

different levels for direct recruitment, screening and promotions for the faculty members are as follows.

**4.1 For Direct Recruitment of Lecturer (Level – 9A, Entry Pay 56,100/-)**

Those possessing a minimum of 4-year Bachelor's degree shall be placed in Level 9A at entry pay of Rs.56,100/-

**(a) Engineering / Technology**

B. E. / B. Tech. / B. S. in relevant discipline with First Class or equivalent.

**(b) Pharmacy**

B. Pharm. with First Class or equivalent.

**(c) Hotel Management and Catering Technology**

A minimum 4-year Bachelor's Degree in HMCT with First Class or equivalent.

**(d) Architecture**

B.Arch. or a 4-year Degree in an allied field with First Class or equivalent.

**(e) Fine Arts**

Bachelor's degree in appropriate discipline of Fine Arts (Applied Arts, Painting and Sculpture) or equivalent with First Class or equivalent.

**(f) Design**

Bachelor's degree in design or a minimum 4-year Diploma in any one of the streams of Design, Fine Arts, Applied Arts and Architecture or Bachelor's degree in Engineering with First Class or equivalent

**(g) Sciences and Humanities**

Master's degree in appropriate subject with First Class or equivalent at Bachelor's or Master's level.

**4.2 For Direct Recruitment of Lecturer (Level – 10, Entry Pay 57,700/-)**

**(a) For Technical Disciplines**

Bachelor's and Master's Degrees in relevant disciplines with First Class in either of the two at the time of selection.

**(b) For Sciences and Humanities**

A Master's degree with First Class or equivalent in a relevant subject and, 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.

**(c) For Promotion of incumbent Lecturer in Level 9A to Level 10**

- (i) Candidates from technical disciplines shall be placed in Level 10 at suitable cell as and when the candidates acquire the Master's degree in relevant technical discipline.
- (ii) Candidates of Sciences and Humanities shall be placed in Level 10 at suitable cell as and when the candidates clear the National Eligibility Test (NET) conducted by the UGC or the CSIR, or a similar test accredited by the UGC, like SLET / SET.
- (iii) In case candidates do not acquire relevant Master's degree in the case of technical disciplines and in case of candidates from Sciences and Humanities do not clear National Eligibility Test (NET) conducted by the UGC or the CSIR, or a similar test accredited by the UGC, like SLET / SET, they shall be placed in appropriate cell of level 10 only after completion of 5 years.

**4.3 Minimum Qualifications for Lecturer (Senior scale) (Level – 11, Entry Pay 68900/-)**

- 1) Qualifications as prescribed for the post of Lecturer.

**AND**

- 2) Three weeks of industrial training at the level of Lecturer.

**AND**

- 3) Two weeks of Faculty Development Programme (FDP) recognised by AICTE/UGC/TEQIP/NITTTR/ Pandit Madan Mohan Malviya National Mission on Teachers and Teaching (PMMMNMNTT)/IISc/IIT /University/Govt. and out of which at least one of the FDPs shall be in advanced Pedagogy

**OR**

- 3) One week faculty development programme as above and one eight weeks duration MOOCS course with E-Certification by NPTEL-AICTE.

**OR**

- 3) Completed two such eight weeks duration MOOCS courses with E-Certification by NPTEL-AICTE.

**AND**

- 4) Minimum 5 years of experience and an average 360° feedback score between 8 to 10 on the scale of 10 in the cadre of Lecturer.

**OR**

- 4) Minimum 6 years of experience and an average 360° feedback score between 5 to < 8 on the scale of 10 in the cadre of Lecturer.

**4.4 Minimum Qualifications for Lecturer (Selection Grade - I) (Level – 12, Entry Pay 79800/-)**

- 1) Qualification as prescribed for the post of Lecturer (Senior Scale) necessarily with a Master's Degree in relevant discipline in First Class or equivalent either at Bachelor's or at Master's level.

**AND**

- 2) Three weeks of industrial training at the level of Lecturer (Senior Scale)

**AND**

- 3) Two weeks of Faculty Development Programme (FDP) recognised by AICTE/UGC/TEQIP/NITTTR/ Pandit Madan Mohan Malviya National Mission on Teachers and Teaching (PMMMNMNTT)/IISc/IIT /University/Govt.

**OR**

One week faculty development programme as above and one eight weeks duration MOOCS course with E-Certification by NPTEL-AICTE.

**OR**

Completed two such eight weeks duration MOOCS courses with E-Certification by NPTEL-AICTE.

**AND**

- 4) Minimum 5 years of experience with an average 360° feedback score between 8 to 10 on the scale of 10 in the cadre of Lecturer (Senior Scale).

**OR**

- 4) Minimum 6 years of experience with an average 360° feedback score between 5 to < 8 on the scale of 10 in the cadre of Lecturer (Senior Scale).

**4.5 Minimum Qualifications for Lecturer (Selection Grade - II) (Level – 13A1, Entry Pay 131400/-)**

- 1) Qualifications as prescribed for the post of Lecturer (Selection Grade - I).

