APPENDIX-I

Qualification for Teaching Posts

Qualifications for appointment of Assistant Professor, Associate Professor and Professor for the discipline of Arts, Commerce, Management, Hotel Management, Humanities, Education, Law, Social Sciences, Sciences, Languages, Physical Education, Library Science, Engg. & Technology, Journalism and Mass Communication.

I. **Assistant Professor:**

Eligibility (**A** or **B**):

A.

i) Master's degree with 55% marks (or an equivalent grade in a point-scale wherever the grading system is followed) in a concerned/relevant/allied subject from an Indian University, or an equivalent degree from an accredited foreign university.

ii) Besides fulfilling the above qualifications, the candidate must have cleared the National Eligibility Test (NET) conducted by the UGC or the CSIR, or a similar test accredited by the UGC, like SLET/SET or who are or have been awarded a Ph. D. Degree in accordance with the University Grants Commission (Minimum Standards and Procedure for Award of M.Phil./Ph.D, Degree) Regulations, 2009 or 2016 and their amendments from time to time as the case may be exempted from NET/SLET/SET:

Provided, the candidates registered for the Ph.D. programme prior to July 11, 2009, shall be governed by the provisions of the then existing Ordinances/Byelaws/ Regulations of the Institution awarding the degree and such 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 fulfilment of the following conditions:-

a) The Ph.D. degree of the candidate has been awarded in a regular mode;

b) The Ph.D. thesis has been evaluated by at least two external examiners;

c) An open Ph.D. viva voce of the candidate has been conducted;

d) The Candidate has published two research papers from his/her Ph.D. work, out of which at least one is in a refereed journal;

e) The candidate has presented at least two papers based on his/her Ph.D. work in conferences/seminars sponsored/funded/supported by the UGC / ICSSR/ CSIR or any similar agency.

The fulfilment of these conditions is to be certified by the Registrar or the Dean (Academic Affairs) of the University concerned.

Note: NET/SLET/SET shall also not be required for such Masters Programmes in disciplines for which NET/SLET/SET is not conducted by the UGC, CSIR or similar test accredited by the UGC, like SLET/SET.

OR

B. The Ph.D. degree has been obtained from a foreign university/institution with a ranking among top 500 in the World University Ranking (at any time) by any one of the following: (i) Quacquarelli Symonds (QS) (ii) the Times Higher Education (THE) or (iii) the Academic Ranking of World Universities (ARWU) of the Shanghai Jiao Tong University (Shanghai).

Note: The Academic score as specified in Appendix II (Table 3A) for Universities shall be considered for short-listing of the candidates for interview only, and the selections shall be based only on the performance in the interview. Selection of Assistant Professors in Government Colleges shall be made by HPSC and in Govt. Aided Private Colleges, as per criteria determined by the State Govt. from time to time based on UGC regulations.

Qualifications for appointment of Assistant Professor, Associate Professor and Professor for the discipline Pharmaceutical.

I. Assistant Professor:
Eligibility :

i. A basic degree in pharmacy (B.Pharm.).

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

iii. First Class Master's Degree in appropriate branch of specialization in Pharmacy

Desirable:

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

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

II. Associate Professor:
Eligibility :

i. A basic degree in pharmacy (B.Pharm.).

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 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; a minimum of seven publications in the peer-reviewed or UGC-listed journals and a total research score of Seventy five (75) as per the criteria given in **Appendix II, Table 2.**

OR

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

i. First Class Master's Degree in the appropriate branch of specialization in Pharmacy;

ii. 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.

