



GUJARAT TECHNOLOGICAL UNIVERSITY

NORMS FOR FACULTY RECRUITMENT IN SFI INSTITUTES

GTU/Endorsement/Norms/2017/3942

Date : 31st May, 2017.

GTU has published teaching staff recruitment norms & procedure on Dt. 06/08/2014 earlier (Ref. <http://gtu.ac.in/affiliation/2014/06082014.pdf>). Later on AICTE/Govt. of Gujarat/PCI/C.O.A./Other apex body had published various gazette for change in qualification & procedure. GTU has notice the various change & discussed with various dean's & finally the norms & procedure is reframed for teaching staff recruitment.

All the trustee & institute head affiliated with GTU are informed to follow the below updated norms & procedure for teaching staff recruitment whose advertisement published from Dt. 1st June, 2017.

Note : Those institutes whose advertisement is already published till Dt. 31/05/2017 have to follow the norms & procedure as per earlier circular Dt. 06/08/2014.

General Instructions for all programs :

- 1) Walk-in interviews are not allowed.
- 2) Whole interview process must be conducted under CCTV Camera & the recording must be submitted in CD/DVD to university along with file & supportive documents.
- 3) GTU will depute more than one V.C. nominee in case of more than 30 candidates in a day.
- 4) Only those candidates are eligible for interview whose result has been declared and who has secured minimum qualification on or before last date of application, as published in advertisement.
- 5) Last date of receipt of applications must be clearly mentioned in published advertisement for recruitment.
- 6) If university finds any invalid document(s); endorsement shall be withdrawn. Such a person will not be eligible for appointment in any GTU affiliated college. That person will be blacklisted on GTU website and legal action may be initiated against that person by university.
- 7) Endorsement is valid up to 65 Yrs. for any regular post.
- 8) Endorsement is valid for particular institute & post.
- 9) Joining letter must be sent to university for endorsement process.
- 10) Candidate having BE/B. Tech. with Ph. D. degree in relevant branch is also eligible for the post of Principal/Director or any teaching post in Engineering Courses. Bachelor degree must be first class. Experience & other criteria must be fulfilled as mentioned earlier for the post of Principal/Professor/Associate Professor/Assistant Professor.
- 11) Provisional degree certificate shall be valid for endorsement only for the post of Assistant Professor/Lecturer. Notification is acceptable for Ph. D. degree till the submission of final degree certificate.
- 12) GTU will consider no. of post & designation as per published advertisement only. If senior faculties are not found then institute can fill the lower cadre post equal to published advertisement for senior post with permission of V. C. Nominee. It must be mentioned in minutes of meeting with highlighted remarks.
- 13) Waiting list of selected candidates is valid up to 6 months only from the date of interview.

- 14) Endorsement is not given to Ad-hoc & Pro-term faculties. Ad-hoc/Pro-term experience shall be considered subject to submission of salary slip, IT return, form no. 16 issued by institute, experience letter, relieving order (if applicable) etc.
- 15) GTU gives an endorsement on the basis of Previous University subject to fulfilment of following two conditions :
 - It is applicable for particular institute, branch & post only.
 - If any condition(s) is given by other university/selection committee then it must be fulfilled within given time duration. If candidate is unable to fulfil the condition then candidate is not eligible for endorsement.
- 16) Self-employment experience shall not be considered for appointment/endorsement.
- 17) If any faculty resigns/leaves from the institute then his/her resignation letter must be forwarded to university within a month & institute has to remove his/her name from staff portal immediately.
- 18) In case of various equivalency, all institutes have to refer to latest resolution or GR published by Education Dept., Govt. of Gujarat or any Government higher body or Apex body.
- 19) For Career Advancement Scheme (CAS), all institute have to follow AICTE or concerned apex body rules/norms & procedures on the day of the interview. University will provide V.C. nominee for the CAS purpose. Institute can not select Principal / Director under Career Advancement Scheme (CAS) for any discipline.

ADVERTISEMENT:

The Institute has to publish detailed advertisement for the interview in at least **all over Gujarat editions** like Ahmedabad, Vadodara, Surat, Rajkot, Bhavnagar and Bhuj of one **leading** Gujarati news paper and one leading English news paper (institute wise). The minimum size should be 100 sq. cm.

