutions awarding the degree and the Ph.D candidates shall be exempted from the requirement of NET/SLET/SET for recruitment and appointment of Assistant Professor or equivalent positions in Universities/Colleges/Institutions subject to the fulfillment of the following conditions:-

- a) Ph.D. degree of the candidate awarded in regular mode only
- b) Evaluation of the Ph.D. thesis by at least two external examiners;
- c) Open Ph.D. viva voce of the candidate had been conducted;
- d) Candidate has published two research papers from his/her Ph.D. work out of which at least one must be in a refereed journal;
- e) Candidate has made at least two presentations in conferences/seminars, based on his/her Ph.D work.

(a) to (e) as above are to be certified by the Vice-Chancellor/Pro-Vice-Chancellor/Dean(Academic Affairs)/Dean(University instructions).”

- (ii) NET/SLET/SET shall not be required for such Masters Degree Programmes in disciplines for which NET/SLET/SET accredited test is not conducted.

- (iii) A minimum of 55% marks (or an equivalent grade in a point scale wherever grading system is followed) will be required at the Master's level for those recruited as teachers of any level from industries and research institutions and at the entry level of Assistant Professor.
- (iv) A relaxation of 5% may be provided at the graduate and Masters level for the Scheduled Castes/Scheduled Tribes/Differently-abled (physically and visually differently-abled) /Other Backward Classes (OBC) (Non-creamy layer) categories for the purpose of eligibility and for assessing good academic records 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.
- (v) A relaxation of 5% may be provided, from 55% to 50% of the marks to the Ph.D. Degree holders, who have obtained their Master's Degree prior to 19 September, 1991.
- (vi) Relevant grade which is regarded as equivalent of 55% wherever the grading system is followed by the recognized university shall also be considered eligible.
- (vii) The Ph.D. Degree shall be a mandatory qualification for the appointment of Professor.
- (viii) The Ph.D. Degree shall be a mandatory qualification for all candidates to be appointed as Associate Professor through direct recruitment.
- (ix) The period of time taken by candidates to acquire M.Phil. and/or Ph.D. Degree shall not be considered as teaching/research experience to be claimed for appointment to the teaching positions.
- (x) Percentage equivalence of grade points for a seven points scale:

The following mechanism shall be referred to ascertain equivalent marks in percentage of the respective grades:

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

IMPORTANT INSTRUCTIONS TO THE CANDIDATES

1. These positions are identified as suitable for Persons with Disability (PWD) as well.
2. Applicants who are in employment should route their applications through proper channel.
3. Eligibility of a candidate and satisfaction of any short-listing criteria shall be considered as on the last date of the receipt for application.
4. Applications fees once paid shall not be refunded under any circumstances.
5. Mere eligibility will not entitle any candidate for being called for interview. More stringent criteria may be applied for short listing the candidates to be called for interview.
6. Applications incomplete in any respect and those received after the last date shall not be entertained.
7. The University shall verify the antecedents or documents submitted by a candidate at any time at the time of appointment or during the tenure of the service. In case, it is detected that the documents submitted by the candidates are fake or the candidate has a clandestine antecedents/background and has suppressed the said information, then his services shall be terminated.
8. The University reserves the right not to fill up any of the vacancies advertised if the circumstances so warrant. Any consequential vacancies arising at the time of interview may also be filled up from the available candidates.
9. In case of any inadvertent mistake in the process of selection which may be detected any stage even after the issue of appointment letter, the University reserves the right to modify/withdraw/cancel any communication made to the candidates.
10. In case of any dispute/ambiguity that may occur in the process of selection, the decision of the University shall be final.
11. Candidates should send self-attested copies of certificates and mark-sheets from matriculation onwards in support of their qualifications. Originals should not be sent along with the application but these must be produced at the time of interview.
12. The SC/ST candidates who are residents of the State of Uttar Pradesh must send the attested copy of the Caste Certificate issued by the competent authority.
13. The OBC candidates who are residents of the State of Uttar Pradesh must send the attested copy of their latest Caste Certificate issued by the competent authority not before six months from the date of tendering their application.
14. Candidates are advised to satisfy themselves before applying they possess at least the minimum essential qualifications laid down for each post, in this advertisement.
15. No correspondence will be entertained from candidates regarding postal delays, conduct and result of interview and reasons for not being called for interview.
16. Canvassing in any form will be disqualification.
17. Application along with the relevant enclosures and a demand draft of Rs. 500/- (Rs. 250/- in case of SC/STs/PWD) in favour of 'Dr. Ram Manohar Lohiya National Law University', payable at Lucknow should reach the office of the Registrar, Dr. Ram Manohar Lohiya National Law University, L.D.A. Colony, Kanpur Road Scheme, Lucknow - 226 012 latest by 28.05.2017 by 5.00 p.m. through speed post only.