Table 3A (Appendix II)

Criteria for Short-listing of Candidates for Interview for the Post of Assistant Professors in Universities

Sr. No.	Academic Record	Score			
1.	Graduation	80% & Above = 15	60% to less than 80% =13	55% to less than 60%= 10	45% to less than 55% =05
2.	Post-Graduation	80% &Above = 25	60% to less than 80% =23	55% (50% in case of SC/ST/OBC (non- creamy layer)/PWD) to less than 60%=20	
3.	M.Phil.	60% & above =07	55% to less than 60% = 05		
4.	Ph.D.	30			
5.	NET with JRF	07			
	NET	05			
	SLET/SET	03			
6.	Research Publications (2 marks for each research publications published in Peer-Reviewed or UGC-listed Journals)	10			
7.	Teaching / Post Doctoral Experience (2 marks for one year each)#	10			
8	Awards				
	International / National Level(Awards given by International Organizations/ Government of India/ Government of India recognized National Level Bodies)	03			
	State-Level (Awards given by State Government)	02			

#.However, if the period of teaching/Post-doctoral experience is less than one year then the marks shall be reduced proportionately.

Note:

(A)
  (i) M.Phil.+Ph.D.   Maximum-30 Marks
  (ii) JRF/NET/SET   Maximum - 07 Marks
  (iii) In awards category   Maximum - 03 Marks

(B)   The research score for research papers would be augmented as follows :

    (i) Two authors : 70% of total value of publication for each author.

    (ii) More than two authors: 70% of total value of publication for the First/Principal/Corresponding author and 30% of total value of publication for each of the joint authors.

(C)   For the post of every advertised category, a maximum of top 15 candidates will be shortlisted on the basis of above criteria and called for interview against one post and additional 5 for every additional post.

(D)   The extent of calculated score will purely be valid for the purpose of short listing only and does not have any bearing with the final selection. Selection shall be done on the basis of performance by the candidate during interview before the selection committee. Merely having high merit points in the short listing criteria will not bestow any right of appointment of a candidate on the basis of these points.

Criteria for Selection of Shortlisted Candidates

Criteria for Selection		
A	**Domain Knowledge** Assessment by Selection committee through interaction	30 Marks
B	**Assessment of Teaching Skills :** 10-15 minutes presentation before Selection Committee. Assessment on the basis of communication, expression, confidence and response to queries	30 Marks
C	**Research Aptitude** Assessment on the basis of quality of research publications-quality of journal (Scopus/SCI/WoS/UGC Care), impact factor (Clarivate), Citations etc. Applicant shall be required to submit maximum 5 best publications along with proof of Indexing/Citation/UGC Care List etc.	20 Marks
D	**Performance in Interview** Performance in the interview shall be judged on the basis of subject knowledge, communication skills, confidence, creative and analytical thinking, quality of responses, knowledge of ICT tools, etc. and over all personality in an aggregate manner.	20 Marks
Total Marks assessed by committee (A+B+C+D)		100 marks

Note :

1. Selection Committee meeting will be held only if three eligible candidates shortlisted for the post.

2. The decision of the selection committee shall be final and binding regarding suitability of a candidate for the post. Merely having merit points will not bestow any right of appointment to a candidate.

Table 3B (Appendix II)

Criteria for Short-listing of Candidates for Interview for the Post of Assistant Professors in Colleges

Sr. No.	Academic Record	Score			
1.	Graduation	80% & Above = 21	60% to less than 80% =19	55% to less than 60%= 16	45% to less than 55% =10
2.	Post-Graduation	80% &Above = 25	60% to less than 80% =23	55% (50% in case of SC/ST/OBC (non- creamy layer)/PWD) to less than 60%=20	
3.	M.Phil.	60% & above =07	55% to less than 60% = 05		
4.	Ph.D.	25			
5.	NET with JRF	10			
	NET	08			
	SLET/SET	05			
6.	Research Publications (2 marks for each research publications published in Peer-Reviewed or UGC-listed Journals)	06			
7.	Teaching / Post Doctoral Experience (2 marks for one year each)#	10			
8	Awards				
	International / National Level(Awards given by International Organizations/ Government of India/ Government of India recognized National Level Bodies)	03			
	State-Level (Awards given by State Government)	02			

#However, if the period of teaching/Post-doctoral experience is less than one year then the marks shall be reduced proportionately.