The advertisement must consist of course / programme, designation(s), no. of vacancies, & description of eligibility criteria. **Last date of application must be mentioned in published advertisement.** GTU will consider only daily published leading news paper.

The advertisement should also be uploaded on the institute website.

(Note : Age, qualification & eligibility criteria must be considered as per mentioned last date of application).

REQUEST LETTER FOR V.C. NOMINEE :

Institute has to submit a request letter with different post(s) of scheduled interview program at least **15 working days** before the date of interview after scrutinizing all received applications to Gujarat Technological University for V. C. nominee with **original copy of advertisement (Date and name of newspaper must be readable).**

Important Note :

- (1) Institute shall provide A.C. car facility for the V.C. nominee. In case V.C. nominee travels by his/her own car, travelling expense shall be borne by the institute at the rate as per GTU norms.
- (2) Honorarium for per V.C. Nominee member is Rs.4 ,000 /- per day.
- (3) Honorarium for per Subject Expert is Rs.3 ,000 /- per day.

 **SELECTION COMMITTEE:**

❖ **For Director / Principal :**

- (a) The selection Committee for the post of College Principal shall have the following composition:-
- Chairperson of the Governing body as a Chairperson.
 - Two members of the Governing Body of the college to be nominated by the Chairperson of whom one shall be an expert in academic administration.
 - ONE nominee of the Vice Chancellor who shall be a higher education expert.
 - Three external experts consisting of accomplished educationists not below the rank of a Professor (to be nominated by the Governing Body of the College) out of a panel of six experts approved by the relevant statutory body of the university.
- (b) At least five members, including two experts & V.C. nominee should constitute the quorum.
- (c) All the selection procedures of the selection committee shall be completed on the day of the selection committee meeting itself, wherein minutes are recorded along with the scoring Performa and recommendation made on the basis of merit with the list of selected and waitlisted candidates/panel of names in order of merit, duly signed by all members of the selection committee.
- (d) The terms of appointment of the college principal shall be FIVE years with eligibility for reappointment for one more term only after a similar selection committee process.

❖ **For Professor/Associate Professor :**

- (a) The Selection Committee for the post of Professor/Associate Professor in colleges shall have the following composition :-
- The Chairperson of the Governing Body or his or her nominee, from among the members of the Governing body to be the Chairperson of the Selection Committee.
 - The Principal of the College.
 - The Head of Department of the concerned subject from the college.
 - Two University representatives nominated by the Vice Chancellor, one of whom will

be the dean of college development council or equivalent position in the University, and the other must be expert in the concerned subject. In case of Colleges notified /declared as minority educational institutions, two nominees of the Chairperson of the College from out of a panel of five names, preferably from minority communities, recommended by the Vice Chancellor of the affiliating university from the list of expert suggested by the relevant statutory body of the college of whom one should be subject expert.

- Two subject experts not connected with the college to be nominated by the Chairperson of the governing body of the college out of a panel of five names recommended by the Vice Chancellor from the list of subject expert approved by the relevant statutory body of the university concerned. In case of colleges notified /declared as minority educational institutions, two subject experts not connected with the University to be nominated by the Chairperson of the Governing body of the College out of the panel of five names, preferably from minority communities, recommended by the Vice Chancellor from the list of subject experts approved by the relevant statutory body of the College.

(b) At least five members, including two experts & V.C. nominee should constitute the quorum.

❖ **For Assistant Professor/HOD/Lecturer :**

(a) The Selection Committee for the post of Assistant Professor / HOD/Lecturer in colleges shall have the following composition :-

- The Chairperson of the Governing Body or his or her nominee, from among the members of the Governing body to be the Chairperson of the Selection Committee.
- The Principal of the College.
- The Head of Department of the concerned subject from the college.
- Two nominees of the Vice Chancellor of the affiliating University of whom one should be a subject expert. In case of Colleges notified /declared as minority educational institutions, two nominees of the Chairperson of the College from out of the a panel of five names, preferably from minority communities, recommended by the Vice Chancellor of the affiliating university from the list of expert suggested by the relevant

statutory body of the college of whom one should be subject expert.

