



## BABASAHEB BHIMRAO AMBEDKAR UNIVERSITY

(A Central University)

Vidya Vihar, Rae Bareilly Road, Lucknow-226025, website: [www.bbau.ac.in](http://www.bbau.ac.in)

### **Advertisement No.-01/BBAU/Teaching/Non-teaching – 2014 – Date: 04.06.2014**

Online applications are invited from exceptionally qualified candidates for the following Teaching positions of the University in the following Schools/Departments/Centre. The University currently offering Graduate/Post Graduate and Doctoral programmes.

#### **(A) Regular Teaching Posts**

S.No.	Schools / Departments
01	School for Ambedkar Studies 1.Department of History – Associate Professor -1 (UR) 2.Department of Political Science – Professor -1 (SC)
02	School for Bioscience & Biotechnology 1.Department of Applied Animal Science – Assistant Professor – 1 (SC) 2.Department of Applied Plant Science – Assistant Professor – 1 (OBC) 3.Department of Biotechnology - Assistant Professor – 1 (ST) 4.Department of Pharmaceutical Science – Associate Professor – 2(SC-1, ST-1), Assistant Professor -1 (UR)
03	School for Environmental Sciences 1.Department of Environmental Science – Assistant Professor -1 (OBC) 2.Department of Environmental Microbiology – Assistant Professor - 4 (3-UR, 1-OBC)
04	School for Information Science & Technology 1.Department of Computer Science – Associate Professor – 1(UR), Assistant Professor -1 (SC) 2.Department of Information Technology – Professor – 1(UR), Associate Professor – 1(UR), Assistant Professor -1 (UR) 3.Department of Mass Communication and Journalism – Professor – 1 (ST), Assistant Professor – 2 (UR – 2). 4.Department of Library & Information Science – Professor – 1(UR)
05	School for Home Sciences 1.Department of Human Development and Family Studies- Associate Professor – 2 (SC-1, ST-1), Assistant Professor – 1 (SC)
06	School for Physical Sciences 1.Department of Applied Mathematics – Associate Professor – 1 (ST), Assistant Professor – 2 (UR-1, SC-1) 2.Department of Applied Statistics – Assistant Professor -2 (UR) 3.Department of Applied Physics – Assistant Professor -1 (UR) 4.Department of Applied Chemistry – Associate Professor – 1(UR), Assistant Professor -1 (OBC)
07	School for Legal Studies 1.Department of Law – Professor – 1(UR), Associate Professor – 1(UR), Assistant Professor -1 (OBC) 2.Department of Human Rights – Assistant Professor – 1(UR)(temporary)
08	School for Management Studies 1.Department of Rural Management – Professor – 1(UR)
09	School of Education 1.M.Ed. – Professor – 2(UR), Associate Professor – 2(UR) 2.B.Ed. – Associate Professor – 1(UR)
10	Department of Hindi – Professor – 1(SC), Associate Professor – 1(SC), Assistant Professor – 2(OBC-1, SC-1)
11	Centre for the Study of Social Exclusion and Inclusive Policy ( <i>Tenure appointment on temporary basis as per the terms and conditions of UGC being issued from time to time</i> ) 1.Professor-cum-Director – 1(UR) 2.Associate Professor-cum-Deputy Director – 1(SC)

#### **(B) Regular Non-Teaching Posts**

S.No.	Name of Post	No. of Post	Grade Pay (Rs.)
01	Controller of Examination ( <i>tenure basis for 5 years</i> )	1(UR)	10,000/-
02	Librarian	1(UR)	10,000/-
03	Internal Audit Officer ( <i>On deputation/tenure basis for 5 years only</i> )	1(UR)	7600/-
04	Deputy Registrar	1(UR)	7600/-
05	Research-cum-Statistical Officer	1(UR)	5400/-
06	Nurse	1(OBC)	4200/-
07	Technical Assistant	1(UR)	2800/-
<b><u>Non- Teaching Posts for Media Centre</u></b>			
01	Director (Media Centre)	1(UR)	10,000/-
02	Producer (Media Centre)	1(ST)	5400/-
03	Engineer Gr-I (Media Centre)	1(OBC)	5400/-

04	Junior Research Officer	1(OBC)	5400/-
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UR: Un Reserved, OBC: Other Backward Class, SC: Scheduled Caste, ST: Scheduled Tribe.

Pay Scales: 1) Professor (37400-67000 -PB4 + AGP Rs.10000), 2) Associate Professor (37400-67000 -PB4 + AGP Rs.9000), 3) Assistant Professor (15600-39100 -PB3 + AGP Rs.6000)

Minimum qualification, experience and pay bands are as per UGC norms. Higher pay may be considered for deserving / meritorious candidates. Reservation for persons with disability will be given as per Govt. of India / UGC rules.

