



# CENTRAL UNIVERSITY OF KASHMIR

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## ROLLING ADVERTISEMENT FOR TEACHING STAFF & DEPUTY LIBRARIAN

No: 03 of 2019 Dated: 04.02.2019

Applications on the prescribed form are invited from the eligible candidates for appointment to the following teaching positions and also for the post of Deputy Librarian.

S.No.	Department	Name of the Post/s
1.	Convergent Journalism	Professor Associate Professor/s
2.	Economics	Associate Professor/s
3.	Education	Professor Associate Professor/s
4.	Teacher Education	Professor
5.	English	Professor Associate Professor/s
6.	Information Technology	Professor Associate Professor/s
7.	Law	Professor Associate Professor/s Assistant Professor/s
8.	Mathematics	Associate Professor
9.	Politics & Governance	Professor Associate Professor/s
10.	Tourism Studies	Professor Associate Professor/s
11.	Urdu	Professor Associate Professor/s
12.	Animal Sciences (Zoology)	Professor Associate Professor/s Assistant Professor/s
13.	Physics	Professor Associate Professor/s Assistant Professor/s
14.	Religious Studies	Associate Professor/s
15.	Biotechnology	Associate Professor/s Assistant Professor/s
16.	Physical Education	Professor Associate Professor/s Assistant Professor/s
17.	Management Studies	Assistant Professor/s
18.	Medical Technology	Professor Associate Professor/s Assistant Professor/s
19.	Chemistry	Associate Professor/s Assistant Professor/s

20.	Pharmacy	Professor Associate Professor/s Assistant Professor/s
21.	Plant Sciences (Botany)	Associate Professor/s Assistant Professor/s
22.	Civil Engineering	Associate Professor/s Assistant Professor/s
23.	Electronics & Communication Engineering	Associate Professor/s Assistant Professor/s

• **Deputy Librarian – 01 UR**

*Note: 1). Those candidates who have already applied for the above mentioned posts vide Employment Notification No/s.16 of 2015 dated 07-10-2015, 05 of 2016 dated 27-06-2016, 04 of 2017 dated 28-04-2017 & 11 of 2017 dated 20-10-2017 **but not interviewed and not informed regarding their eligibility status** need to apply again as per the latest UGC Regulations (on Minimum Qualifications for Appointment of Teachers and other Academic Staff in Universities and Colleges and other Measures for the Maintenance of Standards in Higher Education, 2018) along with required documents for fresh screening without any fee.*

*B) Eligibility of the above mentioned posts shall be as per 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 its Amendments notified by the UGC from time to time will be adopted by the Central University of Kashmir.*

**Details of Pay, Qualifications and other Requirements for Teaching Positions in the Disciplines of Arts, Commerce, Humanities, Education, Law, Social Sciences, Sciences, Languages, Journalism & Mass Communication, Library Science & Physical Education (Except for the Departments of Teacher Education, Information Technology, Pharmacy, Civil Engineering, Electronics & Communication Engineering & Management Studies).**

**1. Professor (Pay Matrix Academic Level -14 of 7th CPC)**

**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 Annexure-I, Table 1.

(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 contributions to the knowledge in the concerned/allied/relevant discipline, supported by documentary evidence provided he/she has ten years experience.

## 2. Associate Professor (Pay Matrix Academic Level -13A of 7th CPC)

### 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 and a total research score of Seventy five (75) as per the criteria given in **Appendix-I, Table- 1.**

## 3. Assistant Professor (Pay Matrix Academic Level -10 of 7th CPC)

### Eligibility (A or B):

- A.** i) A 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 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 conference/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 -2), 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.*

## **DETAILS OF PAY, QUALIFICATIONS AND OTHER REQUIREMENTS FOR THE DEPARTMENT OF TEACHER EDUCATION**

### **1. Professor (Pay Matrix Academic Level -14 of 7th CPC)**

**A.** (i) A Master's Degree in Arts / Humanities / Sciences / Commerce and M. Ed. each with a minimum of 55% marks (or an equivalent grade in a point scale wherever grading system is followed),

or

M. A. (Education) with 55% marks (or an equivalent grade in a point scale wherever grading system is followed) and B. Ed. each with a minimum of 55% marks (or an equivalent grade in a point scale wherever grading system is followed);

(ii) Ph. D. in Education; and.

