

## **UNIVERSITY OF DELHI**

### **Qualifications for University Teachers.**

#### **PROFESSOR:**

**For Faculties of Applied Social Sciences & Humanities; Arts, Commerce & Business; Education, Inter-disciplinary & Applied Sciences(except Physical Education); Law; Mathematical Sciences; Sciences (except Home Science, Nursing, Physiotherapy, Occupational Therapy, Pharmacy) and Social Sciences.**

#### **A.**

- 1) An eminent scholar with Ph.D. qualification(s) in 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.
- 2) A minimum of ten years of teaching experience in University/College, and/or experience in research at the University/National level institution/industries, including experience of guiding candidates for research at doctoral level.
- 3) Contribution to educational innovation, design of new curricula and courses, and technology – mediated teaching learning process.
- 4) A minimum score as stipulated in the Academic Performance Indicator (API) based Performance Based Appraisal System (PBAS), as per the UGC guidelines.

#### **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.

**PROFESSOR - Management Studies:**

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

3) 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.

OR

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

A. 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.

B. 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 least at a level comparable to that of Reader/Assistant Professor.

5) 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.

**ASSOCIATE PROFESSOR:**

**For Faculties of Applied Social Sciences & Humanities; Arts, Commerce & Business; Education, Inter-disciplinary & Applied Sciences(except Physical Education); Law; Mathematical Sciences; Sciences (except Home Science, Nursing, Physiotherapy, Occupational Therapy, Pharmacy) and Social Sciences.**

1. Good academic record with a Ph.D. Degree in the concerned/allied/relevant disciplines.
2. A Master's Degree with at least 55% marks (or an equivalent grade in a point scale wherever grading system is followed).
3. 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.
4. 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.
5. A minimum score as stipulated in the Academic Performance Indicator (API) based Performance Based Appraisal System (PBAS), as per the UGC guidelines.

**ASSOCIATE PROFESSOR – Management Studies:**

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 the AICTE / UGC;

**OR**

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

- 2) Ph.D. or Fellow of Indian Institute of Management or of an Institute recognized by AICTE and declared equivalent by the AIU.
- 3) A minimum of eight years' experience of teaching / industry / research / professional at managerial level excluding the period spent for obtaining the research degree.

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

A. 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.

B. 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.

5) 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.

**ASSISTANT PROFESSOR:**

**For Faculties of Applied Social Sciences & Humanities; Arts, Commerce & Business; Inter-disciplinary & Applied Sciences(except Physical Education); Law; Mathematical Sciences; Sciences (except Home Science, Nursing, Physiotherapy, Occupational Therapy, Pharmacy) and Social Sciences.**

1. Good academic record as defined by the concerned university with at least 55% marks (or an equivalent grade in a point scale wherever grading system is followed) at the Master's Degree level in a relevant subject from an Indian University, or an equivalent degree from an accredited foreign university.
2. Besides fulfilling the above qualifications, the candidate must have cleared the National Eligibility Test (NET) conducted by the UGC, CSIR or a similar test accredited by the UGC.

**ASSISTANT PROFESSOR : MANAGEMENT STUDIES**

**i) Essential:**

First Class 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 / 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.

**ii) Desirable:**

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

**GENERAL NOTE:**

- i) The direct recruitment to the posts of Assistant Professors, Associate Professors and Professors in the Universities and Colleges shall be on the basis of merit through all India advertisement and selections by the duly constituted Selection Committees.
- ii) The candidates, who are or have been awarded a 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 for recruitment and appointment of Assistant Professor or equivalent positions in Universities / Colleges / Institutions.
- iii) NET shall not be required for such Master's Degree Programmes in disciplines for which NET or a similar test accredited by the UGC is not conducted.
- iv) A relaxation of 5% may be provided at the graduate and master's level for the Scheduled Caste/Scheduled Tribe/Persons with Disability (PwD) (Physically and visually differently-abled) categories for the purpose of eligibility and for assessing good academic record during direct recruitment to teaching positions.
- v) A relaxation of 5% may 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.
- vi) Relevant grade which is regarded as equivalent of 55% wherever the grading system is followed by a recognized university shall also be considered eligible.
- vii) The period taken by the candidates to acquire M.Phil. degree and the residency period prescribed for pursuing Ph.D. shall not be considered as teaching/ research experience to be claimed for appointment to the teaching positions.
- viii) The number of candidates to be called for interview for the teaching posts in the University and its Colleges, shall be determined after screening of applications in accordance with the guidelines laid down by the Executive Council in this behalf.