



UNIVERSITY OF DELHI

Qualifications for the post of Associate Professor in the University Departments

Pay: Level 13A in the Pay Matrix

I. For the disciplines of Arts, Commerce, Humanities, Law, Social Sciences, Sciences, Languages and Library Science.

Eligibility:

- i) A 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 the 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 with a minimum of seven publications in the peer-reviewed or UGC-listed journals. A total research score of seventy five (75) as per the criteria given in the Screening Guidelines for this post annexed to this advertisement.

(Kindly refer to General Note in the last section of this document)

II. For the discipline of Management Studies:

- 1) 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.

- 2) Ph.D. or Fellow of Indian Institute of Management or of an Institute recognized by AICTE and declared equivalent by the AIU.
- 3) A minimum of eight years' experience of teaching/industry/research/professional at managerial level excluding the period spent for obtaining the research degree.
- 4) In the event the candidate is from industry and the profession, the following requirements shall constitute as essential requirements:

- (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 AICTE/UGC,

OR

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

- (b) 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.
- 5) 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.

(Kindly refer to General Note in the last section of this document)

III. For the discipline of Education (Integrated Teacher Education Programme):

- 1) Postgraduate degree in Sciences or Mathematics or Social Sciences or Commerce or Languages.
- 2) M. Ed.
- 3) Ph.D. in Education.
- 4) Eight years of teaching experience in a teacher education institute for Associate Professor.
- 5) Any other relevant qualification prescribed by the UGC for these categories of posts.

(Kindly refer to General Note in the last section of this document)

Qualifications for the post of Professor in the University Departments

Pay: Level 14 in the Pay Matrix

I. For the disciplines of Arts, Commerce, Humanities, Law, Social Sciences, Sciences, Languages and Library Science.

Eligibility (A or B):

A.

- (i) An eminent scholar having a Ph.D. Degree 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 research publications in the peer-reviewed or UGC-listed journals and a total research score of 120 as per the criteria.
- (ii) A minimum of ten years of teaching experience in University/College as Assistant Professor/ Associate Professor/ Professor, and / or research experience at equivalent level at the University/National level Institutions with evidence of having successfully guided doctoral candidate.

OR

B.

An outstanding professional, having a Ph.D. Degree in the relevant/allied/applied disciplines, from any academic institutions (not included in A above) / industry, who has made significant contribution to the knowledge in the concerned/allied/relevant discipline, supported by documentary evidence provided she/he has ten years' experience.

(Kindly refer to General Note in the last section of this document)

II. For the discipline of Management Studies:

i) Essential:

- 1) 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.

- 2) Ph. D. or Fellow of Indian Institute of Management or of an Institute recognized by AICTE and declared equivalent by the AIU.
- 3) 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.

OR

- 4) In the event the candidate is from industry and the profession, the following shall constitute as essential:
 - (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 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.

- (b) 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.
- 5) 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.

(Kindly refer to General Note in the last section of this document)

III. For the discipline of Education (Integrated Teacher Education Programme):

- 1) Postgraduate degree in Sciences or Mathematics or Social Sciences or Commerce or Languages.
- 2) M. Ed.
- 3) Ph.D. in Education.
- 4) Ten years of teaching experience in a teacher education institute for Professor.
- 5) Any other relevant qualification prescribed by the UGC for these categories of posts.

(Kindly refer to General Note in the last section of this document)

GENERAL NOTE:

- (i) The direct recruitment to the posts of Associate Professors in the Universities shall be on the basis of merit through all India advertisement and selections by the duly constituted Selection Committees.
- (ii) A minimum of 55% marks (or an equivalent grade in a point-scale, wherever the grading system is followed) at the master's level shall be the essential qualification for direct recruitment of teachers and other equivalent cadres at any level.

A relaxation of 5% shall be allowed at the Bachelor's as well as at the Master's level for the candidates belonging to Scheduled Caste/Scheduled Tribe/Other Backward Classes (OBC) (non-creamy layer)/Differently Abled [Persons with Benchmark Disability PwBD)] in the category of (a) Visual Impairment (VI) including blindness and low vision, and (b) Locomotor Disability (LD) including leprosy cured, dwarfism, acid attack victims and muscular dystrophy. The eligibility of 55% marks (or an equivalent grade in a point scale wherever the grading system is followed), wherever specified, and the relaxation of 5% to the categories mentioned above are permissible, based only on the qualifying marks without including any grace mark procedure.

- (iii) 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.
- (iv) Relevant grade which is regarded as equivalent of 55% wherever the grading system is followed by a recognized university shall also be considered eligible.
- (v) The 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. Further the period of active service spent on pursuing research degree simultaneously with teaching assignment without taking any kind of leave, shall be counted as teaching experience for the purpose of direct recruitment/promotion.
- (vi) The Ph.D. Degree shall be a mandatory qualification for appointment to the post of Associate Professor and Professor.
- (vii) The number of candidates to be called for interview for the teaching posts in the University shall be determined after screening of applications in accordance with the guidelines annexed with the advertisement.
- (viii) (a) No person shall be appointed to the post of University, if such person does not fulfill the requirements as to the qualifications for the appropriate post as specified in the advertisement.

(b) Discretionary award of advance increments for those who enter the profession as Associate Professor with higher merit, high number of research publications of high quality and experience at the appropriate level, shall be within the competence

of the appropriate authority of the University based on the recommendations of a selection committee while considering the case of individual candidates in the context of the merits of each case, taking into account the pay structure of other teachers in the faculty and other merit- specific factors.

- (ix) Other stipulations prescribed by the UGC/University shall be mandatory for all posts.