(iii) At least ten years of teaching experience in University department of education or College of Education of which a minimum of five years at the M. Ed. level with published work in the area of his specialization

iv) A minimum score as stipulated in the Academic Performance Indicator (API) based Performance Based Appraisal System (PBAS), as per UGC regulations & its amendments from time to time (*to be supported by the documentary evidence*).

OR

**B.** Candidates who are working or have worked as a Professor or in an equivalent position in the subject of Education/Teacher Education on regular basis and have not crossed the upper age limit of 65 years are also eligible.

## **DETAILS OF PAY, QUALIFICATIONS AND OTHER REQUIREMENTS FOR THE DEPARTMENT OF MANAGEMENT STUDIES**

### **1. Assistant Professor (Pay Matrix Academic Level -10 of 7th CPC)**

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

**A)** 1. First Class Masters Degree in Business Management / Administration / in a relevant management related discipline or first class in two-year full time PGDM declared equivalent by AIU / accredited by the AICTE / UGC;

OR

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

3. 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 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 conference/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 -2), 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.*

**Desirable:**

1. Teaching, research, industrial and / or professional experience in a reputed organization;
2. Papers presented at Conferences and / or published in refereed journals

**DETAILS OF PAY, QUALIFICATIONS AND OTHER REQUIREMENTS FOR THE DEPARTMENT OF INFORMATION TECHNOLOGY, CIVIL ENGINEERING & ELECTRONICS & COMMUNICATION ENGINEERING:**

**1. Assistant Professor (Pay Matrix Academic Level -10 of 7th CPC)**

**Eligibility**

- i) First Class Master's Degree in the appropriate branch of Engineering (Engg.) & Technology (Tech).
- ii. Without prejudice to the above, the following conditions may be considered

**Desirable:**

1. Teaching, research industrial and / or professional experience in a reputed organization;
2. Papers presented at Conferences and / or in refereed journals.

**2. Associate Professor (Pay Matrix Academic Level -13A of 7th CPC)**

**Eligibility:**

- i) A Ph.D. Degree with First Class at Bachelor's or Master's Degree in the appropriate branch of Engg., & Tech., and experience of eight years in teaching, research and / or industry at the level of Lecturer or equivalent grade, excluding period spent on obtaining the research degree.

**OR**

- ii. In the event the candidate is from industry and the profession, the following shall constitute as essential:
  1. First Class Master's Degree in the appropriate branch of Engg., & Tech.;
  2. Significant professional work which can be recognized as equivalent to a Ph.D. Degree in appropriate branch of Engg., & Tech., 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.
- iii. Without prejudice to the above, the following conditions may be considered

**Desirable:**

1. Teaching, research industrial and / or professional experience in a reputed organization;
2. Published work, such as research papers, patents filed / obtained, books, and / or technical reports;
3. Experience of guiding the project work / dissertation of PG / Research Students or supervising R&D projects in industry.

**3. Professor (Pay Matrix Academic Level -14 of 7th CPC)**

**Eligibility**

1. A Ph.D. Degree with First Class at Bachelor's or Master's Degree in the appropriate branch of Engg., & Tech., and experience of ten years in teaching, research and / or industry, out of which at least five years at the level of Assistant Professor Reader or equivalent grade.

**OR**

- ii. In the event the candidate is from industry and the profession, the following shall constitute as essential:
  1. First Class Master's Degree in the appropriate branch of Engg., & Tech.;
  2. Significant professional work which can be recognized\* as equivalent to a Ph.D. Degree in appropriate branch of Engg., & Tech., and industrial /professional experience of ten years, out of which at least five years at a senior level of Assistant Professor / Reader,

*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.

- iii. Without prejudice to the above, the following conditions may be considered

**Desirable:**

1. Teaching, research industrial and / or professional experience in a reputed organization;
2. Published work, such as research papers, patents filed / obtained, books, and / or technical reports;
3. Experience of guiding the project work / dissertation of PG / Research Students or supervising R&D projects in industry;
4. Demonstrated leadership in planning and organizing academic, research, industrial and / or professional activities; and
5. Capacity to undertake / lead sponsored R&D, consultancy and related activities.