**(C). Contractual Appointment of Assistant Professor / Associate Professor**

The University is in the process of recruiting exceptionally qualified candidate for the posts of Assistant Professors (at the consolidated salary of Rs. 40,000/- p.m.) and Associate Professor (at the consolidated salary of Rs. 60,000/- p.m.) purely on **Contractual Basis** to teach the following subjects / disciplines. The candidate must have UGC approved qualifications as prescribed under UGC Regulation 2010. Reservation norms also apply, as per UGC Rules:-

1. LL.M. One Year – Associate Professor
2. M.Sc. Information Security – Assistant Professor

**How to Apply:**  
The eligible and interested persons are required to submit on-line applications at University website [www.bbau.ac.in](http://www.bbau.ac.in). The last date for applying is **25<sup>th</sup> July, 2014**. Online application fee is **Rs 1000/- (Rs. 500/- for SC/ST/PH candidates)**.

**Registrar**

# बाबासाहेब भीमराव अम्बेडकर विध्वविद्यालय

केन्द्रीय विध्वविद्यालय

विध्व विहार, रायबरेली रोड, लखनऊ-226025

**BABASAHEB BHIMRAO AMBEDKAR UNIVERSITY**

(A Central University)

Vidya Vihar, Rae Bareilly Road, Lucknow-226025

**Advertisement No.-01/BBAU/Teaching/Non-Teaching - 2014 - Date:04.06.2014**

Details of the posts, categories, qualifications and specialization for the post advertised in response to Advt. No. 01/BBAU/Teaching/Non-Teaching-2014, dt.04.06.2014.

Qualifications and other conditions shall be applicable as stipulated by the MHRD/UGC regulations from time to time.

<b>Teaching Posts</b>				
<b>A. School for Ambedkar Studies</b>				
	<b>Department / Post</b>	<b>Category</b>	<b>Essential Qualification</b>	<b>Specialization of the post</b>
1	<b>Department of History</b>  Associate Professor - 1	UR	P.G. in History	Tribal Studies (Trans disciplinary)
2	<b>Department of Political Science</b>  Professor - 1	SC	P.G. in Pol. Science & Ph.D. in concerned / allied/relevant disciplines	Political Theory/ Comparative Politics / Indian Government & Politics
<b>B. School for Biosciences &amp; Biotechnology</b>				
3	<b>Department of Pharmaceutical Science</b>  Associate Professor -2	SC -1 ST- 1	1. A Basic degree in Pharmacy (B.Pharm) 2. Registration as a pharmacist under the Pharmacy Act 1948, as amended from time to time, including any succeeding enactments. 3. A Ph.D. Degree with First Class at Bachelor's or Master's Degree in the appropriate branch of specialization in Pharmacy and experience of minimum eight years in teaching, research, industry and / or profession at the level of Lecturer or equivalent grade, excluding period spent on obtaining the research degree.	Pharmaceutics / Pharmacology
	Assistant Professor -1	UR	First division in B. Pharma. and M. Pharma (Pharmaceutics/ Pharmacology) Ph.D. degree in	

			Pharmaceutics/pharmacology. Registration as a Pharmacist under the Pharmacy Act 1948, as amended from time to time, including any succeeding enactments.	
4	<b>Department of Applied Animal Science</b> Assistant Professor - 1	SC	Post Graduate Degree in Zoology / Animal Sciences	Sericulture
5	<b>Department of Applied Plant Science</b> Assistant Professor - 1	OBC	Post Graduate Degree in Horticulture	
6	<b>Department of Biotechnology</b> Assistant Professor - 1	ST	Post Graduate Degree in Biotechnology / Microbiology / Biological Science / Biochemistry	
<b>C. School for Environmental Sciences</b>				
7	<b>Department of Environmental Science</b> Assistant Professor -1	OBC	P.G. Degree Life Science/ Environmental Science	
8	<b>Department of Environmental Microbiology</b> Assistant Professor - 4	UR-3, OBC-1	P.G. Degree Life Science/ Environmental Science	
<b>D. School for Information Science &amp; Technology</b>				
9	<b>Department of Computer Science</b> Associate Professor - 1	UR	P.G. in Computer Science/ Applied Mathematics/ Applied Physics (with computer application)	Soft Computing/ Advanced software Engineering.
	Assistant Professor -1	SC	P.G. in Computer Science	
10	<b>Department of Information Technology</b> Professor - 1	UR	P.G. in Information Technology/ Computer Science	Multimedia Application/ Software Engineering/ E-Learning.
	Associate Professor - 1	UR	P.G. in Information Technology/ Computer Science	Artificial Intelligence/ Networking/ Soft Computing.
	Assistant Professor -1	UR	P.G. in Information Technology	
11	<b>Department of Mass</b>		P.G. in Journalism/Mass Communication/Mass	Public Relation/Broadcast