- o Two subject experts not connected with the college to be nominated by the Chairperson of the governing body of the college out of a panel of five names recommended by the Vice Chancellor from the list of subject expert approved by the relevant statutory body of the university concerned. In case of colleges notified /declared as minority educational institutions, two subject experts not connected with the University to be nominated by the Chairperson of the Governing body of the College out of the panel of five names, preferably from minority communities, recommended by the Vice Chancellor from the list of subject experts approved by the relevant statutory body of the College.
- (b) At least five members, including two experts & V.C. nominee should constitute the quorum.

❖ **Note :**

- 1) Identified / Invited external subject expert(s) should not below the cadre / post of vacancies and not belongs from the same institute / trust / group).**
- 2) Identified expert can not be a selection committee member if his/her relative/family member appeared as a candidate.**

 **SUBMISSION OF FILE :**

Institute has to submit video recording of whole interview process & the recorded CD/DVD along with the complete file of selection procedure comprising of following documents duly signed by the selection committee after the completion of interview process.

- (a) Original copy of advertisement. Date and name of news paper must be readable.
- (b) Request letter for VC nominee - as well as appointment letter of V.C. nominee.
- (c) List of all the application received.
- (d) Reason for rejecting any application.
- (e) **Original minutes of selection committee with sign. of all the members. Minutes of meeting must include name, designation & institute of respective experts.**
- (f) V.C. Nominee has to fill **Form-A** compulsorily at the time of interview and send to the university by post within 10 days after completion of interview. **It should not be sent at the time of file submission.**
- (g) Candidate attendance sheet as per prescribed format **Annexure-1**.
- (h) Evaluation sheet with sign. of all the members of committee as per prescribed format **Annexure-2**.
- (i) Document list for selected candidates. All the documents must be self attested.
 - 1. School Leaving Certificate/Any Photo ID Proof.
 - 2. Degree Certificate(s).
 - 3. Last TWO semester's mark sheet.
 - 4. All experience letters (if applicable).
 - 5. Gazette Copy/Marriage Certificate for confirmation of candidate name (if applicable).
 - 6. Other University Endorsement Letter for the post of Director/Principal, Professor, Associate Professor/HOD to consider teaching experience.
 - 7. UGC approval letter for the degree awarding private/deemed universities outside of Gujarat.
 - 8. AIU equivalent certificate for University out of India.

- (j) Institute has to submit Interview file at Gujarat Technological University **within 21 days** from the date of completion of interview. Thereafter it will have be treated as Cancelled & College/Institute will have to initiate new process.
- (k) After receiving the file, GTU will check the complete file and give the endorsement to eligible candidates. In case of any pending document(s); the college will have to submit the same **within 30 days**.
- (l) PGDM/PGDBM candidates are eligible for management faculties in GTU, Subject to equivalency letter of AIU/UGC.
- (m) In case of inter-discipline, check out the latest resolution published by Education Dept., Govt. of Gujarat/apex body time to time.

Qualification Criteria

Engineering & Technology/MTM :

❖ **Director / Principal**

[A] Ph. D. with 13 yrs. teaching experience out of which 3 yrs. must be as a Professor **OR** 8 yrs. as an Associate Professor.

OR

[A] Ph. D. with 13 yrs. experience of teaching and/or industrial and/or research out of which 8 yrs. shall be post Ph. D. experience. Industrial experience shall be at the managerial level, equivalent to professor with active participation in designing, developing, planning, executing, analyzing, quality control, research paper/publications/patents, training etc. deemed fit by selection committee.

AND

[B] Minimum qualification as per Professor.

❖ **Professor**

[A] Minimum qualification as per an Associate Professor.

AND

[B] 10 yrs. teaching and/or industrial and/or research experience of which at least 5 yrs. should be at the level of Associate Professor.

OR

[B] Minimum 13 yrs. experience in teaching and/or research and/or industry. Industrial experience shall be at the managerial level, equivalent to professor with active participation in designing, developing, planning, executing, analyzing, quality control, research paper/publications/patents, training etc. deemed fit by selection committee.

❖ **Associate Professor**

[A] Ph. D. with 5 yrs. teaching/research/industry experience out of which 2 yrs. shall be post Ph. D. is desirable.

