



# CENTRAL UNIVERSITY OF KASHMIR

Transit Campus: Sonawar, Near GB Pant Hospital, Srinagar – 190 004 (J&K)

Phone: 0194-2468354, 2468357, Website [www.cukashmir.ac.in](http://www.cukashmir.ac.in)

## EMPLOYMENT NOTIFICATION FOR TEACHING & LIBRARY STAFF

**No: 03 of 2011 Dated: 07.02.11**

Pursuant to the adoption of “UGC Regulations on minimum qualifications for appointment of teachers & other academic staff in universities & colleges and Measures for the maintenance of the standards in higher education, 2010” by the University, applications on the prescribed form are invited from the eligible candidates for appointment to the following positions to reach the University by 8<sup>th</sup> March, 2011. Candidates who have already applied for these posts in response to Employment Notifications 2 of 2009 dated 14.07.2009 & 3 of 2009 dated 24.10.2009 are required to apply afresh on the prescribed application form. They are however, exempted from payment of application fee.

S.No.	Post	Pay	No. of Posts	Discipline		
				English	Information Technology	Management Studies
1	<b>Professor</b>	P.B Rs 37400-67000; AGP Rs. 10,000	03	01 (UR)	01 (UR)	01 (UR)
2	<b>Associate Professor</b>	P.B Rs 37400-67000; AGP Rs. 9,000	06	02 (UR)	02 (UR)	02 (UR)
3	<b>Assistant Professor</b>	P.B Rs 15600-39100; AGP Rs. 6,000	11	02 (UR) 01 (OBC)	03 (UR) 01 (SC)	03 (UR) 01 (OBC)
4	<b>Assistant Librarian</b>	P.B Rs 15600-39100; GP Rs. 6,000	01 (UR)	NA	NA	NA

UR = Unreserved, OBC = Other Backward Classes, SC = Schedule Caste, NA=Not Applicable

### DETAILS OF PAY, QUALIFICATIONS AND OTHER REQUIREMENTS FOR THE POSTS OF ENGLISH & INFORMATION TECHNOLOGY

#### 1. Professor

A. (i) An eminent scholar with Ph.D. qualification 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.

(ii) A minimum of ten years of teaching 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.

(iii) Contribution to educational innovation, design of new curricula and courses, and technology – mediated teaching learning process.

iv) A minimum score as stipulated in the Academic Performance Indicator (API) based Performance Based Appraisal System (PBAS), set out in UGC Regulations 2010.

OR

B. 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.

## **2. Associate Professor**

(i) Good academic record with a Ph.D. Degree in the concerned/allied/relevant disciplines.

(ii) A Master's Degree with at least 55% marks

(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 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.

(iv) 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.

(v) A minimum score as stipulated in the Academic Performance Indicator (API) based Performance Based Appraisal System (PBAS), set out in UGC Regulations 2010.

## **3. Assistant Professor**

(i) Good academic record with at least 55% marks (or an equivalent grade) at the Master's Degree level in the relevant subject from an Indian University, or an equivalent degree from an accredited foreign university.

(ii) 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.

(iii) Candidates with Ph. D. Degree awarded 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.

(iv) NET/SLET/SET shall, however, not be required in disciplines for which NET/SLET/SET is not conducted.

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

### **1. Professor**

(i) Consistently good academic record with at least 55% marks (or an equivalent grade) 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.

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

(iii) 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.

(iv) A minimum score as stipulated in the Academic Performance Indicator (API) based Performance Based Appraisal System (PBAS), set out in UGC Regulations 2010.

OR

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

1. Consistently good academic record with at least 55% marks (or an equivalent grade in a point scale wherever grading system is followed) in Master's Degree in Business Management/Administration/in a relevant 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.

2. 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 a level comparable to that of Reader/Assistant Professor.

v. Without prejudice to the above, the following conditions may be considered desirable:

- i) Teaching, research, and/or professional experience in a reputed organization;
- ii) Published work, such as research papers, patents filed/obtained, books and / or technical reports;

- iii) Experience of guiding the project work/dissertation of PG/Research Students or supervising R&D projects in industry;
- iv) Demonstrated leadership in planning and organizing academic, research, industrial and / or professional activities; and
- v) Capacity to undertake / lead sponsored R&D consultancy and related activities.

## **2. Associate Professor**

(i) 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.

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

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

(iv) A minimum score as stipulated in the Academic Performance Indicator (API) based Performance Based Appraisal System (PBAS), set out in UGC Regulations 2010.

OR

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

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

OR

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

2. 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.

(vi) Without prejudice to the above, the following conditions may be considered desirable:

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

### **3. Assistant Professor**

#### Essential:

(i) Consistently good academic record with First Class Master's 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

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

#### Desirable:

- (i) Teaching, research, industrial and / or professional experience in a reputed organization;
- (ii). Papers presented at Conferences and / or published in refereed journals.

## **DETAILS OF PAY, QUALIFICATIONS AND OTHER REQUIREMENTS FOR THE POST OF ASSISTANT LIBRARIAN**

### **1. Assistant Librarian**

(i) A Master's Degree in Library Science / Information Science / Documentation Science or an equivalent professional degree with at least 55% marks (or an equivalent grade in a point scale wherever grading system is followed) and a consistently good academic record with knowledge of computerization of library.

