



UNIVERSITY OF KASHMIR

NAAC Accredited Grade 'A'
University Campus, Hazratbal, Srinagar-190006 (J&K)

ADVERTISEMENT NOTICE NO. 1 OF 2013

Applications on the prescribed form are invited for the following posts available in various Departments/Centres/Campuses of the University of Kashmir, as indicated against each to reach the Registrar University of Kashmir by or before May 31, 2013:

| S. No | Departments/Centres/Campuses | Post | No. of Posts |
|-------|---|---|---|
| 1. | Bio-Chemistry | Associate Professor | 01 |
| 2. | Botany | Professor Associate Professor | 01 01 |
| 3. | Business School | Associate Professor (<i>Travel & Hospitality Management</i>) Associate Professor (<i>For BBA,MBA Integrated Course</i>) | 02 02 |
| 4. | Business & Financial Studies | Assistant Professor | 01 |
| 5. | Centre for Sheikh ul Alam Studies | Associate Professor | 01 |
| 6. | Centre of Central Asian Studies (CCAS) | Associate Professor (<i>Geography</i>) | 01 |
| 7. | Centre of Research for Development (CORD) | Associate Professor (<i>Chemistry</i>) Associate Professor (<i>Botany/Micro-Biology/Bio-Chemistry/Toxicology</i>) | 01 01 |
| 8. | Chemistry | Professor | 01 |
| 9. | Computer Sciences | Associate Professor | 02 |
| 10. | Director, Directorate of Distance Education | Associate Professor (<i>Mathematics</i>) Assistant Professor (<i>Computer Applications</i>) Assistant Professor (<i>Commerce</i>) Assistant Professor (<i>Law</i>) | 02 (<i>one Self-financing/Tenure</i>) 01 (<i>Self-financing/Tenure</i>) 01 (<i>Self-financing/Tenure</i>) 01 |
| 11. | Directorate of Physical Education | Director Deputy Director | 01 02 |
| 12. | Earth Science | Associate Professor | 01 |
| 13. | English | i) Professor (<i>one for English Language & Teaching Centre</i>) ii) Associate Professor | 02 02 |
| 14. | Education | Coordinator (<i>Self-financing/Tenure</i>) | 01 |
| 15. | Electronics & Instrumentation Technology | i) Professor ii) Associate Professor (<i>one for B. Tech Programme</i>) | 01 02 |
| 16. | Hindi | Professor Associate Professor | 01 02 |
| 17. | History | Associate Professor Assistant Professor | 01 01 |
| 18. | Islamic Studies | Professor Associate Professor | 01 01 |
| 19. | Kashmiri | Assistant Professor | 01 |
| 20. | Law | Professor Assistant Professor | 02 04 |
| 21. | Library & Information Sciences | Professor | 01 |
| 22. | North Campus, Baramulla | i) Associate Professor (<i>Computer Applications</i>) ii) Associate Professor (<i>B. Tech. Computer Science Engineering</i>) iii) Associate Professor (<i>For BBA,MBA Integrated Course</i>) iv). Associate Professor (<i>English</i>) v) Assistant Professor (<i>B. Tech. Computer Science. Engg</i>) vi) Assistant Professor (<i>Computer Applications</i>) | 02 03 01 01 03 04 (<i>one under P.M's Package</i>) |
| 23. | Physics | Professor | 01 |
| 24. | Psychology | Professor | 01 |
| 25. | South Campus, Anantnag | i. Associate Professor (<i>Computer Science</i>) ii. Associate Professor (<i>Education</i>) iii. Associate Professor (<i>Management Studies</i>) iv). Associate Professor(<i>Mathematics</i>) v). Associate Professor (<i>English</i>) vi).Assistant Professor (<i>Computer Applications</i>) | 01 01 01 01 01 04 (<i>one under P.M's Package</i>) |

I) PAY AND AGP/GP OF THE POSTS:

| | | |
|-------|----------------------------------|-------------------------------|
| i). | Professor/Director | Rs. 37400-67000 AGP Rs. 10000 |
| ii). | Associate Professor/ Coordinator | Rs. 37400-67000 AGP Rs. 9000 |
| iii). | Deputy Director | Rs. 37400-67000 AGP Rs. 8000 |
| iv). | Assistant Professor | Rs. 15600-39100 GP Rs. 6000 |

II) QUALIFICATIONS AND OTHER REQUIREMENTS:

ESSENTIAL

A. For the post of Professor

- i. An eminent scholar with Ph.D Degree in the concerned 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.

OR

An outstanding professional, with established reputation in the relevant field, who has made significant contribution to the knowledge in the concerned/allied/relevant discipline, to be substantiated by credentials.