AND

[B] Minimum qualification as per Assistant Professor.

❖ **Assistant Professor**

[A] BE/B. Tech. and ME/M. Tech. degree in relevant branch with first class either at BE/B. Tech. or ME/M. Tech. level.

❖ **Faculty in Humanities & Science :**

➤ **Assistant Professor**

- a) Minimum Master's degree is required. First class either Bachelor's or Master's level in the relevant branch.
- b) Besides fulfilling the above qualification, candidate must have cleared NET/SLET or Ph. D. degree in relevant branch.
- c) Candidate having Ph. D. degree before/after the year 2009 are exempted from NET/SLET.

➤ **Associate Professor**

- a) Minimum qualification as per Assistant Professor and Ph. D. degree in relevant subject.

AND

- a) Minimum 6 yrs. Teaching/research experience equivalent to Assistant Professor & minimum 3 publication with good impact factor in International journal of repute.

➤ **Professor**

- a) Minimum qualification as Associate Professor.

AND

- b) Minimum 10 Yrs. Teaching/research experience in university/college/industry out of which 5 Yrs. must be at the level of Associate Professor.

OR

- b) 13 Yrs. teaching/research experience in university/college/industry.

❖ **Norms for Faculty in Computer/IT Branch : (Degree Engg.)**

- 1) A candidate who has done MCA/M. Sc. (Mathematics)/M. Sc.(Physics)/ M. Sc. (Electronics)/M. Sc. (IT)/M. Sc. (Electronics Science)/ /M. Sc. (Computer Science) is eligible if the following conditions are satisfied:

- First class must be at UG & PG level.
- If 80% of the syllabus matches with B.E./B.Tech CE/IT syllabus. If syllabus matches then it should be considered equivalent to B.E./B.Tech. only then candidate is eligible.
- If candidate has done M.E. (Electronics & Telecommunication) then 80% of the syllabus matches with B. E. CE/IT syllabus. If syllabus matches then it should be considered equivalent to B. E. only then candidate is eligible.

+ Degree Pharmacy/MPM :

❖ **Director / Principal**

[A] Ph. D. with 13 yrs. teaching experience out of which 3 yrs. must be as a Professor **OR** 8 yrs. as an Associate Professor.

OR

[A] Ph. D. with 13 yrs. experience of teaching and/or industrial and/or research out of which 8 yrs. shall be post Ph. D. experience. Industrial experience shall be at the managerial level, equivalent to professor with active participation in designing, developing, planning, executing, analyzing, quality control, research paper/publications/patents, training etc. deemed fit by selection committee.

AND

[B] Minimum qualification as per Professor.

❖ **Professor**

[A] Minimum qualification as per an Associate Professor.

AND

[B] 10 yrs. teaching and/or industrial and/or research experience of which at least 5 yrs. should be at the level of Associate Professor.

OR

[B] Minimum 13 yrs. experience in teaching and/or research and/or industry. Industrial experience shall be at the managerial level, equivalent to professor with active participation in designing, developing, planning, executing, analyzing, quality control, research paper/publications/patents, training etc. deemed fit by selection committee.

❖ **Associate Professor :**

[A] Ph. D. with 5 yrs. teaching/research/industry experience out of which 2 yrs. shall be post Ph. D. is desirable.

AND

[B] Minimum qualification as per Assistant Professor.

❖ **Assistant Professor :**

[A] Bachelor's & Master's with first class either Bachelor's or Master's in pharmacy.

 **MBA/MAM :**

❖ **Director / Principal**

[A] Ph. D. with 13 yrs. teaching experience out of which 3 yrs. must be as a Professor **OR** 8 yrs. as an Associate Professor.

OR

[A] Ph. D. with 13 yrs. experience of teaching and/or industrial and/or research out of which 8 yrs. shall be post Ph. D. experience. Industrial experience shall be at the managerial level, equivalent to professor with active participation in designing, developing, planning, executing, analyzing, quality control, research paper/publications/patents, training etc. deemed fit by selection committee.

AND

[B] Minimum qualification as per Professor.

❖ **Professor**

[A] Minimum qualification as per an Associate Professor.

