

GUJARAT UNIVERSITY

Candidates are advised to read very carefully all the rules, regulations and eligibility conditions before applying for any post.

Those who have applied with respect to earlier advertisement/notification need to apply afresh.

Minimum Qualifications and Experience

The terms and conditions with regard to the minimum qualifications and other terms and conditions as prescribed in the UGC Regulations ON MINIMUM QUALIFICATIONS FOR APPOINTMENT OF TEACHERS AND OTHER ACADEMIC STAFF IN UNIVERSITIES AND COLLEGES AND MEASURES FOR THE MAINTENANCE OF STANDARDS IN HIGHER EDUCATION 2018 and amended from time to time, shall be followed.

The minimum qualifications required for the post of Professor, Associate Professor, Assistant Professor are as under.

- I. The National Eligibility Test (NET) or an accredited test (State Level Eligibility Test SLET/SET) shall remain the minimum eligibility for appointment of Assistant Professor and equivalent positions wherever provided in these Regulations. Further, SLET/SET shall be valid as the minimum eligibility for direct recruitment to Universities/Colleges/Institutions in the respective state only:

Provided that candidates who 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) Regulation, 2009, or the University Grants Commission (Minimum Standards and Procedure for Award of M.Phil/Ph.D. Degree) Regulation,2016, and their subsequent amendments from time to time, as the case may be, shall be exempted from the requirement of the minimum eligibility condition of NET/SLET/SET for recruitment and appointment of Assistant Professor or any equivalent position in any University, College or Institution.

Provided further that 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 / Bye-laws / Regulations of the Institutions awarding the degree. All 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 fulfillment of the following conditions:

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

- II. The clearing of NET/SLET/SET shall not be required for candidates in such disciplines for which NET/SLET/SET has not been conducted.
- III. A minimum of 55% marks (without including any grace mark procedure or rounding off) (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 ((a) Blindness and low vision; (b) Deaf and Hard of Hearing; (c) Locomotor disability including cerebralpalsy, leprosy cured, dwarfism, acid-attack victims and muscular dystrophy; (d) Autism, intellectual disability, specific learning disability and mental illness; (e) Multiple disabilities from amongst persons under (a) to (d) including deaf-blindness) for the purpose of eligibility and assessing good academic record for direct recruitment. The eligibility marks of 55% marks (or an equivalent grade in a point scale wherever the grading system is followed) and the relaxation of 5% to the categories mentioned above are permissible, based only on the qualifying marks without including any grace mark procedure.

- IV. A relaxation of 5% shall 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.
- V. A relevant grade which is regarded as equivalent of 55%, wherever the grading system is followed by a recognized university, at the Master's level shall also be considered valid.
- VI. The Ph.D. Degree shall be a mandatory qualification for appointment to the post of Professor.
- VII. The Ph.D. Degree shall be a mandatory qualification for appointment and promotion to the post of Associate Professor.

1. For the Disciplines of Arts, Commerce, Humanities, Education, Law, Social Sciences, Sciences, Languages, Library Science, Physical Education, and Journalism & Mass Communication.

I. Assistant Professor : Eligibility (A or B) :

A.

i) A Master's degree with 55% marks (without including any grace mark procedure or rounding off) (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/Bye - laws/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.

II. Associate Professor : 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 (without including any grace mark procedure or rounding off) (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 and a total research score of Seventy five (75) as per the criteria given in Appendix II, Table 2.

III. Professor : 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 given in Appendix II, Table 2.
- 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 he / she has ten years' experience.

2. Music, Performing Arts, Visual Arts and Other Traditional Indian Art Forms like Sculpture, etc.

I. Assistant Professor : Eligibility (A or B):

A.

i) Master's Degree with 55% marks (without including any grace mark procedure or rounding off) (or an equivalent grade in a point scale wherever grading system is followed) in the relevant subject or an equivalent degree from an Indian / 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 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.

Provided further, candidates registered for the Ph.D. programme prior to July 11, 2009, shall be governed by the provisions of the then existing Ordinances / Bye-laws / Regulations of the Institutions 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) Ph.D. degree has been awarded to the candidate 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 had been conducted;
- d) 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 research papers based on his / her Ph.D. work in conferences / seminars supported / funded / sponsored by the UGC / AICTE / ICSSR or any other similar agency.

Note 1: *The fulfilment of these conditions is to be certified by the Registrar or the Dean (Academic Affair) of the University concerned.*

Note 2: The clearance of 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.** A traditional or a professional artist with highly commendable professional achievement in the subject concerned having a Bachelor's degree, who has:
- i) studied under a noted/reputed traditional Master(s)/Artist(s)
 - ii) Has been 'A' grade artist of AIR/Doordarshan;
 - iii) Has the ability to explain, with logical reasoning the subject concerned; and
 - iv) Has adequate knowledge to teach theory with illustrations in the discipline concerned.

II. Associate Professor : Eligibility (A or B):

A.