B. For the post of Associate Professor other than (a) B.Tech Computer Science Engineering (b) (B.B.A -M.B.A. Integrated Course), North Campus Baramulla, / Business Administration (main Campus)/ Management Studies (South Campus) (c) Centre of Research for Development (CORD), iv) Electronics & Instrumentation Technology for (B.Tech Programme), v) Sheikh Ul Alam Chair,

- i) Good academic record with a Ph.D Degree in the concerned discipline.
- 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.

C. For the post of Associate Professor in North Campus, Baramulla (B. Tech Computer Science Engineering)

- i) Good academic record with a Ph.D Degree in Computer Science & Engineering.
- ii) An M. Tech degree in the concerned subject 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.

D. For the post of Associate Professor (B.B.A. M.B.A. Integrated Course), Business School Main Campus/North Campus, Baramulla and (Management Studies) South Campus, Anantnag.

- 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 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 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 the professional, 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 in 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 professional 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.
- c) A Minimum of five Publications as book and/or Research/Policy Papers.

E. For the post of Associate Professor in Centre of Research for Development (CORD) Chemistry

- i) Good academic record with a Ph.D Degree in Chemistry with specialization in Phyto-Chemistry/Natural Product Chemistry.
- ii) A Master's Degree in Chemistry with specialization in Organic Chemistry having at least 55% marks (or an equivalent grade in a point scale wherever grading system is followed).
- iii) A minimum of eight years 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.

F. For the post of Associate Professor in Electronics & Instrumentation Technology (B. Tech. Programme)

- i) A Ph.D Degree with First Class at Bachelor's or Master's Degree in the appropriate branch of Engineering & Technology and experience of eight years in teaching, research and/ or industry at the level of Assistant Professor or equivalent grade, excluding the period spent on obtaining the Ph.D research degree.

OR

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

- a) First Class Master's Degree in the appropriate branch of Engineering & Technology.
- b) Significant professional work which can be recognized as equivalent to a Ph.D Degree in appropriate branch of Engineering and Technology and industrial/professional experience of eight years in a position equivalent to the level of Assistant Professor.

Provided that the recognition for significant professional shall be valid only if the same is recommended unanimously by a 3-member Committee of Experts appointed by the Vice-Chancellor of the University.

- ii) A minimum of 5 publications as books and / or research/ policy papers.

G. For the post of Associate Professor in Sheikh Ul Alam Chair:

- i). Good academic record with a Ph.D Degree in any discipline of Social Sciences or Languages.
- ii). A Master's Degree in any of the disciplines of Social Sciences or Languages with at least 55% marks or an equivalent grade in a point scale wherever grading system is followed.
- iii). Published research work of good quality on any aspect of Kashmiri Culture, History, Religion or Philosophy, preferably relevant to Reshi Movement/Spiritual tradition/Identity of Kashmir.
- iv). A Minimum of eight years 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.
- v). 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.

H. For Director, Directorate of Physical Education:-

- i). Ph.D in Physical Education;
- ii). Ten years experience as University Deputy or fifteen years as University Assistant DPEs/College(Selection Grade).
- iii). Participation in at least two national/international seminars/conferences;
- iv). Consistently good appraisal reports;
- v). Evidence of organizing competitions and conducting coaching campus of at least two weeks duration;
- vi). Evidence of having produced good performance teams/athletes for competitions like State/National/Inter-University/Combined University, etc.

I. For Deputy Director, Directorate of Physical Education:-

- i). Ph.D in Physical Education, Candidate from outside the University System, in addition, shall also possess at least 55% mark (or an equivalent grade in a point scale wherever grading system in followed) at Master's Degree Level.
- ii). Eight years experience as University DPE/College DPE, with a benefit of two years and one year for Ph.D and M.Phil Degree holders.
- iii). Evidence of organizing completions and conducting coaching camps of at least two weeks duration;
- iv). Evidence of having produced good performance teams/athletes for competitions like state/national/inter-University/Combined University, etc.
- v). Passed the Physical fitness test in accordance with these regulations;
- vi). Consistently good appraisal reports.

Note:- Candidates applying for the posts available in the Directorate of Physical Education shall be required to fulfill other eligibility conditions as enumerated in Clause 4.6.4 of the UGC Regulation -2010.

J. For Co-Ordinator, Department of Education

- i. Good academic record with a Doctoral degree or equivalent published work in Education.
- ii. A Master's Degree in Education with B.Ed. or M.Ed 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 publication 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.

K. For the post of Assistant Professor other than North Campus Baramulla (B. Tech Computer Science Engineering)

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 concerned subject from an Indian University, or an equivalent Degree from an accredited foreign University.