AND

[B] 10 yrs. teaching and/or industrial and/or research experience of which at least 5 yrs. should be at the level of Associate Professor.

OR

[B] Minimum 13 yrs. experience in teaching and/or research and/or industry. Industrial experience shall be at the managerial level, equivalent to professor with active participation in designing, developing, planning, executing, analyzing, quality control, research paper/publications/patents, training etc. deemed fit by selection committee.

Note : For the post of Director/Principal and Professor in Management, candidate is eligible having the degree with first class : M. Com., M.A. (Economics), M. Sc. (Statistics), Graduate with 1st class and C.A./C.S./ICWA. In addition, Ph. D. degree must be require in relevant field.

❖ **Associate Professor :**

[A] Ph. D. with 5 yrs. teaching/research/industry experience out of which 2 yrs. shall be post Ph. D. is desirable.

AND

[B] Minimum qualification as per Assistant Professor.

❖ **Assistant Professor :**

[A] Master's degree with First class in Management or equivalent by AIU/UGC.

 **MCA :**

❖ **Director / Principal**

[A] Ph. D. with 13 yrs. teaching experience out of which 3 yrs. must be as a Professor **OR** 8 yrs. as an Associate Professor.

OR

[A] Ph. D. with 13 yrs. experience of teaching and/or industrial and/or research out of which 8 yrs. shall be post Ph. D. experience. Industrial experience shall be at the managerial level, equivalent to professor with active participation in designing, developing, planning, executing, analyzing, quality control, research paper/publications/patents, training etc. deemed fit by selection committee.

AND

[B] Minimum qualification as per Professor.

❖ **Professor**

[A] Minimum qualification as per an Associate Professor.

AND

[B] 10 yrs. teaching and/or industrial experience of which at least 5 yrs. should be at the level of Associate Professor.

OR

[B] Minimum 13 yrs. experience in teaching and/or research and/or industry. Industrial experience shall be at the managerial level, equivalent to professor with active participation in designing, developing, planning, executing, analyzing, quality control, research paper/publications/patents, training etc. deemed fit by selection committee.

❖ **Associate Professor :**

[A] Ph. D. with 5 yrs. teaching/research/industry experience out of which 2 yrs. shall be post Ph. D. is desirable.

AND

[B] Minimum qualification as per Assistant Professor.

❖ **Assistant Professor :**

[A] First class in MCA degree with 2 yrs. relevant experience.

OR

[A] BE/B. Tech and ME/M. Tech in relevant subject with First Class or equivalent either in BE/B. Tech or ME/M. Tech.

OR

[A] BE/ B. Tech and MCA with First class or equivalent in either BE/B. Tech or MCA.

 **Hotel Management & Catering Technology :**

❖ **Director / Principal**

[A] Ph. D. with 13 yrs. teaching experience out of which 3 yrs. as a Professor **OR** 8 yrs. must be as an Associate Professor.

OR

[A] Ph. D. with 13 yrs. experience of teaching and/or industrial and/or research out of which 8 yrs. shall be post Ph. D. experience. Industrial experience shall be at the managerial level, equivalent to professor with active participation in designing, developing, planning, executing, analyzing, quality control, research paper/publications/patents, training etc. deemed fit by selection committee.

AND

[B] Minimum qualification as per Professor.

❖ **Professor**

[A] Minimum qualification as per an Associate Professor.

AND

[B] 10 yrs. teaching and/or industrial experience of which at least 5 yrs. should be at the level of Associate Professor.

OR

[B] Minimum 13 yrs. experience in teaching and/or research and/or industry. Industrial experience shall be at the managerial level, equivalent to professor with active participation in designing, developing, planning, executing, analyzing, quality control, research paper/publications/patents, training etc. deemed fit by selection committee.

❖ **Associate Professor :**

[A] Ph. D. with 5 yrs. teaching/research/industry experience out of which 2 yrs. shall be post Ph. D. is desirable.

AND

[B] Minimum qualification as per Assistant Professor.

❖ **Assistant Professor :**

[A] First class at Bachelors (3 year degree or Diploma after 10 + 2 in HMCT) or equivalent and Master's Degree in Hotel Management and Catering Technology with First Class or Equivalent either in Bachelors or Master's Degree OR 8 years relevant experience.