	<b>Communication and Journalism</b> Professor -1	ST	communication & Journalism & Ph.D. in concerned/ Allied/Relevant Discipline.	Journalism/Information Science/Audio-Visual Communication.
	Assistant Professor -2	UR – 2	P.G. in Journalism/Mass Communication/Mass communication & Journalism	Advertising & Public relation/ Information technology/ New Media/ Development Communication/ Inter Cultural Communication.
12	<b>Department of Library &amp; Information Science</b> Professor -1	UR	P.G. Degree in Library & Information Science/ Documentation/ Library Science	Users services/ Users Studies/ University Library System and Services.
<b>E. School for Home Science</b>				
13	<b>Department of Human Development and Family Studies</b> Associate Professor – 1	SC – 1 ST – 1	P.G. in Home Science/Child Development/Human Development & Family Studies/Family Resource Management & Ph.D in concerned/Allied/Relevant Discipline.	Ph.D. in relevant specialization/ Equivalent Publications.
	Assistant Professor - 1	SC-1	P.G. in Home Science/Child Development/Human Development & Family Studies/Family Resource Management & Ph.D in concerned/Allied/Relevant Discipline.	
<b>F. School for Physical Sciences</b>				
14	<b>Department of Applied Mathematics</b> Associate Professor - 1	ST	M.Sc. in Mathematics/Applied mathematics with teaching and/or research experience as per UGC norms. The candidate must have research experience in Numerical analysis/Continuum Mechanics/Computer Application/Functional analysis/Operator Theory/Algebra/Real Analysis.	
	Assistant Professor -2	UR – 1, SC – 1	P.G. in Mathematics	
15	<b>Department of Applied Statistics</b> Assistant Professor -2	UR – 2	P.G. in Statistics	
16	<b>Department of Applied Chemistry</b> Associate	UR	M.Sc. in any discipline of Chemistry.	Research experience (as per UGC norms) in material science/ natural product synthesis/ drug design/

	Professor -1			industrial chemistry.
	Assistant Professor -1	OBC	P.G. in Chemistry (Organic/Inorganic/Physical)/ Applied Chemistry/Industrial Chemistry.	
17	<b>Department of Applied Physics</b>  Assistant Professor -1	UR	P.G. in Physics	
<b>A. School for Legal Studies</b>				
18	<b>Department of Law</b>  Professor – 1	UR	P.G. in Law	Constitutional Law/ Human Rights/ Environmental Law/ International Trade Law/ Intellectual Property / Cyber Law
	Associate Professor -1	UR	P.G. in Law	Intellectual Property Law
	Assistant Professor – 1	OBC	P.G. in Law	
19	<b>Department of Human Rights (temporary)</b>  Assistant Professor - 1	UR	P.G. in Law	
<b>B. School for Management Studies</b>				
20	<b>Department of Rural Management</b>  Professor - 1	UR	P.G. in Management	Preference will be given to candidates having specialization and/or Published research work in the area of rural in the area of rural management.
<b>C. School for Education</b>				
21	<b>M.Ed</b>  Professor – 2	UR	<u>Essential Qualification:</u> 1. Master degree in Social Science/ Humanities/ Science/ Commerce and M.Ed. with 55% marks each OR M.A(Education) and B.Ed. with 55% marks each 2. Ph.D. in Education 3. At least 12 years of Teaching Experience in University Department/ College of Education of which a minimum of five years at the M.Ed. level with published work in the area of his specialization <u>Desirable Qualification:</u> Master in Psychology/ Philosophy/ Sociology	<u>Centre for Professional Development of Teacher Educators &amp; Teacher Education Curricula &amp; Specialisation:</u> <ul style="list-style-type: none"> <li>Professional Development in Teacher Education</li> <li>Psychology and Pedagogical Sciences</li> <li>Educational Planning and Tr. Edn. Policy Research</li> </ul> <u>Centre for Assessment &amp; Evaluation:</u> <ul style="list-style-type: none"> <li>Psychometric Techniques</li> <li>Measurement and Evaluation</li> <li>Development of</li> </ul>

