



# Central University of Jammu

8/8 Trikuta Nagar Jammu, 180012

EMPLOYMENT NOTIFICATION FOR TEACHING STAFF  
No: 03 of 2012 Dated: \_\_\_\_\_

Applications on the prescribed form are invited from the eligible candidates for appointment to the following teaching positions to reach the University by 15<sup>th</sup> of March 2013. Candidates who have already applied for any of these teaching positions in response to the Notification No. CUJ/Aptt/2011-12/Advt(2)/811 of 2012 dated 03-03-2012 are also requested to apply a fresh in the prescribed application format. They are however, exempted from payment of application fee.

S.No.	Department	Professor	Associate Professor	Assistant Professor
1.	Computer Sciences & Information Technology	1-UR ✓	2-UR	3-UR,1-OBC
2.	Economics	1-UR ✓	2-UR	2-UR,1-SC,1-OBC
3.	Educational Studies	1-UR	2-UR	3-UR,1-OBC
4.	English	1-UR	1-UR,1-SC	1-UR,1-ST,1-SC,1-OBC
5.	Environmental Sciences	1-UR	2-UR	2-UR,1-OBC,1-SC
6.	Human Resource Management and Organisational Behaviour	1-UR	2-UR	3-UR,1-OBC
7.	Mathematics	1-SC	1-UR,1-ST	1-UR,1-OBC,1-SC,1-ST
8.	National Security Studies	1-UR	1-UR,1-SC	3-UR,1-OBC
9.	Public Policy and Public Administration	1-UR	2-UR	2-UR,1-OBC,1-SC
10.	Tourism & Travel Management.	1-UR ✓	1-UR,1-SC	2-UR,1-OBC,1-ST
	<b>Total</b>	09-UR, 1-SC	16-UR,3-SC,1-ST	22-UR,10-OBC,5-SC,3-ST

2 posts, one each of Assistant Professor and Associate Professor, are reserved for PwD (Horizontal reservation)

UR = Unreserved, OBC= Other Backward Classes, SC = Schedule Caste, ST= Schedule Tribe, PwD= Person with Disability

### DETAILS OF PAY, QUALIFICATIONS AND OTHER REQUIREMENTS FOR ALL TEACHING POSITIONS EXCEPT THOSE IN THE DEPARTMENTS OF HUMAN RESOURCE MANAGEMENT AND ORGANISATIONAL BEHAVIOUR & TOURISM AND TRAVEL MANAGEMENT

#### 1. Professor (PB Rs 37400-67000; AGP Rs 10,000)

- 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 (to be supported by the documentary evidence).

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 (PB Rs 37400-67000; AGP Rs 9,000)**

- (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 (or an equivalent grade in a point scale wherever 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 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 course, 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 (to be supported by the documentary evidence).

**3. Assistant Professor (PB Rs 15600 – 39100; AGP Rs 6,000)**

- (i) Good academic record 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 the relevant subject from an Indian University or an equivalent degree from 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. Those candidates, who have cleared the State Eligibility Test (SLET/ SET) accredited by UGC for eligibility for Lectureship held prior to 1st June 2002, are exempted from the requirement of NET. The SLET/SET held from 1st June, 2002 onwards, only those candidates are eligible who have qualified J&K State eligibility test (SET) for Lectureship.



(iii) 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/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 TEACHING POSITIONS IN THE DEPARTMENTS OF HUMAN RESOURCE MANAGEMENT AND ORGANISATIONAL BEHAVIOUR & TOURISM AND TRAVEL MANAGEMENT**

**1. 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 / recognised 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.

OR

iv. 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 8 years should be at least at a level comparable to that of Reader/ Assistant Professor.



v. A minimum score as stipulated in the Academic Performance Indicator (API) based Performance Based Appraisal System (PBAS), set out in UGC Regulations 2010 (to be supported by the documentary evidence, where ever applicable.

vi. 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 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 bodies.

ii. Ph.D. or Fellow of Indian institute of Management or of an Institute recognize 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.

OR

iv. In the event the candidate is from industry and 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/ recognised 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 recognised 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 lecture/ assistant professor.

- v. A minimum score as stipulated in the Academic Performance Indicator (API) based Performance Based Appraisal System (PBAS), set out in UGC Regulations 2010 (to be supported by the documentary evidence), where ever applicable.
- vi. Without prejudice to the above, the following conditions may be considered desirable:
  - a) Teaching, research industrial and / or professional experience in a reputed organisation;
  - b) Published work, such as research papers, patent 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**

**i. Essential:**

- 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

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

- 2. Besides the above qualification candidate must have cleared the National Eligibility Test (NET) conducted by the UGC, CSIR or similar test accredited by the UGC. Those candidates, who have cleared the State Eligibility Test (SLET/ SET) accredited by UGC for eligibility for Lectureship held prior to 1st June 2002, are exempted from the requirement of NET for SLET/SET held from 1st June, 2002 onwards, only those candidates are eligible who have qualified J&K State Eligibility Test (SET) for Lectureship.
- 3. 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/SLET/SET.
- 4. NET/SLET/SET shall, however, not be required in disciplines for which NET/SLET/SET is not conducted.

