

FACULTY NORMS

ANNEXURE-A

VASAVI COLLEGE OF ENGINEERING
IBRAHIMBAGH, HYDERABAD-500031

Information to Candidates

GENERAL TERMS & CONDITIONS AND GUIDELINES TO CANDIDATES APPLYING FOR FACULTY POSITIONS

1. Before filling up the application form, candidates should satisfy themselves that they are eligible to apply. The conditions prescribed cannot be relaxed.
2. The application form should be filled in by the candidate in his/her own handwriting and the signature at the end must be in full.
3. The management reserves the right to fill or not to fill up any post(s) without assigning any reasons thereof.
4.
 - i) Of all the candidates who have applied for a certain post, only those shortlisted based on eligibility will be called for selection process.
 - ii) **In the case of Assistant Professors, the selection process will include written test in their concerned subject and a lecture demo for those shortlisted. However, those possessing Ph.D. degree are exempted from the written test but will have to appear for a lecture demo.**
5. Candidates called for interview before the Selection Committee should bring all the original certificates of qualifications, marks memos and service certificates along with TWO SETS of photo copies of each.
6. Incomplete applications and applications received after the specified last date are liable to be rejected.
7. Candidates selected for appointment will be governed by the rules and regulations of Vasavi College of Engineering, as applicable from time to time.
8. Original certificates should not be enclosed with the application form.
9. Any candidate applying for more than one post should submit separate application for each post.
10. Retired persons below the age of 70 years may also apply for the post of Professor. They will be considered for contract appointment on consolidated salary.

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11. **For the post of Assistant Professor:**

*Based on the performance in the selection process, the candidates selected for the post of Assistant Professor will either be placed in the regular pay scale directly or will be considered for regular appointment, initially on a **consolidated salary of Rs.40,000/- or a higher salary** for two years. During the first year of service they will be paid a consolidated salary of Rs.40,000/- or higher salary per month and on satisfactory completion of one year service, 10% increase will be given during the 2nd year of service. Their performance will be reviewed at the end of 2nd year and on satisfactory completion of 2nd year of service, they will be placed on regular pay scale.*

12. **For the post of Associate Professor:**

*Based on the performance in the selection process, the candidates selected for the post of Associate Professor will either be placed in the regular pay scale directly or will be considered for regular appointment, initially on a **consolidated salary of Rs.1,40,000/- or a higher salary** for two years. During the first year of service they will be paid a consolidated salary of Rs.1,40,000/- or higher salary per month and on satisfactory completion of one year service, 10% increase will be given during the 2nd year of service. Their performance will be reviewed at the end of 2nd year and on satisfactory completion of 2nd year of service, they will be placed on regular pay scale.*

13. Candidate shortlisted and called for written test/demo/interview will be eligible for reimbursement of to & fro travel expenses and incidental expenses.

i) Candidates for the post of Professor will be paid

- a) I-Class train fare (or) II-Class (A/c.) or actual bus fare subject to production of tickets
- b) Incidental expenses^(*)

ii) Candidates for the post of Associate Professor will be paid

- a) III-tier (A/c.) train fare/actual bus charges subject to production of tickets
- b) Incidental expenses^(*)

iii) Candidates for the post of Assistant Professor will be paid

- a) Sleeper Class (SL) train fare/actual bus charges (limited to express bus charges) subject to production of tickets.
- b) Incidental expenses^(*)

(*) At the discretion of the Management

Applications complete in all respects should reach the SECRETARY, Vasavi College of Engineering, 9-5-81, Ibrahimbagh, Hyderabad – 500 031 within 15 days from the date of publication of the Notification.