				Evaluation Model for TQM in Education
	Associate Professor – 2	UR	<u>Essential Qualification:</u> 1. Master degree in Social Science/ Humanities/ Science/ Commerce and M.Ed. with 55% marks each OR M.A(Education) and B.Ed. with 55% marks each 2. Ph.D. in Education 3. At least 8 years of Teaching Experience in University Department/ College of Education of which a minimum of three years at the M.Ed. level with published work in the area of his specialization <u>Desirable Qualification:</u> Master in Psychology/ Philosophy/ Sociology	<u>Centre for Curriculum Research Policy &amp; Educational Development &amp; Specialisation:</u> <ul style="list-style-type: none"> <li>Curriculum Research &amp; Instructional Design</li> <li>Development of Curricula on Science/ Mathematics Education</li> <li>Development of Curricula on Social Science/ Language Teaching</li> </ul> <u>Centre for Learning and Pedagogic Studies &amp; Specialisation:</u> <ul style="list-style-type: none"> <li>Student's Learning &amp; Thinking process</li> <li>Indigenous Learning</li> <li>Educational Technology</li> <li>Teaching &amp; Learning Strategies</li> </ul>
22	<b>B.Ed.</b> Associate Professor – 1	UR	1.Master degree in Social Science/ Humanities/ Science/ Commerce and M.Ed with 55% marks OR M.A(Education) and B.Ed with 55% marks each 2.Ph.D. in Education 3.Ten years of Teaching Experience out of which at least five years of teaching experience in the Secondary Teacher Education Institution with published work in the area of his/her specializations	<u>Centre for Pre-Service Teacher Education &amp; Specialisation:</u> <ul style="list-style-type: none"> <li>Elementary/ Secondary Education</li> <li>Caste &amp; Gender Studies</li> <li>Social Exclusion &amp; Inclusive Studies</li> <li>Educational Provision &amp; Policy Analysis</li> <li>Educational Management</li> </ul>
23	<b>Department of Hindi</b> Professor - 1	SC	P.G. in Hindi	
	Associate Professor – 1	SC	P.G. in Hindi	
	Assistant Professor - 2	OBC – 1 SC – 1	P.G. in Hindi	
<b>Centre for the Study of Social Exclusion and Inclusive Policy</b> <i>(Tenure appointment on temporary basis as per the terms and conditions of UGC being issued from time to time)</i>				

24	Professor-cum-Director - 1	UR	<p>(i) An eminent scholar with Ph.D. qualification in any discipline and published work of high quality, actively engaged in research with evidence of published work with a minimum of 10 publication as books and/ or research/ policy papers.</p> <p>(ii) A minimum of 10 years of teaching experience in University/ college and/ or experience research at the university/National Level Institution/ Industries, including experience of guiding candidates for research at doctoral level.</p> <p>(iii) Contribution to educational innovation, design of new curricula and course and technology – mediated teaching learning process.</p> <p>(iv) A minimum score as stipulated in the Academic Performance Indicator (API) based on Performance Based Appraisal System (PBAS) set out in the UGC regulations in Appendix-III.</p> <p>OR</p> <p>An outstanding professional with established reputation in the relevant field who has made the significant contribution to knowledge in the concerned/allied/ relevant discipline to be substantiated by credentials.</p>	
	Associate Professor-cum-Deputy Director - 1	SC	<p>(i) Good academic record with a Ph.D. Degree in the concerned/ allied/ relevant disciplines.</p> <p>(ii) 55% of the marks, or equivalent grade wherever grading system is followed at the master's degree level.</p> <p>(iii) A minimum of Eight years of experience of teaching and/or research position is equivalent to that of Assistant Professor in a University/college or accredited research institution/industries excluding the period of Ph.d. research with evidence of published work and</p>	

			<p>minimum of 5 publications as books and/or research/policy papers in indexed/ISBN/ISSN numbered books/journals and university developed-ISBN/ISNN list of journals hosted in the website of the concerned university.</p> <p>(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.</p> <p>(v) A minimum score as stipulated in the Academic Performance Indicator (API) based performance based appraisal system (PBAS) developed by UGC in the regulations.</p>	
<b>Non-Teaching Posts</b>				
01	<p><b>Controller of Examination – 1</b>(Tenure basis for a period of 5 years)</p> <p>Rs.37400-67000 + GP-10000</p>	UR	<p>A Master's degree with at least 55% marks or its equivalent grade of B in the UGC seven point scale (55% marks shall not be insisted for the candidates already working in the University system)</p> <p>AND</p> <p>At least 15 years experience as Assistant Professor (Senior Scale) or with eight years of service in Associate Professor/Reader's grade along with experience in educational administration</p> <p>OR</p> <p>Comparable experience in research establishment and or other institutions of higher education</p> <p>OR</p> <p>15 years of Administrative/Examination experience of which 8 years shall be as Deputy Registrar or an equivalent post.</p>	<p><b>Desirable:</b></p> <p>Ph.D degree with Knowledge of working in Computerized environment.</p> <p><b>Age:</b></p> <p>50 years as on closing date of application</p>
02	<p><b>Librarian-1</b></p> <p>Rs.37400-67000 + GP-10000</p>	UR	<p>A Master's degree in Library Science/Information Science/Documentation with at least 55% of the marks of its</p>	<p><b>Desirable:</b></p> <p>M.Phil/Ph.D degree in Library Science / Information Science / Documentation</p>

