GOA UNIVERSITY

Taleigao Plateau, Goa - 403 206 INDIA

Information Brochure to the applicants for applying to the posts of Professor, Associate Professor and Assistant Professor on regular basis.

Applications are invited in the prescribed form for the post of Professors, Associate Professors and Assistant Professors together with the attested copies of certificates and testimonials. The application form can be downloaded from University website **www.unigoa.ac.in.**

Application Fees :   ₹ 500/-
                    ₹ 250/- for SC/ST candidates
                    US$ 50 for candidates from abroad

The application fee as indicated above should be paid by Demand Draft drawn in favour of the **Registrar, Goa University payable at Panaji, Goa**. The details regarding educational qualifications/experience etc. are given in the Information Brochure accompanying the application form. Applications duly completed in all respects along with the prescribed application fee and relevant enclosure shall be submitted to the Registrar, Goa University on or before **31.10.2013**.

The University reserves the right to accept applications received after the last date indicated as above.

The minimum qualifications required and the scale of pay for these posts are as prescribed in the relevant Goa University Statutes which are formulated on the basis of UGC Regulations - 2010 and subsequent Notifications issued from time to time. Accordingly, the essential and desirable qualifications/ Pay etc prescribed for various posts in the Faculties of Arts, Humanities, Sciences, Social Sciences, Commerce, Languages and Management are given below.

PROFESSOR

The pay of a directly recruited Professor shall be fixed at a stage not below ₹ 43,000 in the Pay Band 4 of ₹ 37,400 - ₹ 67,000, with the applicable AGP of Rs.10,000. The minimum qualifications for appointment to the post of Professor shall be:

(i)   An eminent scholar with Ph.D. qualification(s) 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 Tables I to IX.

<div align="center">**OR**</div>

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, such as position held/professional awards received innovations, public governance, industry (Private/Public Sector).

PROFESSOR (MANAGEMENT)

A) (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. Good academic record shall mean that a candidate has secured at least second class at graduate level in the concerned subject or has secured an average of 50% marks in the previous three examinations.

<div align="center">**OR**</div>

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) For the post of Professor 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. In the case of Principal/Director/Head of Institution, there must be a minimum of fifteen years experience of postgraduate teaching/industry/ research.

<div align="center">**OR**</div>

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

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 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.

<div align="center">**OR**</div>

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

ii) 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. In case of Principal/Director/Head of Institution, the candidate should have a minimum of fifteen years experience of postgraduate teaching/industry/research, out of which five years must be at the level of Professor in the relevant discipline.

C) In addition to the above qualifications, the following shall be desirable:
(i) Teaching or research, industrial 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 project work/dissertation at PG or supervising R&D projects in industry/consultancy;

(iv) Demonstrated leadership in planning and organizing academic, research, industrial and/or professional activities;

(v) Capacity to undertake/lead sponsored R&D consultancy and related activities.

(vi) In addition, for the post of Principal/Director/Head of Institution, administrative experience in senior level responsible position in the Industry/ Professional Institution is also desirable.

ASSOCIATE PROFESSOR

Post of Associate Professor shall be in the Pay Band 4 of ₹ 37,400 - ₹ 67,000, with AGP of ₹ 9,000. Directly recruited Associate Professors shall be placed in the Pay Band 4 of ₹ 37,400 - ₹ 67,000 with an AGP of ₹ 9,000, at the appropriate stage in the Pay Band in terms of the conditions of appointment. The minimum qualifications for appointment to the post of Associate Professor shall be:

(i)   Good academic record with a Ph.D. Degree in the concerned/allied/ relevant disciplines. Good academic record shall mean that a candidate has secured at least second class at graduate level in the concerned subject or has secured an average of 50% marks in the previous three examinations.
(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 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)   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.

(vi)   A minimum score as stipulated in the Academic Performance Indicator (API) based Performance Based Appraisal System (PBAS), set out in the Tables I to IX.