**DETAILS OF PAY, QUALIFICATIONS AND OTHER REQUIREMENTS FOR THE DEPARTMENT OF PHARMACY**

**1. Professor (Pay Matrix Academic Level -14 of 7th CPC)**

**A. Eligibility:**

1. A basic degree in Pharmacy (B. Pharm.).
2. Registration as a pharmacist under the Pharmacy Act, 1948, as amended from time to time, including any succeeding enactments.
3. Ph.D. Degree with First Class at Bachelor's or Master's Degree in the appropriate branch of specialization in Pharmacy, and experience of ten years in teaching, research, industry and / or profession at the level of Lecturer or equivalent grade;
4. A minimum score as stipulated in the Academic Performance Indicator (API) based Performance Based Appraisal System (PBAS), set out in *UGC Regulations on Minimum Qualifications for appointment of Teachers & Other Academic Staff in Universities & Colleges and Measures of Maintenance of Standards in Higher Education, 2010* along with its amendments (*to be supported by the documentary evidence*).

OR

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

1. First Class Master's Degree in the appropriate branch of specialization in Pharmacy; and
2. 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 five years at a senior level comparable to Assistant Professor / Reader,

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.

**B. Desirable:**

1. Teaching, industrial research and / or professional experience in a reputed organization;
2. Published work, such as research papers, patents filed / obtained, books, and / or technical reports;
3. Experience of guiding the project work, dissertation of post graduate or research students or supervising R&D projects in industry;
4. Demonstrated leadership in planning and organizing academic, research, industrial and /or professional activities; and
5. Capacity to undertake / lead sponsored R&D, consultancy and related activities.

## **2. Associate Professor (Pay Matrix Academic Level -13A of 7th CPC)**

### **A. Eligibility:**

1. A basic degree in Pharmacy (B. Pharm.).
2. Registration as a pharmacist under the Pharmacy Act, 1948, as amended from time to time, including any succeeding enactments.
3. 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;
4. A minimum score as stipulated in the Academic Performance Indicator (API) based Performance Based Appraisal System (PBAS), set out in *UGC Regulations on Minimum Qualifications for appointment of Teachers & Other Academic Staff in Universities & Colleges and Measures of Maintenance of Standards in Higher Education, 2010* along with its amendments (*to be supported by the documentary evidence*).

OR

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

1. First Class Master's Degree in the appropriate branch of specialization in Pharmacy; and
2. 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.

### **B. Desirable:**

1. Teaching, industrial research and / or professional experience in a reputed organization;
2. Published work, such as research papers, patents filed / obtained, books, and / or technical reports;
3. Experience of guiding the project work, dissertation of post graduate or research students or supervising R&D projects in industry;

## **3. Assistant Professor (Pay Matrix Academic Level -10 of 7th CPC)**

### **A. Eligibility:**

1. A basic degree in pharmacy (B.Pharm.).
2. Registration as a pharmacist under the Pharmacy Act, 1948, as amended from time to time, including any succeeding enactments.
3. First Class Master's Degree in appropriate branch of specialization in Pharmacy.

### **B. Desirable:**

1. Teaching, research industrial and / or professional experience in a reputed organization; 2. Papers presented at Conferences and / or in refereed journals.

For avoidance of doubt, it is hereby clarified that:

1. If Class or Division is not declared at the Bachelor's or Master's Degree levels, an aggregate of  $\geq 60\%$  or equivalent Cumulative Grade Point Average (CGPA) is to be considered as equivalent to First Class.
2. In respect of CGPA awarded to the candidates on a 10-Point Scale, the Table of equivalence shall be provided by the university concerned followed for determining the Class obtained by them as per (1) cited above.



**DETAILS OF PAY, QUALIFICATIONS AND OTHER REQUIREMENTS FOR DIRECT RECRUITMENT TO THE POST OF UNIVERSITY DEPUTY LIBRARIAN**

- **University Deputy Librarian (Pay Matrix Academic Level -12 of 7th CPC, UGC)**
  - i) A Master's Degree in library science/information science/documentation science, with at least 55% marks or an equivalent grade in a point-scale, wherever grading system is followed.
  - ii) Eight years' experience as an Assistant University Librarian /College Librarian.
  - iii) Evidence of Innovative library services including integration of ICT in library.
  - iv) A Ph.D. Degree in library science/Information science/Documentation Science/ Archives and manuscript keeping/ computerization of library.