			<p>equivalent grade of B in the UGC seven point scale and consistently good academic record set out in UGC's Regulation, 2010. 55% marks shall not be insisted for the candidates already working in University systems.</p> <p><b>And</b></p> <p>i. Three years service in the AGP of Rs.9000/- as Deputy Librarian and otherwise eligible as per the API scoring system and PBAS methodology developed in UGC Regulations with a Ph.D. qualification.</p> <p><b>OR</b></p> <p>Experience: At least 13 years of experience as Deputy Librarian in a University Library or eighteen years experience as a College Librarian. Evidence of innovative library service and organization of published work.</p>	<p>/Archives and Manuscript keeping. Knowledge of working in computerized environment.</p> <p><b>Age:</b> 57 years as on closing date of application.</p>
03	<p><b>Internal Audit Officer - 1</b> (On Deputation/ Tenure basis for a period of 5 years) Rs.15600-39100 + GP Rs.7600</p>	UR	<p>Officers holding analogous posts on regular basis or with 5 years regular service in the Pay Band of Rs.15600-39100 plus Grade Pay Rs.6600/- from the Central/State Government, Universities and other autonomous organizations.</p>	<p><b>Desirable:</b> Officers belonging to the Audit &amp; Accounts Service or other similar services.</p>
04	<p><b>Deputy Registrar – 1</b> Rs.15600-39100 + GP Rs.7600</p>	UR	<p>A master's degree with at least 55% of the marks or its equivalent grade of B in the UGC seven point scale. 55% marks shall not be insisted for the candidates already working in University systems.</p> <p><b>And</b></p> <p>5 years of experience as Assistant Professor in a college or a University with experience in educational administration.</p> <p><b>OR</b></p> <p>Comparable experience in research establishment and/or other institutions of higher education.</p> <p><b>OR</b></p> <p>5 years of administrative/</p>	<p><b>Desirable:</b> Knowledge of working in computerized environment. Preference will be given candidates having experience of Finance &amp; Accounts</p> <p><b>Age:</b> 50 years as on closing date of application (Departmental candidates are relaxed, no age bar for BBAU departmental candidates).</p>

			financial experience as Assistant Registrar or an equivalent post.	
05	<b>Research-cum-Statistical Officer – 1</b> Rs.15600-39100 + GP Rs.5400	UR	A master's degree in Statistics/ Economics with Statistics/ Mathematics/ Operation Research with atleast 55% marks or its equivalent grade of B in the UGC seven-point scale. 55% marks shall not be insisted for the candidates already working in University system. Diploma in Computer Applications/ Programming from Govt. recognized Institute.  <b>And</b> At least 3 years of experience in research establishment and/or other institutions of higher education in the pay band of PB-2, GP 4200.	<b><u>Desirable:</u></b> Ph.D. with knowledge of working in computerized environment.  <b><u>Age:</u></b> 40 years as on closing date of application
05	<b>Nurse – 1</b> Rs.9300-34800 + GP Rs.4200	OBC	B.Sc.(Nursing) Degree	Nursing diploma with two years of working experience in any recognized hospital/clinic  <b><u>Desirable:</u></b> Minimum two years working experience in any recognized hospital/clinic.  <b><u>Age:</u></b> 30 years as on closing date of application.
06	<b>Technical Assistant – 1</b> Rs.5200-20200 + GP Rs.2800	UR	Graduation with relevant science subject with at least 50% marks or its equivalent grade from a recognized University/Institution. For Departmental candidates, only graduation degree in science subjects is required. 3 years of experience in a laboratory.	<b><u>Desirable:</u></b> Knowledge of working in computerized environment.  <b><u>Age:</u></b> 32 years as on closing date of application (Departmental candidates are relaxed, no age bar for BBAU departmental candidates).
<b>Non-Teaching Posts for Media Centre</b>				
01	<b>Director – 1</b> Rs.37400-67000 + GP-10000	UR	Master's Degree in any subject. Eminent Teachers/ Persons having experience of Print/ Electronic Media or Journalism/ Theatre, Art and Culture with a total of 10	

			years of regular service including administrative-experience.	
02	<b>Producer – 1</b> Rs.15600-39100 + GP Rs.5400	ST	Master's Degree in any subject or Bachelor degree in Engineering with 3 years experience in video production or direction preferably in Educational TV OR PG Diploma in direction from FTII or equivalent qualification OR Master in Communication and 2 year experience in video production preferably in Education TV.	
03	<b>Engineer Gr. I – 1</b> Rs.15600-39100 + GP Rs.5400	OBC	B.E. in Electronics or Telecommunication with 2 years experience in relevant field, preferably in operation and maintenance of video broadcast quality production equipment.  <b>Age limit: 40 years</b>	
04	<b>Junior Research Officer – 1</b> Rs.15600-39100 + GP Rs.5400	OBC	Master's Degree in any subject or Bachelor degree in Engineering with 2 years experience in video production related research  <b>Age limit: 40 years</b>	<b>Desirable:</b> NET qualification

