

## 11.02. GENERAL PROVISIONS FOR RECRUITMENT AND MINIMUM QUALIFICATIONS (new)

**11.02.01** NET/SLET/SET shall remain the minimum eligibility condition for recruitment and appointment of Assistant Professors and Assistant Librarian/College Librarian in University/Colleges / Institutions;

*Provided, however,* that candidates, who are or who 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 and Assistant Librarian/College Librarian or equivalent positions in University / Colleges / Institutions.

**11.02.02.** NET/SLET/SET shall not be required for such Master Degree Programmes in disciplines for which NET/SLET/SET accredited test is not conducted.

**11.02.03.** 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 degree level with good academic record for those candidates to be recruited as teachers at any level from industries and research institutions and at the entry level of Assistant Professor and Assistant Librarian/College Librarian subject to the provisions contained statute 11.02.05;

*Provided* that 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.

**11.02.04.**The minimum requirements of a good academic record is Second Division at Graduate degree level, 55% marks (or an equivalent grade in a point scale wherever grading system is followed) at the master's degree level and qualifying in the National Eligibility Test (NET), or an accredited test (State Level Eligibility Test - SLET/SET), shall remain for the appointment of Assistant Professor and Assistant Librarian/College Librarian subject to the provisions contained statute 11.02.05.

**11.02.05** A relaxation of 5% shall be provided at the graduate and master's degree level for the posts reserved for 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 and assistant librarian. 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.

**11.02.06.** Relevant grade which is regarded as equivalent of 55% wherever the grading system is followed by a recognized university shall also be considered eligible.

**11.02.07.** The Ph.D. Degree shall be a mandatory qualification for -

(a) the appointment of Professor /Librarian and for promotion as a Professor/Librarian.

(b) the candidates to be appointed as Associate Professor/ Deputy Librarian through direct recruitment.

**11.02.09.** 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.

**11.02.10** The Selection Committee specifications as provided in section 31 of the Act are applicable to all direct recruitments of faculty positions and Career Advancement

Promotions of Assistant Professor/Assistant Librarian to Associate Professor/ Deputy Librarian and to that of Associate Professor/ Deputy Librarian to Professor/ Librarian .

**11.02.13 Percentage equivalence of grade points for a seven points scale :**

Where the University/College/Institution declare results in grade points which is on a scale of seven, the following mechanism shall be referred to ascertain equivalent marks in percentage :

**A-Under UGC norms -**

<b>Grade</b>	<b>Grade Point</b>	<b>Percentage Equivalent</b>
'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'-BelowAverage	1.50-2.49	35-44
'E'- Poor	0.50-1.49	25-34
'F'-Fail	0-0.49	0-24

**B-Under AICTE norms -**

<b>Grade Point</b>	<b>Equivalent Percentage</b>
<b>6.25</b>	<b>55%</b>
<b>6.75</b>	<b>60%</b>
<b>7.25</b>	<b>65%</b>
<b>7.75</b>	<b>70%</b>
<b>8.25</b>	<b>75%</b>

If a class /division is not awarded, minimum of 60% marks in aggregate shall be considered equivalent to first class/ division.

**11.03.01.General Eligibility Criteria for an Associate Professor**

- (a) Good academic record with a Ph.D. Degree in the concerned/allied/relevant disciplines.
- (b) A Master’s Degree with at least 55% marks (or an equivalent grade in a point scale wherever grading system is followed).
- (c) A minimum of eight years of experience of teaching and/or research in an academic/research position equivalent to that of Assistant Professor/Lecturer/assistant Librarian 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.
- (d) 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.
- (e) A minimum score as stipulated in the Academic Performance Indicator (API) based Performance Based Appraisal System (PBAS), set out in Tables I to VI of Appendix-H.

### **11.03.02. General Eligibility Criteria for a Professor-**

- (a) 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, and ;
- (b) A minimum of ten years 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, and ;
- (c) Contribution to educational innovation, design of new curricula and courses, and technology-mediated teaching learning process, and ;
- (d) A minimum score as stipulated in the Academic Performance Indicator (API) based Performance Based Appraisal System (PBAS), set out in Tables I to VI of Appendix-H.

**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.

### **11.03.04.**

**(A)- Minimum qualifications for the faculties of Arts, Humanities, Sciences, Social Sciences, Commerce, Languages, Law, Journalism and Mass Communication.**

#### **ASSISTANT PROFESSOR**

- (a) Good academic record as defined by the State Government with atleast 55% marks (or an equivalent grade in a point scale wherever grading system is followed) at the Master's Degree level in a relevant subject from an Indian University, or an equivalent degree from an accredited foreign university.
- (b) 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.
- (c) 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 equivalent positions in Universities/Colleges/Institutions.
- (d) NET/SLET/SET shall also not be required for such Masters Programmes in disciplines for which NET/SLET/SET is not conducted.

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## **(G) FACULTY OF MANAGEMENT/ BUSINESS ADMINISTRATION**

### **ASSISTANT PROFESSOR**

First Class Master's Degree in Business Management/Administration/in a relevant management related discipline or equivalent;

**OR**

First Class graduate and professionally qualified Chartered

Accountant /Cost and Works Accountant/ Company Secretary of the concerned statutory bodies.

#### **Desirable:-**

- (a) A minimum of two years relevant experience of teaching, research, industrial and/or professional experience in a reputed organization at managerial level.
- (b) Papers presented at Conferences and/or published in referred journals.

### **ASSOCIATE PROFESSOR**

(a) Consistently good academic record with at least 55% marks (or an equivalent grade in a point scale wherever grading system is followed) in Master's Degree in Business Management / Administration / in a relevant management related discipline or first class in two years full time PGDM declared equivalent by AIU / recognized by the AICTE / UGC;

**OR**

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

(b) Ph.D. or Fellow of Indian Institute of Management or of an Institute recognized by AICTE and declared equivalent by the AIU, and;

(c) A minimum of eight years' experience of teaching / industry / research /professional at managerial level excluding the period spent for obtaining the research degree.

**OR**

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

(d) 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, and ;

(e) 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.

**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.

**PROFESSOR**

- (a) Consistently good academic record with at least 55% marks (or an equivalent grade in a point scale wherever grading system is followed) in Master's Degree in Business Management / Administration / in a relevant discipline or consistently good academic record with at least 55% marks (or an equivalent grade in a point scale wherever grading system is followed) in two year full time PGDM declared equivalent by AIU / recognized by the AICTE / UGC;OR First Class graduate and professionally qualified Chartered Accountant / Cost and works Accountant / Company Secretary of the concerned statutory body.
- (b) Ph. D. or Fellow of Indian Institute of Management or of an Institute recognized by AICTE and declared equivalent by the AIU, and ;
- (c) 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**

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, and ;
- (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.

**Desirable:**

- (i). Teaching, 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.

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### API calculations and Capping-

While calculating the API for Category III i.e. Research category, capping has to applied as per UGC regulations adopted by University of Lucknow statutes and be Filled in Self-Assessment Coloumn.

The parameters listed in table of category-III (Research and Academic contributions) shall have following capping in relation to the total API score claimed by the candidates:-

• III (A) : Research papers (Journals, etc)	30%
• III (B) : Research publications (Books, etc)	25%
• III (C): Research Projects	20%
• III (D): Research Guidance	10%
• III (E): Training Courses and Conf/Seminar, etc	15%