OR

[A] First class at Bachelor's degree or equivalent and Master Degree in Hotel Management and Catering Technology with First Class or equivalent either in Bachelor's or Master's.

Architecture :

❖ **Director / Principal**

[A] Ph. D. with 13 yrs. teaching experience out of which 3 yrs. must be as a Professor **OR** 8 yrs. as an Associate Professor.

OR

[A] Ph. D. with Professional practice of 13 yrs. as certified by Council of Architecture.

AND

[B] Minimum qualification as per Professor.

❖ **Professor :**

[A] Ph. D. with Professional practice of 10 yrs. as certified by Council of Architecture.

AND

[B] Minimum qualification as per Associate Professor.

❖ **Associate Professor :**

[A] Ph. D. with Professional practice of 5 yrs. as certified by Council of Architecture.

AND

[B] Minimum qualification as per Assistant Professor.

❖ **Assistant Professor :**

[A] Bachelor's & Master's with first class; either Bachelor's or Master's with first class in Architecture.

 **Town Planning :**

❖ **Director / Principal**

[A] Ph. D. with 13 yrs. teaching experience out of which 3 yrs. as a Professor **OR** 8 yrs. as an Associate Professor.

OR

[A] Ph. D. with 13 yrs. experience of teaching and/or industrial and/or research out of which 8 yrs. shall be post Ph. D. experience. Industrial experience shall be at the managerial level, equivalent to professor with active participation in designing, developing, planning, executing, analyzing, quality control, research paper/publications/patents, training etc. deemed fit by selection committee.

AND

[B] Minimum qualification as per Professor.

❖ **Professor**

[A] Minimum qualification as per an Associate Professor.

AND

[B] 10 yrs. teaching and/or industrial experience of which at least 5 yrs. should be at the level of Associate Professor.

OR

[B] Minimum 13 yrs. experience in teaching and/or research and/or industry. Industrial experience shall be at the managerial level, equivalent to professor with active participation in designing, developing, planning, executing, analyzing, quality control, research paper/publications/patents, training etc. deemed fit by selection committee.

❖ **Associate Professor :**

[A] Ph. D. with 5 yrs. teaching/research/industry experience out of which 2 yrs. shall be post Ph. D. is desirable.

AND

[B] Minimum qualification as per Assistant Professor.

❖ **Assistant Professor :**

[A] Bachelor's & Master's with first class; either Bachelor's or Master's with First class in Town planning.

Diploma Engineering:

❖ **Principal :**

[A] Ph. D. degree with Bachelor's and Master's degree in engineering. First class either in Bachelor's OR Master's and 10 yrs. teaching/research/industrial experience out of which 3 yrs. must be as a Head of Department or equivalent position.

AND

[B] Minimum qualification as per Lecturer/HOD.

❖ **Head of Department :**

[A] Bachelor's degree and Master's degree of appropriate branch in Engineering with First class either in Bachelor's OR Master's and 10 yrs. relevant teaching / research / industrial experience.

OR

[A] Bachelor's degree and Master's degree of appropriate branch in Engineering / Technology with First Class or equivalent either Bachelor's or Master's level and Ph. D or equivalent, in appropriate discipline in Engineering/Technology and 8 years relevant teaching/research/industrial experience.

❖ **Lecturer :**

[A] Bachelor's degree in Engineering / Technology in the relevant branch with First Class or equivalent. If the candidate has a Master's degree in Engineering / Technology, first class or equivalent is required at Bachelor's or Master's level.

❖ **Lecturer for Humanities & Science :**

[A] Bachelor's and Master's degree, First class either in Bachelor's OR Master's in relevant branch.

❖ **HOD for Humanities & Science :**

[A] Minimum qualification as a lecturer **and** Ph. D. degree with 10 Yrs. experience.