#### **DETAILS OF PAY SCALE, MINIMUM QUALIFICATIONS AND EXPERIENCES ETC.**

##### **(Essential Qualification to the post)**

##### **1) ASSISTANT PROFESSOR**

**(Pay Band: Rs.15600-39100 (PB-3) AGP Rs. 6000/-)**

***For Arts, Humanities, Sciences, Social Sciences, Commerce, Education, Languages, Law, Journalism and Mass Communication including Computer Science***

i. 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.

ii. Besides fulfilling the above qualifications, 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.

iii. Notwithstanding anything contained in above sub-clauses (i) and (ii), candidates, who are, or have been awarded a Ph.D. degree in accordance with the University Grants Commission (Minimum Standards and Procedures for Award of Ph.D Degree) Regulations, 2009, shall be exempted from the requirement of the minimum eligibility condition of NET/SLET/SET for recruitment and appointment of Assistant Professor or equivalent positions in

Universities/Colleges/Institutions.

iv. NET/SLET/SET shall also not be required for such Masters Programmes in disciplines for which NET/SLET/SET is not conducted.

## **2) ASSOCIATE PROFESSOR**

**(Pay Scale: Rs.37400-67000 (PB-4) AGP Rs. 9000 )**

- i. Good academic record with a Ph.D. degree in the concerned / allied/relevant disciplines.
- ii. 55% of the marks, or equivalent grade wherever grading system is followed at the Master's degree level.
- 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 in indexed/ISBN/ISSN numbered books/journals and University developed -ISBN/ISSN list of journals hosted in the website of the concerned University.
- 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. A minimum score as stipulated in the Academic Performance Indicator (API) based Performance Based Appraisal System (PBAS) developed by UGC in the Regulations.

## **3) PROFESSOR**

**(Pay Scale Rs. 37400-67000 (PB-4) AGP Rs. 10000)**

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 in indexed / ISBN/ISSN numbered journals and/or ISBN/ISSN numbered books and the University developed ISBN/ISSN numbered list of journals/books hosted in the website of the concerned University.

(ii) A minimum of 10 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 on Performance Based Appraisal System (PBAS) developed by UGC in the Regulations.

**OR**

B. An outstanding professional with established reputation in the relevant field who has made significant contribution to knowledge.

**(Essential Qualification to the post)**

## **1) PROFESSOR**

**(Pay Band: Rs.37400-67000 (PB-4) AGP Rs.10000/-)**

### **For Management**

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;

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

v. Without prejudice to the above, the following conditions may be considered desirable:

i) Teaching, 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.

### **Note:**

1. The 55% marks in Master's level shall be insisted upon for those entering the system from outside and at the entry point of Assistant Professors.
2. A relaxation of 5% may be provided at master's level for the SC/ST/Differently-abled (Physically and visually handicapped) categories for the purpose of eligibility and for assessing good academic record during direct recruitment to teaching positions. Rounding off of marks to make it to 55% or 50% as the case may be through grace mark procedure

- etc., by universities is not permissible for claiming relaxation. \
3. A relaxation of 5% may be provided, from 55% to 50% of the marks to the Ph.D. degree holders, who have passed their Master's degree prior to 19th September, 1991.
  4. Relevant grade which is regarded as equivalent of 55% wherever the grading system is followed by a recognized university shall also be considered eligible.
  5. The Ph.D. shall be a compulsory requirement for the designation of Professors.
  6. The period of time taken by candidates to acquire M.Phil. and/or Ph.D shall not be considered as research experience to be claimed for appointment to the teaching positions.
  7. The above essential qualifications are subject to Regulations as received from MHRD/UGC amended from time to time.