ASSISTANT PROFESSOR

Directly recruited Assistant Professors shall be placed in the Pay Band 3 of ₹ 15,600- ₹ 39,100 with AGP of ₹ 6,000.   The minimum qualifications required for appointment to the post of Assistant Professor shall be:

(i) Good Academic record with 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. Good academic record shall mean that a candidate has secured at least second class at graduate level in the concerned subject or has secured an average of 50% marks in the previous three examinations.

(ii) Besides fulfilling the above qualifications, candidates should have cleared the National Eligibility Test (NET) conducted by the UGC, CSIR or similar test accredited by the UGC like SLET/SET.

(iii) Candidates who have been awarded a Ph.D. degree in accordance with the UGC (Minimum Standards and Procedure for Award of Ph.D. Degree) Regulation, 2009 shall be exempted from the requirement of the minimum eligibility condition of NET/SLET/SET.

(iv) NET/SLET/SET shall not be required for such Master Degree programme in discipline for which NET/SLET/SET is not available.

(v)   A relaxation of 5% shall be provided at the graduate and master's level for the Scheduled Caste/Scheduled Tribe/Differently-abled (Physically and visually differently-abled) categories for the purpose of eligibility and for assessing good academic record during direct recruitment to teaching positions.

The eligibility marks of 55% marks (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.

(vi)   A relaxation of 5% shall be provided from 55% to 50% of the marks to the Ph.D. Degree holders, who have obtained their Master's Degree prior to 19th September, 1991.

(vii)   A relevant grade which is regarded as equivalent of 55% wherever the grading system is followed by a recognized university shall also be considered eligible.

(viii)   A minimum of 55% marks (or an equivalent grade in a point scale wherever grading system is followed) will be required at the Master's level for those recruited as teachers at any level from industries and research institutions and at the entry level of Assistant Professors, Assistant Librarians, Assistant Directors of Physical Education and Sports.

(ix) Percentage Equivalence of Grade Points for a Seven Points Scale:

It is hereby clarified that where the University/College/ Institution declares results in grade points which is on a scale of seven, the following mechanism shall be referred to ascertain equivalent marks in percentage:

Grade	Grade Point	Percentage Equivalent
'O' - Outstanding	5.50 - 6.00	75 - 100
'A' - Very Good	4.50 - 5.49	65 - < 75
`B' - Good	3.50 - 4.49	55 - < 65
'C' - Average	2.50 - 3.49	45 - < 55
'D' - Below Average	1.50 - 2.49	35 - < 45
`E' - Poor	0.50 - 1.49	25 - < 35
'F' - Fail	0 - 0.49	0 - < 25

(x) Percentage equivalence of Cumulative Grade Point Average for a Ten Point Scale:

It is hereby clarified that where the University/College/ Institution declares results in CGPA scheme on a 10-Point Scale, the following mechanism shall be referred to ascertain equivalent marks in percentage:

CGPA	Percentage of Marks
8.25	75
7.75	70
7.25	65
6.75	60
6.25	55

The department-wise vacant teaching positions to be filled in along with details for reservation of Posts / specialization required if any are as follows:

Sr. No.	Department	Position	No. of post	Reserve category
1.	**English**	Professor	1 (One)	UR
		Associate Professor	1 (One)	OBC
		Assistant Professor	1 (One)	D
Specialization Professor: Literature in English with Cultural Studies Associate Professor: Literature in English				
2.	**Hindi**	Professor	1 (One)	CFF
		Associate Professor	1 (One)	UR
		Assistant Professors	2(Two)	1 UR & 1 OBC
Specialization Professor: Medieval, Modern and contemporary Poetry, Fiction, History of Hindi Literature and Criticism. Associate Professor: Linguistics, Drama & Theatre, Indian Literature, Indian & Western Poetics and Comparative Literature				
3.	**Marathi**	Professor	1 (One)	OBC
		Assistant Professor	1(One)	ST
Specialization Professor: Modern trends in theories of Literature, translation studies.				
4.	**Konkani**	Professor	1 (One)	UR
		Associate Professors	2 (Two)	1 UR & 1 SC
		Assistant Professor	1 (One)	OBC
Specialization Professor: Modern trends in theories of Literature, translation studies. Associate Professor: The Western Poetic, Comparative Literature.				
5.	**Portuguese**	Professor	1 (One)	UR
		Associate Professors	2 (Two)	1 UR & 1 D
		Assistant Professors	3 (Three)	UR
Specialization Professor & Associate Professor: Literature in Portuguese Language(from Portugal, Brazil, Africa and India) (2) General and Portuguese Linguistics (3) Comparative Literature (In Portuguese language and English or any other Indian Language).				