(ii) Qualifying in the national level test conducted for the purpose by the UGC or any other agency approved by the UGC.

(iii) However, candidates, who are, or have been awarded 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.

**OTHER CONDITIONS:**

1. The candidates must enter the relevant score in the Academic Performance Indicator (API) based on Performance Based Appraisal System (PBAS) as given in the Part – B of the application form.
2. NET/SLET/SET shall remain the minimum eligibility condition for recruitment and appointment of Assistant Professors. NET/SLET/SET shall, however, not be required in disciplines for which NET/SLET/SET is not conducted.
3. The application form must be accompanied by detailed curriculum vitae giving details of academic qualifications, experience, published work etc.
4. Candidates applying for the post of Professor shall submit copies of top five full-length papers published in journals/books, along with their applications..
5. Relaxation of 5% marks (from 55% to 50%) will be provided at the Master's level in the case of SC/ST/ PWD (Persons with Disability) and to those Ph.D. degree holders, who have passed their Master's Degree prior to 19th September, 1991. The eligibility marks of 55% (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.
6. 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.
7. The reservation for the SC/ST/OBC/PWD candidates will be as per the Govt of India rules.
8. Candidates seeking reservation under OBC are required to submit certificate on the format prescribed by the Government of India, Department of Personnel & Training. Socially & Educationally Backward Classes (SEBC) candidates will be considered as OBC only if they submit the required certificate on the above mentioned format. Further, they shall submit the declaration given at the end of the application form.
9. The appointment under OBC quota is provisional and is subject to the community certificate being verified through the proper channels. If the verification reveals that the claim of the candidate to belong to Other Backward Classes or not to belong to creamy layer 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.
10. The selected candidates shall be appointed under a written contract.
11. Applicants not found suitable for higher positions may be considered for lower positions in the same area of specialization.

**GENERAL INSTRUCTIONS:**

1. The number of vacancies indicated in the Employment Notification is tentative. The University reserves the right to increase/decrease the number of posts, at the time of selection.
2. No TA/DA shall be paid to the candidates for attending the interview. However, the SC/ST candidates will be paid second-class railway/bus fare by shortest route on production of tickets.
3. The university reserves its right to place reasonable limit on the total number of candidates to be called for interview. The number of such candidates will be decided by the Committee constituted by the University for the purpose. Short listing of the

applicants, if necessary, shall be made on the basis of higher academic qualifications and/or experience.

4. In-service candidates shall route their applications through proper channel. However, candidates are advised to submit an advance copy of the application form well before the last date. They will however, be considered for interview only after their applications through proper channel are received by the University.
5. Applications not accompanied by necessary supporting documents, attested copies of degree certificates/ marks sheets/experience certificate/category certificate/reprints (if applicable) issued by the competent authority and the incomplete applications shall be rejected summarily.
6. 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.
7. The eligibility of candidates including those who have already applied will be determined as on the last date fixed for receipt of Application Forms viz 08.03.2011.
8. The University will not be responsible for any postal delay.
9. Any change of address given in the application form should at once be communicated to the University.
10. Before applying for a post, candidates are advised to satisfy themselves about their eligibility. No enquiry in this regard will be entertained.
11. The prescribed qualifications and experience are minimum and the mere possession of the same will not entitle a candidate for being called for interview.
12. The University shall verify the antecedents or documents submitted at any time at the time of appointment or 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.
13. Separate application must be submitted for each post.
14. In case of any dispute, any suite or legal proceedings against the University, the jurisdiction shall be restricted to the Courts at Srinagar, J&K.
15. Application fee of those candidates who have applied earlier and who have been rendered not-eligible as per new UGC Regulations, will be refunded on submission of a written request.

#### **HOW TO APPLY?**

The detailed eligibility conditions and prescribed application form are available on the University website ([www.cukashmir.ac.in](http://www.cukashmir.ac.in)). The prescribed application form can be had from the office of the University at Sonwar, Near GB Pant Hospital, Srinagar 190 004, J&K on cash payment for Rs.300 or by sending a Demand Draft of Rs.300. Candidates belonging to SC, ST & PWD are required to pay only Rs. 150 as application fee. The DD should be drawn on any nationalised bank favouring Central University of Kashmir, payable at Srinagar (J&K). The application form can also be downloaded from the University website and submitted/sent with a DD of Rs. 300 (Rs 150 in case of SC, ST & PWD). Complete application form may either be delivered personally at the Reception Counter of the University or sent by post to Registrar, Central University of Kashmir, Sonwar, Near GB Pant Hospital, Srinagar 190 004, J&K. The University shall not be responsible for postal loss /delay. Applications received after the last date (08.03.2011) will be summarily rejected and no further correspondence shall be entertained in this regard.

**REGISTRAR**

**Dated: 07.02.2011**

**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. Joint Secretary (CU), U.G.C, New Delhi – 110002
5. Commissioner Secretary to Govt. Higher Education Department, Govt. of J&K, Civil Secretariat, Jammu.
6. Registrars of all Indian Universities for publicity.
7. Director Information, Govt. of Jammu and Kashmir, Polo View, Srinagar.
8. Daily local & national newspapers.

**ASSISTANT REGISTRAR**