In addition to the prescribed qualifications for the posts of Assistant Professors:

- i) NET shall be the compulsory requirement for those with Post-Graduate Degrees only. But, in respect of candidates who belong to J&K State and are not NET qualified, SET shall be the compulsory requirement.
- ii) The candidates without NET or SET having Ph.D Degree in the concerned subject in compliance of the UGC (Minimum Standards and procedure for award of Ph.D Degree) Regulation, 2009 shall be exempted from the requirement of minimum eligibility conditions of NET/SET. However, the candidates registered for Ph.D programme by the University of Kashmir prior to 11th July, 2009 and awarded Ph.D Degree shall also be eligible to apply.

L. For the post of Assistant Professor in North Campus Baramulla (B. Tech Computer Science Engineering)

First Class M. Tech. Degree in the concerned subject or an equivalent grade in a point scale wherever grading system is followed from an Indian University, or an equivalent degree from an accredited foreign University.

III) DESIRABLE QUALIFICATIONS:

| S. No | Department | Post | Specialization |
|-------|--|--|---|
| 01. | Business School | i) Associate Professor (B.B.A. /M.B.A. integrated Course) ii) Associate Professor (Travel & Hospitality Management) | Specialisation in Finance/Human Resource management/Operations Management / Marketing/ Management & Organization Behaviour Specialisation in Tourism Management/Human Resource management/ Marketing Management /Finance/ Hotel Management/Management & Organization Behaviour |
| 02. | Centre for Sheikh Ul Alam Studies | Associate Professor | Ability to read and understand Kashmiri Language with capacity for interdisciplinary research. |
| 03. | Chemistry | Professor | Inorganic/Organic/Physical |
| 04. | Earth Science | Associate Professor | Ph.D with Specialization in Structural Geology/Hydro-Geology/Hydrology/Geo-Chemistry/Seismology/Earthquake Geology/Petrology |
| 05. | Electronics & Instrumentation Technology | Associate Professor (one post Tenure for B. Tech) | i. Teaching, Research, Industrial and/ or professional experience in a reputed organization. ii. Published work, such as, research papers, |

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|-----|------------------------------------|--|--|
| | | | contents obtained, book and /technical reports; <i>and</i> iii. Experience of guiding the project work/ dissertation of PG/Research students or supervising R&D projects in industry. |
| 06. | Hindi | Associate Professor | Medieval Poetry |
| 07. | History | Associate Professor Assistant Professor | Medieval/ General Ancient Indian History |
| 08. | Islamic Studies | Associate Professor | Research contribution in Tassawuf/ Islamic Ethics |
| 09. | Library and Information Science | Professor | Knowledge of Computer Applications in Libraries |
| 10. | North Campus, Baramulla | Associate Professor (<i>BBA - MBA Integrated Course</i>) | i) Teaching, Research Industrial and /or professional experience in a reputed organization ii)Published work, such as Research Paper, Patents filed /obtained, books and/ or technical report; and iii) Experience of guiding the project work/ dissertation of PG/Research students or supervising R & D projects in industry. |
| 11. | Physics | Professor | Specialization in Electronics/Solid State Physical/Atomic and Molecular Physics/Nuclear and High Energy Physics |
| 12. | South Campus, Anantnag | Associate Professor (<i>Computer Science</i>) Associate Professor (<i>Education</i>) Associate Professor (<i>Mgt. Studies</i>) Associate Professor (<i>Mathematics</i>) | i) Established as teachers of Computer Science curriculum at MCA/ M.Tech level with a NAAC accredited University for a period of at-least 5 years. ii) Conducted teaching, research and guidance in some distinct thrust areas of Computer Science. Sociology of Education i) Teaching, 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; and iii) Experience of guiding the project work/dissertation of PG/ Research Students or supervising R&D projects in industry. Ph.D-Algebra/ Complex Analysis / Differential Equation / Operational Research |

IV) OTHER CONDITIONS:

- i) For the post of Professor, Associate Professor and Coordinator, candidates are required to have a minimum score of 400 and 300 respectively in the API (Academic Performance indicator) based on Performance Based Appraisal System (PBAS), set out in UGC Regulations-2010 in Appendix-III, Table 1, Category-III .
- ii). Candidates must enter the relevant API score in the part 'B' of the Application Form. Each API score must be supported by the documentary evidence, without which no claim on account of API Score can be entertained. It is mandatory that a candidate shall mark Page No's on all the supporting documents and that of the document page no's be recorded against the claimed score.
- iii) The period of time spent by the 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. Candidates must provide details' with regard to the date of registration/date of joining date of submission and date of award of degree for both M.Phil and Ph.D degree, as the case may be, in the application form.
- iv) Candidates applying for the post of Professor shall submit four sets of the best 5 papers published in journals/books for evaluation;