6.	**French**	Professor	1(One)	UR
		Associate Professors	2 (Two)	UR
		Assistant Professors	2(Two)	1 UR & 1 D

Specialization
Professor : French and Francophone Literature.
Associate Professors: French as a Foreign Language.

7.	**Economics**	Professor	1 (One)	UR
		Associate Professor	1 (One)	UR
		Assistant Professor	1 (One)	ST

Specialization
Professor & Associate Professor: Microeconomics, Agricultural Economics, Development Economics, Financial Economics, Public Economics or Quantitative Economics, International Economics.

8.	**Political Science**	Professor	1 (One)	UR
		Associate Professor	1 (One)	ST

Specialization
Professor: Political Theory, Indian Politics, International Relations.
Associate Professor: Democracy, Governance.

9.	**Sociology**	Professor	1 (One)	ST
		Associate Professor	1 (One)	UR
		Assistant Professor	1 (One)	ST

10.	**History**	Professor	1 (One)	UR
		Associate Professor	1 (One)	OBC

Specialization
Professor: Indian History (Ancient/Medieval/Modern)/Indo-Portuguese History/Maritime Studies/History of Goa/Intellectual History/Asian Studies.
Associate Professor: Indian History (Ancient/Medieval/Modern)/History and Archeology/Maritime Studies and Indo-Portuguese History/Colonial Systems, Decolonization and Post-Colonial Studies/History of Goa.

11.	**Philosophy**	Professor	1 (One)	ST
		Associate Professor	1 (One)	D

Specialization
Professor & Associate Professor: Any area of Classical Indian Philosophy/Western Philosophy

12.	**Mathematics**	Professor	1 (One)	OBC
		Associate Professors	2(Two)	UR

Specialization
Professor: Analysis, Algebra, Geometry, Topology, Number Theory, Differential Equations
Associate Professor: Analysis, Algebra, Geometry, Topology, Number Theory, Differential Equations.

13.	**Physics**	Professor	1 (One)	UR
		Associate Professor	1 (One)	ST

Specialization
Professor & Associate Professor: Condensed Matter Physics

14(a)	**Chemistry (Physical)**	Professor	1 (One)	ST
		Associate Professor	1 (One)	UR
		Assistant Professors	2 (Two)	UR

Expectations in case of Assistant Professor: Ability to teach Electrochemistry & non-conventional Energies/Theoretical & Computational Chemistry/Chemical Kinetics & Catalysis/Materials/Nano-science

14(b)	**Chemistry(Inorganic)**	Professor	1 (One)	UR
		Associate Professor	1 (One)	OBC

Expectations in case of Assistant Professor: Ability to teach Organometallic Chemistry/Catalysis Spectroscopy/theatrical inorganic chemistry

14(c)	**Chemistry (Organic)**	Professor	1 (One)	UR
		Associate Professor	1 (One)	OBC

Expectations in case of Assistant Professor: Ability to teach Organic Synthesis/Organo metallic/Bioorganic/Medicinal/ Physical Organic Chemistry

15.	**Earth Science**	Professor	1 (One)	UR
		Associate Professor	1 (One)	OBC

Specialization

Professor & Associate Professor: Structural Geology/Economic Geology/Geophysics/ Paleontology/Igneous & Matamorphic Petrology/Remote Sensing & GIS/Petroleum Geology/Sedimentology.