Note:

(A)   (i) M.Phil.+Ph.D.   Maximum- 25 Marks
             (ii) JRF/NET/SET   Maximum - 10 Marks
             (iii) In awards category   Maximum - 03 Marks

(B)   The research score for research papers would be augmented as follows :

         (i) Two authors : 70% of total value of publication for each author.

         (ii) More than two authors: 70% of total value of publication for the First/Principal/Corresponding author and 30% of total value of publication for each of the joint authors.

(C)   For the post of every advertised category, a maximum of top 15 candidates will be shortlisted on the basis of above criteria and called for interview against one post and additional 5 for every additional post.

(D)   The extent of calculated score will purely be valid for the purpose of short listing only and does not have any bearing with the final selection. Selection shall be done on the basis of performance by the candidate during interview before the selection committee. Merely having high merit points in the short listing criteria will not bestow any right of appointment of a candidate on the basis of these points.

Criteria for Selection of Shortlisted Candidates

Criteria for Selection		100 marks
A	**Domain Knowledge** Assessment by Selection committee through interaction	30 Marks
B	**Assessment of Teaching Skills :** 10-15 minutes presentation before Selection Committee. Assessment on the basis of communication, expression, confidence and response to queries	30 Marks
C	**Research Aptitude** Assessment on the basis of quality of research publications-quality of journal (Scopus/SCI/WoS/UGC Care), impact factor (Clarivate), Citations etc. Applicant shall be required to submit maximum 5 best publications along with proof of Indexing/Citation/UGC Care List etc.	20 Marks
D	**Performance in Interview** Performance in the interview shall be judged on the basis of subject knowledge, communication skills, confidence, creative and analytical thinking, quality of responses, knowledge of ICT tools, etc. and over all personality in an aggregate manner.	20 Marks
Total Marks assessed by committee (A+B+C+D)		**100 marks**

Note :

1. Selection Committee meeting will be held only if three eligible candidates shortlisted for the post.

2. The decision of the selection committee shall be final and binding regarding suitability of a candidate for the post. Merely having merit points will not bestow any right of appointment to a candidate.

for BPSM Polytechnic

Serial Number	Designation of post	Academic qualifications or experience, if any, for direct recruitment	Academic qualifications or experience, if any, for appointment, other than by direct recruitment
1	2	3	4
			of Applied Sciences (Physics, Chemistry, Math, English) from a recognized university / institution; (ii) Holding analogous post with two years regular experience; and (iii) Hindi or Sanskrit as one of the Subject in Matric or Higher Education.
22.	Lecturers in Business Management	(i) First Class Masters Degree in Business Management/ Business Administration, with NET/ Ph.D in the subject of Business Management /Business Administration from a recognized university/institution; and (ii) Hindi or Sanskrit as one of the Subject in Matric or Higher Education.	**By Transfer or deputation-** (i) First Class Masters Degree in Business Management/ Business Administration, with NET/ Ph.D in the subject of Business Management / Business Administration from a recognized university / institution; (ii) Holding analogous post with two years regular experience; and (iii) Hindi or Sanskrit as one of the Subject in Matric or Higher Education.
23.	Lecturer in Finance Accounts and Auditing	(i) First Class Masters Degree in Commerce / Business Administration (Finance), with NET/ Ph.D in the subject of Commerce/ Business Administration (Finance) from a recognized university/institution; and (ii) Hindi or Sanskrit as one of the Subject in Matric or Higher Education.	**By Transfer or deputation-** (i) First Class Masters Degree in Commerce / Business Administration (Finance), with NET/ Ph.D in the subject of Commerce / Business Administration (Finance) from a recognized university/institution; (ii) Holding analogous post with two years regular experience; and (iii) Hindi or Sanskrit as one of the Subject in Matric or Higher Education.
24.	Lecturers in Library Science	(i) First Class Masters Degree in Library Science/ Library and Information Science, with NET/ Ph.D in the subject of Library Science/ Library and Information Science from a recognized university / institution; and	**By Promotion-** (i) First Class Masters Degree in Library Science/ Library and Information Science, with NET/ Ph.D in the subject of Library Science/ Library and Information Science from a