**Table-1****Methodology for University & 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.)

S.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
01	Research Papers in Peer-Reviewed or UGC listed Journals	08 per paper	10 per paper
02	<b>Publications (other than Research papers)</b>		
	<b>(a) Books authored which are published by:</b>		
	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>(b) Translation works in Indian and Foreign Languages by qualified faculties</b>		
	Chapter or Research paper	03	03
	Book	08	08
03	<b>Creation of ICT mediated Teaching Learning pedagogy and content and development of new and innovative courses and curricula</b>		
	<b>(a) Development of Innovative pedagogy</b>	05	05
	<b>(b) Design of new curricula and courses</b>	02 per curricula/course	02 per curricula/course
	<b>(c) MOOCs</b>		
	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
	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
	<b>(d) E-Content</b>		
	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	<b>(a) Research Guidance</b>		
	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>(b) Research Projects Completed</b>		
	More than 10 Lakhs	10	10
	Less than 10 Lakhs	05	05
	<b>(c) Research Projects Ongoing:</b>		
	More than 10 lakhs	05	05
	Less than 10 Lakhs	02	02
	<b>(d) Consultancy</b>		
	03	03	

05	<b>(a) Patents</b>		
	International	10	10
	National	07	07
	<b>(b) *Policy Document (Submitted to an International body/organization like UNO/UNESCO/World Bank/International Monetary Fund etc. or Central Government or State Government)</b>		
	International	10	10
	National	07	07
	State	04	04
	<b>(c) Awards/Fellowship</b>		
	International	07	07
National	05	05	
06	<b>*Invited lectures/Resource Person/Paper presentation in Seminars/Conferences/Full paper in Conference Proceedings (Paper presented in Seminars/Conference and also published as full paper in Conference Proceedings will be counted only once)</b>		
	International (Abroad)	07	07
	International (within country)	05	05
	National	03	03
	State/University	02	02

**The Research Score for Research Papers would be Augmented as Follows:**

Peer-Reviewed or UGC-listed Journals (Impact factor to be determined as per Thomson Reuters list):

- |   |   |           |
|---|---|-----------|
| i) Paper in refereed journals without impact factor | - | 5 Points  |
| ii) Papers 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 between > 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.

**Table-2****Criteria for Short-listing of Candidates for Interview for the post of Assistant Professors in Universities**

S.No	Academic Record	Score			
01	Graduation	80% & above = 15	60% to less than 80% = 13	55% to less than 60% = 10	45% to less than 55% = 05
02	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	
03	M.Phil	60% and above = 07	55% to less than 60% = 05		
04	Ph.D	30			
05	NET with JRF	07			
	NET	05			
	SLET/SET	03			
06	Research Publications (2 marks for each research publications published in Peer-Reviewed or UGC-listed Journals)	10			
07	Teaching/Post Doctoral Experience (2 marks for one year each)#	10			
08	Awards				
	International/National Level (Awards given by International Organisations/ 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) 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
	<b>Total</b>	<b>=</b>	<b>100</b>

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

## GENERAL TERMS & CONDITIONS:

1. Number of reserved/ un-reserved posts shall be notified as per the directions of MHRD/ UGC.
2. Persons with Disability shall be considered subject to availability and suitability of positions as per reservation norms.
3. The candidates for the posts of Professor & Associate Professor must enter the relevant Research / Academic score in the Format provided as Table – 1. The Research score provided against the given categories in each column must be supported by the documentary evidence, **without which no claim on account of Research / Academic score would be entertained.**
4. This is a Rolling Advertisement. If sufficient number of applications are received for a particular position/s by 5<sup>th</sup> March, 2019 then it will be processed for further course of action in the first phase. Applications received after the last date shall be considered for the next phase, for available position/s on the given date, which shall be notified, in due course of time.
5. The posts which are reserved for SC, ST & OBC categories have been kept on hold till further directions from UGC/MHRD.
6. The University shall update the vacancy positions along with reservation in due course of time in light of the directions received from MHRD/ UGC.
7. All the relevant information/ updates shall be uploaded on University website. The candidates are advised to remain in-touch with the University website [www.cukashmir.ac.in](http://www.cukashmir.ac.in) and notifying the same in newspapers shall not be obligatory on University part.
8. In case of all advertised positions, the application form must be accompanied by detailed curriculum vitae giving details of academic qualifications, experience, published work etc. The publication part in the CV should invariably contain details with regard to the **title of the journal/book, title of the research paper, Vol No, Page Nos, year of publication, ISSN/ISBN, sole author/co-authors/joint publication, refereed/non-refereed, indexed/non-indexed and local/national/international status etc.** These details shall be used to verify the Research/ Academic Score claim.
9. Candidates applying for the post of **Assistant Professor shall provide complete details with regard to their academic qualifications, research publications, teaching/research experience etc** supported by documentary evidence. These details shall be used for shortlisting the candidates and also for calculating the 50% points for final selection.
10. Shortlisting shall be done as per the format enclosed as **Table-2**, for the post of Assistant Professor.
11. Candidates applying for the post of Professor & Associate Professor shall necessarily submit self-attested copies of **top ten (two copies each) & top seven (two copies each) full-length research papers /books respectively**, along with their applications.
12. Ph.D candidates (without NET/SLET) applying for the posts of Assistant Professor are required to submit a certificate in the prescribed format (**Annexure – I or II as per applicability**) from the concerned University to the effect that their Ph.D degree is in accordance with '*UGC (Minimum standards and procedure for awards of M.Phil/Ph.D degree) Regulation 2009 or 2016* & their amendments from time to time.
13. 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.
14. 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 cerebral palsy, 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.
15. 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.