- v) Candidates applying for the post of Associate Professor shall submit four sets of the three best papers published in journals/books for evaluation.
- vi) The application form must be accompanied by 10 signed copies of 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 ISSN/ISBN, sole author/Co-authors/Joint publication, refereed/non-refereed/indexed/non-indexed and local/national/international status etc. details of academic qualifications, experience, published work etc.
- vii) Candidates applying for the post of Assistant Professor shall submit a certificate from the concerned University to the effect that the Ph.D degree obtained by him is in the compliance with the UGC (Minimum standards and procedure for award of M.Phil (Ph.D degree) Regulation-2009. The required format for the purpose is annexure. In case of failure to submit the said certificate and having not qualified NET/SET, they shall be declared ineligible for the post.
- viii) Candidates who have been awarded post graduate/Ph.D degree from Foreign University should enclose Equivalence Certificate" issued by Association of Indian Universities (AIU), New Delhi without which their candidature will not be considered and application form will be rejected.
- ix) Relevant grade which is regarded as equivalent of 55% wherever the grading system is followed by recognized University shall also be considered eligible.
- x) The appointment shall be governed by the rules and regulations of the University, University Grants Commission and the Union Ministry of Human Resource development, wherever applicable.
- xi) Candidates with Ph.D Degree having passed their Master's Degree prior to 19th September, 1991 having secured 50% or more marks in the Master's Degree Examination shall also be eligible to apply for the post of Assistant Professor.
- xii) Candidates who are with M.Phil/Ph.D should mention against the column 'Academic Record' the name of the University/Institution and Guide/Co-Guide where and under whom they are pursuing/or have completed the M.Phil/Ph.D Degree.
- xiii) Services are transferable between different satellite Campuses of the University of Kashmir.
- xiv) Only those candidates should apply for the posts, who fulfil the eligibility criteria by the date of issuance of advertisement notice in the University.
- xv) The University reserves the right not to fill up any of the vacancies advertised, if circumstance so warrant, without assigning any reason thereof.
- xvi) The number of vacancies indicated in Advertisement notice is tentative. The University reserves the right to increase/decrease the number of posts at the time of Selection.
- xvii) The University reserve its right to place reasonable limit on the total no. of candidates to be called for interview. Short listing of the applicants shall be made on the basis of higher academic qualifications, experience, publications and other academic credentials of the Candidates.

V) **GENERAL INSTRUCTIONS:**

- i) Detailed Advertisement Notice along with the Application Form is available on the University website www.kashmiruniversity.net. Application form completed in all respects be sent by post or submitted by hand against proper receipt in the office of the Deputy Registrar (Recruitment) along with the Bank Draft of Rs. 500/- pledged to the Registrar, University of Kashmir, Srinagar payable at J&K Bank Ltd. University Campus, Hazratbal, Srinagar (Kashmir). Postal order will not be accepted.
- ii) Cost of application form shall be refundable.

- iii) Candidates who have already applied against any post in response to the Advertisement Notice dated 29.11.2011, 13.01.2012,30.04.2012 and 07.06.2012 need not apply again. However they would be required to submit an application on plain paper addressed to the Registrar, University of Kashmir for consideration of their earlier application. In case such candidates are interested to update their academic/educational credentials, they can do so by applying afresh without payment of application fee of Rs. 500/-.
- iv) The Interview call letters shall be sent under Speed/Registered post. However, the University shall not be responsible for any postal delay, whatsoever.
- v) Applications of government servants should be sent through the Administrative Authority concerned, by the University Employees through the Registrar of the respective Universities. Applications not routed through the respective channels are liable to be rejected. Candidates may send advance copy of the application along-with the requisite fee (wherever applicable) before the last of receipt application.
- vi) Candidates shall have to produce the original documents relating to their age, qualifications, experience, fitness and other claims whatsoever at the time of interview.
- vii) Candidates invited for interview shall not be paid any T.A and D.A.
- viii) Impersonation or submission of false/fabricated/tampered documents or making incorrect/false statements by a candidate, will, in addition to debarring him/her permanently or for a specific period from any employment in the University, also render him/her liable for criminal prosecution.
- ix) Canvassing in any form by or on behalf of the candidate will lead to disqualification.
- x) All enclosures attached with the application form should be self attested by the candidates.
- xi) The University shall verify the antecedents of all documents of the candidates submitted at any time at the time of appointment or during the tenure of 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 and the action shall be taken as warranted under rules.
- xii) Application form found incomplete in any respect shall be rejected without any notice.
- xiii) Envelope containing duly filled application form should be **superscribed** as "Application for the post of..... advertised vide Notice No.dated"

Sd/-
REGISTRAR

No: F10(Apptt-Gen)RC/KU/13
Dated: April 17, 2013