- i) Good academic record, with a doctoral degree.
- ii) Performing ability of a high professional standard.
- iii) Eight year's experience of teaching in a University or College and / or of research in a University / national level institution, equal to that of Assistant Professor in a University / College.
- iv) Has made a significant contribution to knowledge in the subject concerned, as evidenced by quality publications.

OR

B. A traditional or a professional artist with highly-commendable professional achievement having Master's degree in the subject concerned, who has:

- i) been 'A'-grade artist of AIR/Doordarshan;
- ii) eight years' experience of outstanding performing achievement in the field of specialisation;
- iii) experience in designing of new courses and /or curricula;
- iv) participated in National level Seminars / Conferences / Concerts in reputed institutions' and
- v) ability to explain, with logical reasoning, the subject concerned and adequate knowledge to teach theory with illustrations in the said discipline.

III. Professor : Eligibility (A or B):

A.

- i) An eminent scholar having a doctoral degree
- ii) Have been actively engaged in research with at least ten years of experience in teaching in University/College and / or research at the University/National level institutions
- iii) Minimum of 6 research publications in the peer-reviewed or UGC-listed journals,
- iv) Has a total research score of 120, as per Appendix II, Table 2.

OR

B. A traditional or a professional artist, with highly-commendable professional achievement, in the subject concerned,

- i) Having Masters degree, in the relevant subject
- ii) Has been 'A'-grade artist of AIR / Doordarshan
- iii) Has Ten years of outstanding performing achievements in the field of specialisation
- iv) Has made significant contributions in the field of specialisations and ability to guide research;
- v) Has participated in National/International Seminars / Conferences / Workshops / Concerts and / or recipient of National / International Awards / Fellowships;
- vi) Has the ability to explain with logical reasoning the subject concerned, and
- vii) Has adequate knowledge to teach theory with illustrations in the said discipline.

Table 2

Methodology for University and College Teachers for calculating Academic/Research Score

(Assessment must be based on evidence produced by the teacher such as: copy of publications, project sanction letter, utilization and completion certificates issued by the University and acknowledgements for patent filing and approval letters, students' Ph.D. award letter, etc.,)

Sr. No.	Academic/Research Activity	Faculty of Sciences /Engineering / Agriculture / Medical /Veterinary Sciences	Faculty of Languages / Humanities / Arts / Social Sciences / Library /Education / Physical Education / Commerce / Management & other related disciplines
1.	Research Papers in SCOPUS/ WOS/ UGC-CARE listed Journals	08 per paper	10 per paper
2.	Publications (other than Research papers)		
	(a) Books authored which are published by ;		
	International publishers	12	12
	National Publishers	10	10
	Chapter in Edited Book	05	05
	Editor of Book by International Publisher	10	10
	Editor of Book by National Publisher	08	08
	(b) Translation works in Indian and Foreign Languages by qualified faculties		
	Chapter or Research paper	03	03
	Book	08	08
3.	Creation of ICT mediated Teaching Learning pedagogy and content and development of new and innovative courses and curricula		
	(a) Development of Innovative pedagogy	05	05
	(b) Design of new curricula and courses	02 per curricula/course	02 per curricula/course
	(c) MOOCs		
	Development of complete MOOCs in 4 quadrants (4 credit course) (In case of MOOCs of lesser credits 05 marks / credit)	20	20
	MOOCs (developed in 4 quadrant) per module / lecture	05	05

Gujarat University

	Content writer / subject matter expert for each module of MOOCs (at least one quadrant)	02	02
	Course Coordinator for MOOCs (4 credit course) (In case of MOOCs of lesser credits 02 marks / credit)	08	08
	(d) E-Content		
	Development of e-Content in 4 quadrants for a complete course/e-book	12	12
	e-Content (developed in 4 quadrants) per module	05	05
	Contribution to development of e-content module in complete course / paper/e-book (at least one quadrant)	02	02
	Editor of e-content for complete course / paper / e-book	10	10
4.	(a) Research guidance		
	Ph.D.	10 per degree awarded 05 per thesis submitted	10 per degree awarded 05 per thesis submitted
	M.Phil./P.G dissertation	02 per degree awarded	02 per degree awarded
	(b) Research Projects Completed		
	More than 10 lakhs	10	10
	Less than 10 lakhs	05	05
	(c) Research Projects Ongoing:		
	More than 10 lakhs	05	05
	Less than 10 lakhs	02	02
	(d) Consultancy	03	03
5.	(a) Patents		
	International	10	10
	National	07	07
	(b) *Policy Document (Submitted to an International body / organisation like UNO / UNESCO / World Bank / International Monetary Fund etc. or Central Government or State Government)		
	International	10	10
	National	07	07
	State	04	04
	(c) Awards/Fellowship		
	International	07	07
	National	05	05
6.	*Invited lectures / Resource Person / paper presentation in Seminars / Conferences / full paper in Conference Proceedings (Paper presented in Seminars / Conferences and also published as full paper in Conference Proceedings will be counted only once)		
	International (Abroad)	07	07
	International (within country)	05	05

Gujarat University

	National	03	03
	State/University	02	02

**The Research score for research papers would be augmented as follows:
SCOPUS/ WOS/ UGC-CARE listed Journals (Impact factor to be determined as per Thomson Reuters list) :**

i)	Paper in refereed journals without impact factor	5 Points
ii)	Paper with impact factor less than 1	10 Points
iii)	Paper with impact factor between 1 and 2	15 Points
iv)	Paper with impact factor between 2 and 5	20 Points
v)	Paper with impact factor between 5 and 10	25 Points
vi)	Paper with impact factor >10	30 Points

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

(b) 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.