**AND**

- 2) Three weeks of industrial training at the level of Lecturer (Selection Grade - I)

**AND**

- 3) Two weeks of Faculty Development Programme (FDP) recognised by AICTE/UGC/TEQIP/NITTTR/Pandit Madan Mohan Malviya National Mission on Teachers and Teaching (PMMMNMTT)/IISc/IIT /University/Govt.

**OR**

One week faculty development programme as above and one eight weeks duration MOOCS course with E-Certification by NPTEL-AICTE.

**OR**

Completed two such eight weeks duration MOOCS courses with E-Certification by NPTEL-AICTE.

**AND**

- 4) Ph. D. in relevant discipline with minimum 3 years of experience, 2 research publications in SCI journals / UGC / AICTE/ CoA/ PCI approved list of journals and an average 360° feedback score between 8 to 10 on a scale of 10, all in the cadre of Lecturer (Selection Grade - I) Level - 12.

**OR**

Ph. D. in relevant discipline with minimum 4 years of experience, 2 research publications in SCI Journals / UGC / AICTE. CoA/ PCI approved list of journals and an average 360° feedback score between 5 to < 8 on a scale of 10, all in the cadre of Lecturer (Selection Grade-I) Level - 12.

**OR**

Minimum 6 years of experience with an average 360° feedback score between 8 to 10 on a scale of 10, all in the cadre of Lecturer (Selection Grade-I) Level - 12.

**OR**

Minimum 8 years of experience with an average 360° feedback score between 5 to < 8 on a scale of 10, all in the cadre of Lecturer (Selection Grade-I) Level - 12.

**Note: 360° Feedback**

1. The feedback obtained every year, till the date of eligibility of next stage, shall be taken as an average of all the preceding years added together required for promotions.
2. In case the candidate fails to achieve the minimum specified feedback score, the subsequent year's may be taken into consideration while dropping the lowest feedback score in any one of the year.

**4.6 Minimum Qualifications for Head of the Department (Level – 13A1, Entry Pay 131400/-)****For Direct Recruitment**

Ph. D. in relevant field and First Class at Bachelor's or Master's level in the relevant discipline; minimum of 12 years of experience in Teaching/ Research/ Industry, out of which at least 2 years shall be post Ph.D. experience minimum at the level of Lecturer (Selection Grade-I).

**OR**

Bachelor's and Master's Degree in relevant discipline with minimum of 15 years of experience in Teaching / Research / Industry, out of which at least 3 years shall be at the level of Lecturer (Selection Grade - II).

**4.7 Qualifications for Principal****(Level – 13A1, Entry Pay 131400/- with the special allowance of Rs. 4500/- per month)****(a) Direct Recruitment**

Ph.D. and First Class at either Bachelor's or Master's level in the relevant discipline with minimum of 16 years of experience in Teaching / Research/ Industry, out of which at least 3 years shall be post Ph.D. experience and 5 years of experience not below the level of HoD.

**OR**

First Class at Bachelor's or Master's level in the relevant discipline and minimum of 20 years of experience in Teaching / Research/ Industry, out of which 5 years of experience not below the level of HoD.

**(b) For promotion of the Incumbent**

Ph.D. and First class at Bachelor's or Master's level in the relevant discipline with minimum of 16 years of experience in Teaching / Research/ Industry out of which 5 years shall be at the level of HoD and 3 years shall be post Ph.D. Experience; An average 360° feedback score of 5 to < 8 out of 10 for last 5 years.

**OR**

First class at Bachelor's or Master's level in the relevant discipline; minimum of 20 years of experience in Teaching / Research/ Industry, out of which 7 years shall be not below the level of HoD. An average 360° feedback score of 8 to 10 out of 10 for last 5 years.

**Note:**

1. Existing designations pay and scale of incumbent faculty, Head of the Department and Principals shall be protected and may be placed in appropriate cell in the level corresponding to their AGP drawn on 31-12-2015.
2. Lecturer (Selection Grade-II) can be given-charge of HoD on rotation basis as per seniority for three years subject to availability of vacant posts of HoD.

**5.0 Minimum Qualifications for Direct Recruitment and Promotion of other Academic Staff****5.1 Minimum Qualifications for direct recruitment of Assistant Librarian (Level – 9A,Entry Pay 56100/-)**

1. Master's Degree in Library Science/Information Science/ Documentation Science or an Equivalent Professional Degree with at least First Class or equivalent and a consistently good academic record with knowledge of computerization of library.
2. Qualifying in the National Level Test conducted for the purpose by UGC or other equivalent test as approved by the UGC.

**5.2 Minimum Qualifications for direct recruitment of Assistant Director (Physical Education - Level – 9A, Entry Pay 56100/-)**

1. Master's Degree in Physical Education or Master's Degree in Physical Education Science or equivalent degree with at least First Class or its equivalent with good academic record from a recognized University / Institute.
2. Record of having represented the University / College at the inter-University / Inter-collegiate competitions or the state and / or national championships;
3. Record of strong involvement and proven track record of participation in sports, drama, music, films, painting, photography, journalism event management or other student / event management activities during college / University studies.
4. Record of organizing such events as student's convener or in later part of life.