#### **GENERAL INSTRUCTIONS & ESSENTIAL INFORMATION:**

1. The University reserves the right to:
  - (a) Withdraw any advertised post(s) at any time without giving any reason. Any consequential vacancies arising at the time of interview may also be filled up from the available candidates. The number of positions is thus open to change.
  - (b) Offer the post at a level lower than that advertised, depending upon the qualifications, experience and performance of the candidate;
  - (c) draw reserve panel (s) against the possible vacancies in future;
  - (d) not to fill up any of the advertised positions.
2. Candidates are advised to satisfy themselves before applying that they possess at least the minimum essential qualification/experience laid down for the post.
3. Qualifications and other conditions shall be applicable as stipulated by the MHRD/UGC regulations and as amended from time to time.
4. Reservations for persons with disability will be given as per Govt. of India/UGC rules.
5. Reservation policy will be followed as per Govt. of India Rules. The SC/ST/OBC/PH candidates are required to attach the relevant certificate as per format prescribed by the Govt. of India.
6. A relaxation of 5% may be provided from 55% to 50% of the marks at the Master's level for the SC/ST/PH category candidates.
7. Relaxation in educational qualifications, experience, age, etc. in case of reserved category candidates will be given as per Govt. of India rules.
8. Age of the candidate shall be determined on the closing date of application.
9. Other things being equal, preference will be given to SC/ST/PH candidates.
10. Candidates with higher qualifications will be given preference.
11. The prescribed essential qualifications are the minimum and the mere possession of the same does not entitle candidates to be called for interview. Where the number of applications received in response to an advertisement is large and if found not convenient or possible to interview all the candidates, the University, at its discretion, may restrict the number of candidates to a reasonable limit, which may vary from post to post, on the basis of qualifications, experience, publications etc. higher than the minimum prescribed in the advertisement. The University may constitute an expert committee to scrutinize the applications or process administratively depending upon the number of applications.
12. The process of selection may be by a presentation/ seminar/interview or a combination thereof.

13. Higher initial pay may be given to exceptionally qualified and deserving candidates.
14. Applicants not found suitable for higher positions may be considered for lower position in the same area of specialization.
15. Canvassing in any form shall lead to cancellation of candidature.
16. **Candidates applying for the post of Professor and Associate Professor are required to send their application in the prescribed application form, including the *Academic Performance Indicators (API)* based on Performance Based Appraisal System along with supporting documents duly signed and filled in all respect, failing which their candidature shall be outrightly rejected as the same is mandatory as per UGC's Regulation, 2010 and amended from time to time.**
17. Qualifications/Experiences etc. as on last date of submission of applications will only be taken into considerations.
18. SC/ST candidates called for interview will be paid Sleeper class TA by train or bus fare through shortest routes as per UGC rules.
19. Written test conducted for short-listing of candidates should be construed as a merit test; the selection will be made on the basis of performance in the interview on the recommendation of selection committee.
20. Those already in Govt. service should produce NOC at the time of interview.
21. In case of the post to be filled through deputation, ACRs/APARs for last 5 years duly attested and Integrity certificate be sent in confidential cover addressed to the Registrar by the concerned Employer, failing which the candidature, may not be considered.
22. In case of any inadvertent mistake in the process of selection, which may be detected at any stage even after issue of the appointment letter, the University reserves the right to modify/withdraw/cancel any communication made to the candidates.
23. After joining the service of the University, the candidate will have to abide by the Rules, Regulations and Ordinances of the University applicable from time to time. He / she may be assigned any duty within the University or outside depending upon the exigency of the work.
24. The University shall verify the antecedents or documents submitted by the candidate at any time during tenure of service. In case, it is detected that the documents submitted by the candidates are fake or the candidate has a clandestine antecedents / background for which he has been convicted by any court and has suppressed the said information, then his/her services shall be terminated forthwith.
25. Those candidates already applied and short-listed earlier, need not apply again. However, they may send their fresh bio-data.
26. For filling on-line applications, please visit [www.bbau.ac.in](http://www.bbau.ac.in)

**How to Apply:**

The eligible and interested persons are required to submit on-line applications at University website [www.bbau.ac.in](http://www.bbau.ac.in). The last date for applying is **25<sup>th</sup> July, 2014**. Online application fee is **Rs 1000/- (Rs. 500/- for SC/ST/PH candidates)**.

**Registrar**

## Instructions for Filling up Part B of the PBAS Performa

Part B of the Performa is based on Appendix III, Table I of the UGC Regulations 2010. It is to be filled out for the recently completed academic year.

The Performa is to be filled as per these tables and self-assessment scores given. For each category, maximum scores that can be given or carried forward is indicated in the Table.

The self-assessment scores are further to be based on the indicators/activities given below. Universities may modify the detailed indicators and related scores based on their experience and requirement without changing the score requirements assigned to categories and sub-categories in Appendix III, Table 1.

**NB.** The self-assessment scores are subject to verification by the university/college, and by the Screening cum Verification Committee or Selection Committee as the case may be.

### I. Teaching and Evaluation Related Performance

#### (i) a

Lectures/Practicals/Tutorials/Contact classes taken should be based on verifiable records. No score should be assigned if a teacher has taken less than (say) 80 % assigned classes. Universities may give allowance for periods of leave where alternative teaching arrangements would ordinarily be made. Maximum score if there is 100 % achievement.	Max Score : 50
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#### b.