Serial Number	Designation of post	Academic qualifications or experience, if any, for direct recruitment	Academic qualifications or experience, if any, for appointment, other than by direct recruitment
1	2	3	4
		(ii) Hindi or Sanskrit as one of the Subject in Matric or Higher Education.	recognized university /institution; and (ii) Three years experience on the post of Junior Librarian/ Laboratory instructor in Library Science discipline of Government Polytechnics. **By Transfer or deputation-** (i) First Class Masters Degree in Library Science/ Library & Information Science, with NET/ Ph.D in the subject of Library Science/ Library and Information Science from a recognized university/institution; (ii) Holding analogous post with two years regular experience; and (iii) Hindi or Sanskrit as one of the Subject in Matric or Higher Education.
25.	Lecturer in Office Management and Computer Application	**For Lecturer in Office Management and Computer Application (for 80 % posts):** (i) First Class Masters Degree in Commerce/ Business Management or Business Administration, with NET/ Ph.D in the subject of Commerce/ Business Management or Business Administration from a recognized university/institution; and (ii) Hindi or Sanskrit as one of the Subject in Matric or Higher Education.. **For Lecturer in Office Management and Computer Application (for 20 % posts):** (i) First Class Master of Arts/ Commerce with NET/Ph.D in the subject of Arts/ Commerce from a recognized university/institution; and 1ˢᵗ class three years Diploma in Office Management and Computer Application from Polytechnic affiliated to State Board of Technical Education; and	**For Lecturer in Office Management and Computer Application (for 80 % posts):** **By Transfer or deputation-** (i) First Class Masters Degree in Commerce/ Business Management or Business Administration, with NET/ Ph.D in the subject of Commerce/ Business Management or Business Administration from a recognized university/institution; (ii) Holding analogous post with two years regular experience; and (iii) Hindi or Sanskrit as one of the Subject in Matric or Higher Education. **For Lecturer in Office Management and Computer Application (for 20 % posts):** **By Transfer or deputation-** (i) First Class Master of Arts/ Commerce with NET/Ph.D in the subject of Arts/ Commerce

Serial Number	Designation of post	Academic qualifications or experience, if any, for direct recruitment	Academic qualifications or experience, if any, for appointment, other than by direct recruitment
1	2	3	4
		(ii) Hindi or Sanskrit as one of the Subject in Matric or Higher Education.	from a recognized university/institution; and 1st class three years Diploma in Office Management and Computer Application from Polytechnic affiliated to State Board of Technical Education. (ii) Holding analogous post with two years regular experience; and (iii) Hindi or Sanskrit as one of the Subject in Matric or Higher Education.
26.	Lecturer in Pharmacy	(i) Bachelors and Masters Degree in Pharmacy with First Class either in Bachelors or Masters Degree, from a recognized university/institution; and (ii) Hindi or Sanskrit as one of the Subject in Matric or Higher Education.	**By Promotion-** (i) Bachelors and Masters Degree in Pharmacy with First Class either in Bachelors or Masters Degree from a recognized university/institution; and (ii) Three years experience on the post of Workshop Instructors/ Laboratory Instructor/ Laboratory Assistant in Pharmacy discipline of Government Polytechnics. **By Transfer or deputation-** (i) Bachelors and Masters Degree in Pharmacy with First Class either in Bachelors or Masters Degree, from a recognized university /institution; (ii) Holding analogous post with two years regular experience; and (iii) Hindi or Sanskrit as one of the Subject in Matric or Higher Education.
27.	Programmer (Government Polytechnic cadre)	(i) Bachelors and Masters of Engineering or Technology degree in Computer or Computer Science and Engineering with First Class either in Bachelors or Masters degree from a recognized university/institution; and (ii) Hindi or Sanskrit as one of the Subject in Matric or Higher Education.	**By Promotion:** (i) Bachelors and Masters of Engineering or Technology degree in Computer or Computer Science and Engineering with First Class either in Bachelors or Masters degree from a recognized university/institution; and (ii) Three years experience as Junior Programmer of