Joint Projects: Principal Investigator and Co-investigator would get 50% each.

Note:

- * Paper presented if part of edited book or proceeding then it can be claimed only once.
- * For joint supervision of research students, the formula shall be 70% of the total score for Supervisor and Co supervisor. Supervisor and Co-supervisor, both shall get 7 marks each.
- * For the purpose of calculating research score of the teacher, the combined research score from the categories of 5(b). Policy Document and 6. Invited lectures / Resource Person / Paper presentation shall have an upper capping of thirty percent of the total research score of the teacher concerned.
- * The research score shall be from the minimum of three categories out of six categories.
- * **It is the responsibility of the candidate to provide evidence(s) that the research publication(s) is(are) in the SCOPUS/ WoS/ UGC-CARE listed Journals and Impact factor is as per Thomson Reuters list.**

Table: 3 A

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 SCOPUS/ WOS/ UGC-CARE listed Journals)	10			
7.	Teaching / Post Doctoral Experience (2 marks for one year each)#	10			
8.	Awards				
	International / National Level (Awards given by International Organisations/ Government of India / Government of India recognised National Level Bodies)	03			
	State-Level (Awards given by State Government)	02			

Gujarat University

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) Number of candidates to be called for interview shall be decided by the concerned universities.

(C) Academic Score - 80
Research Publications - 10
Teaching Experience - 10
Total - 100

(D) Score shall be valid for appointment in respective State SLET / SET Universities / Colleges / Institutions only

Important Note:

1. If applications received for any post are more, the subject specific screening test may be conducted and meritorious candidates will be called for personal interview. The syllabi for subject specific MCQ based screening test will be as per the UGC/CSIR/NET and/or GSET. Thus, qualified and eligible candidates will be short listed based on their academic score.
2. The Selected Candidates are essentially required to work and Coordinate for Subject / Assignments other than they are selected for. Moreover University is also authorised to assign any Academic / Administrative Responsibilities with / without remuneration.

Gujarat University

Subject Eligibility for Various Teaching Posts

Sr. No.	Subject of the Teaching Post	Concern/ Allied/ Relevant Subject Eligibility	
		Subject at Master Level	Subject at Doctorate Level / Ph.D.
1	Business Management	Management, Commerce	Management, Commerce
2	Commerce	Commerce, Management	Commerce, Management
3	Gujarati	Gujarati	Gujarati
4	Hindi	Hindi	Hindi
5	Linguistics	Linguistics	Linguistics
6	Prakrit/Pali	Prakrit/Pali	Prakrit/Pali
7	Education	Education	Education
8	Philosophy	Philosophy	Philosophy
9	Botany	Botany	Botany, Plant Sciences, Horticulture
10	Bio Informatics	Bio Informatics	Bio Informatics, Botany, Computer Science, AI & ML
11	Climate Change	Climate Change, Environment Science	Climate Change, Environmental Science
12	Chemistry	Chemistry	Chemistry or any other branch of Chemistry
13	Environmental Science	Environmental Science, Climate Change	Environmental Science, Climate Change
14	Bio Chemistry and Forensic Science	Bio Chemistry, Forensic Science	Bio Chemistry, Forensic Science, Cyber Security
15	Computer Science	Computer Science	Computer Science
16	Mathematics	Mathematics, Applied Mathematics	Mathematics, Applied Mathematics
17	Statistics	Statistics (in Science Stream)	Statistics (in Science Stream)
18	Life Science	Life Science, Cancer Biology	Life Science, Cancer Biology, Biochemistry, Toxicology
19	Food Sci. & Nut	Food Sci. & Nut, Food Science	Food Sci. & Nut, Food Science
20	Food Science	Food Sci. & Nut, Food Science	Food Sci. & Nut, Food Science
21	Microbiology	Microbiology	Microbiology, Biotechnology, Clinical Research
22	Physics	Physics, Applied Physics	Physics, Applied Physics, Astronomy and Astrophysics, Bio-Physics, Geo-Physics,

Gujarat University

			Space Sciences
23	Bio Medical Technology & Human Genetics	Bio Medical Technology, Human Genetics, Toxicology	Bio Medical Technology, Human Genetics, Toxicology, Zoology
24	Physical Education	Physical Education	Physical Education or any other branch of Physical Education
25	Lib. & Info.	Library and Information Science, Library Science	Library and Information Science, Library Science
26	MSW	MSW	MSW, Social Welfare, Social Work
27	Sociology	Sociology	Sociology
28	History	History	History
29	Political Science	Political Science	Political Science
30	Performing Arts	Performing Arts, Drama, Music	Performing Arts, Drama, Music

Registrar
Gujarat University