16. 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.
17. 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.
18. The reservation for the SC/ST/OBC/PwD candidates shall be as per the Govt of India norms.
19. Candidates seeking reservation under OBC category are required to submit certificate on the format prescribed by the Government of India, Department of Personnel & Training (copy available on the University website). Further, they shall submit the declaration given at the end of the application form.
20. The appointment under reserved category is provisional and subject to the certificate being verified through the proper channels. If the verification reveals that the claim of the candidate to belong to a particular category is false, his/her services will be terminated forthwith without assigning any further reasons and without prejudice to such further action as may be taken under the provisions of Indian Panel Code for production of false certificates.
21. Candidates who have been awarded Ph.D from foreign Universities should enclose "Equivalence Certificate" issued by Association of Indian Universities, New Delhi, without which their candidature will not be considered and application will be rejected.
22. The selected candidates shall be appointed under a written contract.
23. Subjects/disciplines to be considered as the concerned/allied/relevant wherever mentioned above, shall be decided by the screening/expert committee/s constituted by the University.
24. Except for the Languages, medium of instruction in the University is English.
25. The recruitment to the advertised posts shall be carried out in accordance with the prevalent UGC/University/GOI norms.
26. Age of superannuation is 65 years.
27. All the appointees including the in-service candidates shall be governed by the New Pension System (NPS) introduced by Govt of India.
28. **The University reserves the right:**
  - a. To withdraw the advertisement either partly or wholly at any time without assigning any reason to this effect.
  - b. To fill or not to fill up some or all the posts advertised for any reasons whatsoever.
  - c. To increase/decrease the number of posts at the time of selection and make appointments accordingly.
29. The prescribed essential qualifications are the minimum and the mere possession of the same does not entitle candidates to be called for the interview. Where the number of applications received in response to an advertisement is large and it is not feasible or convenient to interview all the candidates, the University at its discretion, may restrict the number of candidates to a reasonable limit on the basis of qualifications / experience higher than the minimum prescribed for the post. The University, however, prefers candidate possessing higher qualifications and experience.
30. The process of selection may be by a presentation/ interview or a combination thereof.
31. All certificates, which are not in either English or Hindi, need to be translated preferably to either English or Hindi and the same shall be self-attested.
32. Central University of Kashmir will not be responsible for any loss of e-mail, loss of any communication due to wrong address provided by the candidate, unsuccessful transaction by Payment Gateway etc.

#### **GENERAL INSTRUCTIONS:**

1. Before applying for a post, candidates are advised to satisfy themselves about their eligibility.
2. The prescribed qualifications and experience are minimum and the mere possession of the same will not entitle a candidate for being called for interview.
3. The PWD candidates with less than 40% of relevant disability shall not be considered.
4. No TA/DA will be paid for attending interview. However, for outstation SC/ST/PWD candidates second class railway to and fro fare on shortest route will be reimbursed after attending the interview. This is not