If teacher has taken classes exceeding UGC norm, then two point to be assigned for each extra hour of classes	Max. Score: 10
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#### (ii)

Imparting of knowledge / instruction <i>vis a vis</i> with the prescribed material (Text book / Manual etc) and methodology of the curriculum (100% compliance = 20 points)	Max Score: 20
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(iii) Use of Participatory and Innovative Teaching-Learning Methodologies, Updating of Subject Content, Course Improvement etc.

Indicators/ Activities	Maximum Score
Updating of courses, design of curriculum, (5 - single course)	10
Preparation of resource material, fresh reading materials, Laboratory manuals etc.	10
Use of Innovative teaching-learning methodologies; use of ICT; Updated subject content and course improvement. ICT Based Teaching material: 10 points/each  b. Interactive Courses: 5 points/each c. Participatory Learning modules: 5 points/each	10
Developing and imparting Remedial/Bridge Courses and Counseling modules (Each activity: 5 points)	10
Developing and imparting soft skills/communication	10

skills/personality development courses/modules (Each activity : 5 points)	
Developing and imparting specialized teaching-learning programmes in physical education, library ; innovative compositions and creations in music, performing and visual arts and other traditional areas (Each activity: 5 points)	10
Organizing and conduction of popularization programmes/training courses in computer assisted teaching/web-based learning and e-library skills to students (a) Workshop / Training course : 10 points each (b) Popularization program : 5 points each	10
Maximum Aggregate Limit	20

(iv)Examination Related Work

Indicators	Max. Score
College/University end semester / Annual Examination work as per duties allotted. (Invigilation - 10 points; Evaluation of answer scripts - 5 points; Question paper setting - 5 points). (100% compliance = 20 points)	20
College/University examination/Evaluation responsibilities for internal/continuous assessment work as allotted (100% compliance = 10	10
Examination work such as coordination, or flying squad duties etc. (maximum of 5 or 10 depending upon intensity of duty) (100% compliance	10
Maximum Aggregate Limit B (iv)	25

II: Co-curricular, Extension and Profession Related Activities and Participation in the Corporate Life of the institution

(i) Extension and Co-curricular Related Activities

Institutional Co-curricular activities for students such as field studies/educational tours, industry-implant training and placement	10
Positions held/Leadership role played in organization linked with Extension Work and National service Scheme (NSS), NCC or any other similar activity (Each activity 10 points)	10
Students and Staff Related Socio Cultural and Sports Programmes, campus publications (departmental level 2 points,	10
Community work such as values of National Integration, secularism, democracy, socialism, humanism, peace, scientific temper; flood or, drought relief, small family norms etc. ( 5 points each)	10
Maximum Aggregate Limit	20

(ii) Contribution to Corporate Life and Management of the Institution

Contribution to Corporate life in Universities/colleges through meetings, popular lectures, subject related events, articles in college magazine and University volumes (2 point each).	10
Institutional Governance responsibilities like, Vice Principal, Dean, Director, Warden, Bursar, School Chairperson, IQAC coordinator (10	10

Participation in committees concerned with any aspect of departmental or institutional management such as admission committee, campus development, library committee (5 point each).	10
Responsibility for, or participation in committees for Students Welfare, Counseling and Discipline (5 each)	10
Organisation of Conference /Training: International (10 points); national/regional (5 points).	10
Maximum Aggregate Limit	15

(iii) Professional Development Related Activities

Indicators / Activities	Maximum Score
Membership in profession related committees at state and national level a. At national level: 3 points each b. At site level: 2 points each	10
Participation in subject associations, conferences, seminars without paper presentation (Each activity: 2 point)	10
Participation in short term training courses less than one week duration in educational technology, curriculum development, professional development, Examination reforms, Institutional governance (Each activity: 5 points)	10
Membership/participation in Bodies/Committees on Education and National Development (5 each).	10
Publication of articles in newspapers, magazines or other publications (not covered in category 3); radio talks etc. (1 point each).	10
Maximum Aggregate Limit	15

**CATEGORY: III. Research and Publications and Academic Contributions**

This is to be filled as per Appendix III Table 1, Category III of the UGC Regulations 2010. Wherever the research contribution is jointly made, the API scores should be shared between the contributors as per the formula provided in the Table 1.

III. Summary of API Scores

The summary must take into account the maximum score limits for each set of indicators as given in Appendix III, Table 1

IV. Similar PBAS Performa could be developed by the universities for the Cadres of Librarian / Deputy Librarian / Assistant Librarian and Director of Physical Education & Sports / Deputy Director of Physical Education & Sports / Assistant Director of Physical Education & Sports based on the API Scoring pattern outlined in Appendix III: Tables - IV to IX of the UGC-Regulations, 2010.