**ii. Desirable:**

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



## 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 API Score Sheet in the application form. Each API Score must be supported by the documentary evidence, **without which no claim on account of API score would be entertained.**
2. In case of all teaching 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 API claim.
3. Non NET /SLET candidates applying for the post of Assistant Professor are required to submit a certificate in the prescribed format (Annexure-I) from the concerned University to the effect that their Ph.D. Degrees are in accordance with UGC (*Minimum Standards and Procedure for award of M.Phil./Ph.D. degree*) Regulations 2009.
4. 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, if required and also for calculating the 50% points for final selection.
5. Candidates applying for the post of Professor shall necessarily submit copies of **top five full length papers** published in journals/ books, along with their applications.
6. Relaxation of 5% marks (from 55% to 50%) may be provided at the Master's level in the case of SC/ST/Persons with Disabilities candidates and to those Ph.D. Degree holders, who have passed their Master's Degree prior to 19<sup>th</sup> September, 1991. The eligibility marks of 55% (or an equivalent grade in the 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.
7. Five non-compounded advance increments shall be admissible at the entry level of recruitment as Assistant Professor to persons possessing the Degree of Ph.D. awarded in a relevant discipline by a University following the process of admission, registration, course work and external evaluation as prescribed by the UGC. M.Phil. degree holders at the time of recruitment to the post of Assistant Professor shall be entitled to two non-compounded advance increments. Those possessing Post-graduate degree in the professional course such as LL.M/ M. Tech. etc., recognised by the relevant statutory body/ council, shall also be entitled to two non-compounded advanced increments at the entry level.
8. The period put in by the candidates as the **Residency Period to acquire M.Phil. and/ or Ph.D. Degree shall not be counted towards teaching/research experience.** Candidates must provide the details with regard to the Residency Period in the application form.
9.
  - i. The reservation for the SC/ST/OBC/ Persons with Disabilities candidates is as per the Govt. of India rules.
  - ii. Candidate applying under quota reserved for Person With Disabilities should indicate whether she belong to SC/ST/OBC or General category.
  - iii. Person suffering from not less than 40% of the relevant disability shall alone be eligible for the benefit of reservation for Person With Disabilities.



- 2
10. Candidates seeking reservation under OBC category are required to submit certificates on the format prescribed by the Government of India, Department of Personal & Training. Socially & Educationally Backward Class (SEBC). Candidates will be considered as OBC only if they submit the required certificates in the above mentioned format (Annexure-II). Further, they shall submit the declaration given in the application form.
  11. The appointment under reserved category is provisional and subject to 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 the Indian Panel Code/ Ranbir Panel Code for production of false certificates.
  12. Candidates who have been awarded Ph.D. from foreign Universities should enclose "Equivalence Certificates" issued by the Association of Indian Universities, New Delhi, without which their candidature will not be considered and application will be rejected.
  13. The selected candidates shall be appointed under a written contract.
  14. Except for the Languages, medium of instruction in the University is English.
  15. The recruitment to the advertised posts shall be carried out in accordance with the prevalent UGC/University/GOI norms.
  16. Age of superannuation for all teaching positions shall be as per UGC norms.
  17. All the appointees including the in-service candidates shall be governed by the New Pension Scheme (NPS) introduced by the Govt. of India.
  18. Applicants not found suitable for higher positions may be considered for lower positions in the same area of specialization with their consent.
  19. The University reserves the right to place reasonable limit on the total number of candidates to be called for interview. Short listing of the applicants, if necessary, shall be made on the basis of higher academic qualification, experience, publications and other academic credentials.

#### GENERAL INSTRUCTIONS:

1. 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.
2. In-service candidates shall route their applications through proper channel. However, they can submit an advance copy of the application form well before the last date.
3. Application not accompanied by necessary supporting documents, attested copies of degree certificates/ marks sheets/ experience certificates/category certificate (if applicable) issued by the competent authority and the incomplete applications shall be rejected summarily.
4. In case the last date fixed for receipt of applications is declared a holiday, next working day shall be deemed to be last date for receiving the forms.
5. If the space provided in the 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 form.
6. Candidates are advised to attach a duly signed list of enclosures with the application form.
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.
8. The University will not be responsible for any postal delay.



- ①
9. Candidates in their own interest are advised to remain in touch with the University website ([www.cujammu.ac.in](http://www.cujammu.ac.in)). They should also regularly check their email account for updates. Issuance of notifications in the newspapers is not obligatory on the part of the University.
  10. Any change of address given in the application form should at once be communicated to the University.
  11. Before applying for a post, candidates are advised to satisfy themselves about their eligibility.
  12. The prescribed qualifications and experience are minimum and the mere possession of the same will not entitle a candidate for being called for interview.
  13. 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.
  14. Separate applications must be submitted for each post.
  15. In case of any dispute, any suit or legal proceedings by or against the University shall be where the headquarter of the University situates.

#### HOW TO APPLY?

The detailed eligibility conditions and prescribed application form are available only on the University website ([www.cujammu.ac.in](http://www.cujammu.ac.in)). The application form can be downloaded from the University website and submitted / sent with a DD of Rs. 500/- (Rs. 250/- in case of SC, ST & Persons with Disabilities) by Register/Speed/Courier post to OSD (Administration), Central University of Jammu, 8/8 Trikuta Nagar, Jammu- 180012, J&K latest by 15<sup>th</sup> March 2013. The University shall not be responsible for postal loss/delay. Applications received after the last date will be summarily rejected and no further correspondence shall be entertained in this regard.

OSD (Administration)

Dated: 13-02-2013

#### 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, Panjthirhi, Jammu .
8. Daily local & national newspapers.