- admissible to SC/ST/PWD candidates who are already employed in the Central/ State Government services.
5. In-service candidates shall route their applications through proper channel which should essentially reach the office by or before the conduct of the interviews. However, they must submit an advance copy of the application form before the last date.
  6. Applications not accompanied by necessary supporting documents, self-attested copies of degree certificates/ marks sheets/experience certificate/category certificate (if applicable) issued by the competent authority and the incomplete applications shall be rejected summarily.
  7. If the space provided in application form is insufficient, information may be given on a separate sheet duly signed by the candidate and the same may be attached with the application.
  8. Candidates are advised to attach a duly signed list of enclosures with the application form.
  9. The eligibility of candidates will be determined as on the last date fixed for receipt of application forms.
  10. Candidates in their own interest are advised to remain in touch with the University website [www.cukashmir.ac.in](http://www.cukashmir.ac.in). They should also regularly check their email account for updates. Issuance of notifications in the newspapers or sending postal letters is not obligatory on the part of the University.
  11. Any change of address given in the application form should at once be communicated to the University.
  12. The University shall verify the antecedents/documents submitted by the candidates at the time of appointment or any time during the tenure of the service. In case, it is detected that the documents submitted are fake or the candidate has a clandestine antecedents/background and has suppressed the said information, his/her services shall be terminated forthwith.
  12. Separate applications must be submitted for each post.
  13. The University will not be responsible for any postal delay.
  14. In case the last date fixed for receipt of applications is declared a holiday/closed day, next working day shall be deemed to be the last date for receiving the forms.
  15. In case of any dispute, any suit or legal proceedings against the University, the jurisdiction shall be restricted to the Courts at Srinagar, J&K.

### **HOW TO APPLY?**

The downloaded application form is to be submitted along with a fee receipt of Rs. 300/- However, the candidates belonging to SC, ST & PwD are required to pay only Rs. 150 as application fee. Payment of application fee can be made online through a link available on University website ([www.cukashmir.ac.in](http://www.cukashmir.ac.in)). Complete application form may either be delivered personally or sent by post to the Central University of Kashmir, Recruitment Section, Nunar, Ganderbal-191201, J&K by or before **5<sup>th</sup> March, 2019**. Applications received after the last date shall be summarily rejected and no further correspondence shall be entertained in this regard.

**Sd/-  
REGISTRAR(I/C)**

**No. 03 of 2019 (T)**

**Dated: 04-02 -2019**

### **Copy forwarded for information to the:**

1. Secretary, Ministry of Human Resource Development, Department of Higher Education, Govt. of India, Shastri Bhawan, New Delhi
2. Secretary U.G.C, Bahadurshah Zafar Marg, New Delhi – 110002.
3. Secretary General, Association of Indian Universities, AIU House, 16, Comrade Indrajit Gupta Marg New Delhi-110002
4. Secretary Higher Education, Department, Govt. of J&K, Civil Secretariat, Srinagar.
5. Registrars of all Central Universities for publicity.
6. Registrars of all State Universities of J&K for publicity
7. Director Information, Govt. of Jammu and Kashmir, Polo View, Srinagar.
8. Daily local & national newspapers.

(On the letter head of the University/ Institute)

*Applicable for those candidates registered for Ph.D programme on or after  
11<sup>th</sup> July, 2009*

**TO WHOMSOEVER IT MAY CONCERN**

This is certify that Dr. \_\_\_\_\_ (Name) registered for Ph.D programme on \_\_\_\_\_ (Date) has successfully completed Ph.D. programme in the Subject \_\_\_\_\_, Faculty of \_\_\_\_\_ during the year \_\_\_\_\_. The degree has been awarded strictly in compliance with ‘UGC (Minimum standards and procedure for awards of M.Phil/Ph.D degree) Regulation 2009’ and I/we have the read the regulations & certify accordingly.

Seal & Sign of the Vice-Chancellor/  
Pro-Vice Chancellor/  
Dean (Academic Affairs/University Instructions)

No.....  
Dated.....



(On the letter head of the University/ Institute)

*Applicable for those candidates registered for Ph.D programme prior to  
11<sup>th</sup> July, 2009*

**TO WHOMSOEVER IT MAY CONCERN**

This is certify that Dr. \_\_\_\_\_ (Name) registered for Ph.D programme on \_\_\_\_\_ (Date) has successfully completed Ph.D. programme in the Subject \_\_\_\_\_, Faculty of \_\_\_\_\_ during the year \_\_\_\_\_. The Ph.D degree awarded to him/her is essentially fulfilling the following conditions:

- a) Ph.D degree has been awarded in regular mode only;
- b) 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) He/She has published two research papers from his/her Ph.D, work, out of which at least one is in a refereed journal;
- e) He/she has presented at least two papers based on his/her Ph.D work in conference/seminars sponsored/funded/supported by the UGC/ICSSR/CSIR or any similar agency.

**Seal & Sign of the Vice-Chancellor/  
Pro-Vice Chancellor/  
Dean (Academic Affairs/University Instructions)**

No.....  
Dated.....