✚ **Norms for Faculty in Computer/IT Branch : (Diploma Engg.)**

Candidate who has done MCA/M. Sc. (Mathematics)/M. Sc.(Physics)/ M. Sc. (Electronics)/M. Sc. (IT)/M. Sc. (Electronics Science)/ /M. Sc. (Computer Science) is eligible if following conditions :

- First class must be at UG & PG level.
- If 80% of the syllabus matches with B. E. CE/IT syllabus. If syllabus matches then it should be considered equivalent to B. E. only then candidate is eligible.
- If candidate has done M.E. (Electronics & Telecommunication) then 80% of the syllabus matches with B. E. CE/IT syllabus. If syllabus matches then it should be considered equivalent to B. E. only then candidate is eligible.

✚ **Diploma Pharmacy :**

❖ **Principal**

[A] Ph. D. degree with Bachelor's and Master's degree in Pharmacy; First class either in Bachelor's OR Master's and 10 yrs. teaching/research/industrial experience out of which 3 yrs. must be as a Head of Department or equivalent position.

AND

[B] Minimum qualification as per Lecturer/HOD.

❖ **Head of Department**

[A] Bachelor's and Master's degree in relevant branch with First class either in Bachelor's OR Master's and 10 yrs. relevant teaching/research/industrial experience.

OR

Bachelor's degree and Master's degree of appropriate branch in Pharmacy with First Class or equivalent either Bachelor's or Master's level and Ph. D or equivalent, in appropriate discipline in Pharmacy and 8 years relevant teaching/research/industrial experience.

❖ **Lecturer**

[A] Bachelor's degree in Pharmacy in the relevant branch with First Class or equivalent. If the candidate having a Master's degree in Pharmacy then first class or equivalent is required at Bachelor's or Master's level.

 **Diploma in Architecture** :

❖ **Principal** :

[A] Ph. D. degree with Bachelor's and Master's degree; First class either in Bachelor's OR Master's and 10 yrs. teaching/research/industrial experience out of which 3 yrs. must be as a Head of Department or equivalent position.

AND

[B] Minimum qualification as per Lecturer/HOD.

Note : Professional practice of 10 yrs. as certified by Council of Architecture.

❖ **Head of Department** :

Bachelor's and Master's degree in relevant branch with First class either in Bachelor's OR Master's and 10 yrs. relevant teaching/research/industrial experience.

OR

Bachelor's degree and Master's degree of appropriate branch in Architecture with First Class or equivalent either Bachelor's or Master's level and Ph. D or equivalent, in appropriate discipline in Architecture and 8 years relevant teaching/research/industrial experience.

Note : Professional practice of 5 yrs. as certified by Council of Architecture.

❖ **Lecturer** :

Bachelor's degree in Architecture with First Class or equivalent. If the candidate has a Master's degree in Architecture, first class or equivalent is required at Bachelors or Masters level.



Norms For Adjunct / Resource Faculty from Industry (Any Branch) :

The following shall be the terms and conditions of Adjunct/Resource faculty recognized as such in affiliated college or colleges seeking affiliation to this University.

These conditions are applicable to all Adjunct/Resource faculties. All college managements shall abide by these terms and conditions in relation to the Adjunct/Resource faculty employed by them.

- 1) Norms as per AICTE process hand book 2017-18.
- 2) Adjunct/Resource teacher may be appointed in the cases where the workload does not justify the appointment of a full time teacher throughout the academic year.
- 3) Adjunct/Resource teacher may be appointed only against required posts in accordance with the workload. Institute can appoint/invite maximum 20 % Adjunct/Resource faculty for particular academic year.
- 4) Recruitment of the post of Adjunct/Resource teacher shall be made in accordance with :
 - (i) Advertising in one local paper.
 - (ii) Selection Committees:
 - Chairperson of the Governing Body of the college.
 - The Principal of the concerned college.
 - Head of the Department (Concerned Subject).
 - One Nominee of the Vice-Chancellor of the affiliating University.
 - Two subject expert not connected with the college to be nominated by the Chairperson of the Governing Body
- 5) Appointment of Adjunct/Resource teacher will be recognized for one academic year only. If workload does not exceed 12 lectures per week appointment can be continued for one more year.
- 6) In a particular subject, not more than one Adjunct/Resource faculty can be appointed.
- 7) Adjunct/Resource teacher will not be considered as teacher for the purpose of teaching faculty count.

NOTE : If university wants to recruit adjunct/resource faculty from industry then above procedure & norms should be applicable.

Sd/-
Registrar