16.	**Computer Science & Tech.**	Professors	2 (Two)	1 UR & 1 OBC
		Associate Professors	2 (Two)	1 UR & 1 OBC
		Assistant Professor	1(One)	UR

Specialization

Professor, Associate Professor & Assistant Professor: (1) Theoretical Computer Science, Algorithms, Operations Research, (2) Computer Vision, Computer Graphics, Image Processing, Pattern Recognition, (3) Databases, Information Retrieval, Software Engineering, Educational Technology, (4) Natural Language Processing, Machine Learning, Data Mining and (5) Networking, Mobile Computing, Architecture & Network Security

17.	**Botany**	Professor	1 (One)	OBC

Specialization

Professor : Plant Molecular Biology and Genetic Engineering/Plant Developmental Biology/Applied Phycology/Plant Ecology.

18.	**Zoology**	Professor	1 (One)	UR
		Associate Professors	2 (Two)	1 UR & 1 OBC

Specialization

Professor: Environmental Biochemistry/Biodiversity/Genotoxicity/Physiology
Associate Professor:1. Avian Biology/Reproductive Biology/Aquatic Biology & Fisheries
                2. Entomology/Animal Tissue Culture/Cell and Molecular Biology

19.	**Marine Science**	Associate Professor	1 (One)	OBC

Specialization

Associate Professor: Marine Ecology / Marine Microbiology

20.	**Biotechnology**	Professor	1 (One)	OBC

Specialization

Professor: Molecular Biophysics and Bioinformatics.

21.	**Microbiology**	Professor	1 (One)	D
		Associate Professor	1 (One)	UR
		Assistant Professor	1 (One)	OBC

Specialization

Professor & Associate Professor: Environmental Microbiology/General Microbiology/Microbial Taxonomy/ Microbial Genetics

Expectations in case of Assistant Professor: Ability to teach General Microbiology/ Microbial Taxonomy/ Environmental Microbiology/Applied Microbiology/ Microbial Genetics & Molecular Biology

22.	**Commerce**	Associate Professors	2 (Two)	1 UR & 1 CFF
		Assistant Professors*	4 (four)	UR

* Tenure positions initially for two years

Specialization

Associate Professor: Any area in Commerce.

Assistant Professor : Any area in Financial Services/Commerce

23.	**Management Studies**	Professor	1 (One)	OBC

Specialization

Professor : Marketing/Finance/Human Resources / OB /Operations/General Management.

UR: Unreserved, OBC: Other Backward Class, SC: Scheduled Caste, ST: Scheduled Tribe , CFF: Children of Freedom Fighters and D: Differently-abled (Physically and visually differently-abled)

GENERAL INSTRUCTIONS

1. The University reserves the right to appoint the candidate from the general category, purely on contract basis in case if suitable candidate is not available from the reserved categories.

2. Each applicant must send 8 copies of the application, one of which must be hand-written or typed and the other could be photocopies.

3. All Annexures should be countersigned by the applicant/candidate.

4. **Original application should be accompanied with one set of certified true copies of all certificates and all other relevant documents including reprints of publications and duly validated API score sheet.**

5. The application must be accompanied by copies of certificates regarding educational qualifications, prescribed experience and age, failing which it will be treated as incomplete and liable to be summarily rejected.

6. Canvassing in any form by or on behalf of the candidate will disqualify him/her.

7. Candidates should specify any court cases pending, criminal cases, disciplinary action or equivalent etc. against them. Any changes pertaining to this information as and when occurred after the submission of application till the completion of recruitment process should be brought to the notice of the University by the candidate, failing which the University reserves the right to cancel the candidature and to debar him/her from all selections.

8. The candidate belonging to the reserved categories should produce caste certificate and caste validity certificate issued by the competent authority in prescribed form, otherwise the application is likely to be rejected.

9. The persons working outside Goa University shall submit application through proper channel OR submit NOC from their present employer at the time of interview. However, in case of an anticipated delay such applicants may submit an advance copy of their application.

10. The University reserves the right to fill-in any of the vacancies advertised, or fill up the post advertised on short-term basis.

September 17, 2013   Sd/-
                                                    Prof. V.P. Kamat
                                                    REGISTRAR