**MINIMUM QUALIFICATION AND EXPERIENCE PRESCRIBED FOR
TEACHING POST IN DEGREE LEVEL TECHNICAL INSTITUTIONS**

ENGINEERING AND TECHNOLOGY

S.No	CADRE	QUALIFICATIONS AND EXPERIENCE
1.	ASSISTANT PROFESSOR	B.E./B.Tech./B.S. and M.E./M.Tech./M.S. or Integrated M.Tech in relevant branch with first class or equivalent in any one of the degrees. "The candidates with Ph.D in Computer Science & Engineering along with MCA are also eligible to teach B.Tech (Computer Science & Engineering) programme along with existing qualifications as prescribed by AICTE for Assistant Professor in Engineering and Technology."
		Pay Scale : Rs. 57,700 – 1,82,400 <i>In addition to Basic Pay i.e., Rs. 57,700/-, candidates will also be eligible for DA, H.R.A as per College norms.</i>
2.	ASSOCIATE PROFESSOR	a) Ph.D. degree in the relevant field and First class or equivalent at either Bachelor's or Master's level in the relevant branch AND b) At least total 6 research publications in SCI journals/UGC/AICTE approved list of journals AND c) Minimum of 8 years of experience in teaching/research/industry out of which at least 2 years shall be Post Ph.D. experience. AND Any other requirements as may be prescribed by the AICTE and/or concerned affiliating University.
		Pay Scale : Rs. 1,31,400-2,17,100 <i>In addition to Basic Pay i.e., Rs. 1,31,400/-, candidates will also be eligible for DA, H.R.A as per College norms.</i>
3.	PROFESSOR	a) Ph.D. degree in the relevant field and First class or equivalent at either Bachelor's or Master's level in the relevant branch AND b) Minimum of 10 years of experience in teaching/research/industry out of which at least 3 years shall be at a post equivalent to that of an Associate Professor. AND c) At least total 6 research publications at the level of Associate Professor in SCI journals/UGC/AICTE approved list of journals and at least two successful Ph.D. guided as Supervisor/Co-Supervisor till the date of eligibility of promotion. OR At least 10 research publications at the level of Associate Professor in SCI journals/UGC/AICTE approved list of journals till the date of eligibility of promotion. AND Any other requirements as may be prescribed by the AICTE and/or concerned affiliating University.
		Pay Scale : Rs. 1,44,200-2,18,200 <i>In addition to Basic Pay i.e., Rs. 1,44,200/-, candidates will also be eligible for DA, H.R.A as per College norms.</i>

Class/Division:

If a class/division is not awarded, minimum of 60% marks in aggregate shall be considered equivalent to first class/division. If a Grade Point System is adopted the CGPA will be converted into equivalent marks as below:

Grade Point	Equivalent Percentage
6.25	55%
6.75	60%
7.25	65%
7.75	70%
8.25	75%

Note: *Candidates applying for the post of Professor and Associate Professor should also submit the relevant documents in support of Research Publications/Research Score/API based PBAS as applicable (Refer Appendix available on the website) and enclose them along with the filled in PBAS Form.*

The applications for Associate Professor and Professor will be sent to Osmania University for evaluation and determining the eligibility for the position.

FOR THE DISCIPLINES OF HUMANITIES & SCIENCES

The qualifications for the faculty (Humanities and Sciences) at various levels of posts in Degree level Technical Institutions are given below..

SL.No	CADRE	QUALIFICATIONS AND EXPERIENCE
1	ASSISTANT PROFESSOR	<p>Eligibility (A or B):</p> <p>A.</p> <p>i) A Master's degree with 55% marks (or an equivalent grade in a point-scale wherever the grading system is followed) in a concerned/relevant/allied subject from an Indian University, or an equivalent degree from an accredited foreign university.</p> <p>ii) Besides fulfilling the above qualification, the candidate must have cleared the National Eligibility Test (NET) conducted by the UGC or the CSIR, or a similar test accredited by the UGC, like SLET/SET or who are or have been awarded a Ph.D. Degree in accordance with the University Grants Commission (Minimum Standards and Procedure for Award of M.Phil/Ph.D. Degree) Regulations 2009 or 2016 and their amendments from time to time, as the case may be, exempted from NET/SLET/SET:</p> <p><i>Provided</i> the candidates registered for the Ph.D. programme prior to July 11, 2009, shall be governed by the provisions of the then existing Ordinances/Bye-laws/Regulations of the Institution awarding the degree and such Ph.D. candidates shall be exempted from the requirement of NET/SLET/SET for recruitment and appointment of Assistant Professor or equivalent positions in Universities/Colleges/Institutions subject to the fulfillment of the following conditions:-</p> <p>a) The Ph.D. degree of the candidate has been awarded in a regular mode; b) The Ph.D. thesis has been evaluated by at least two external examiners; c) An open Ph.D. viva voce of the candidate has been conducted; d) The candidate has published two research papers from his/her Ph.D. work, out of which at least one is in a refereed journal; e) The candidate has presented at least two papers based on his/her Ph.D. work in conferences/seminars sponsored/funded/supported by the UGC/ICSSR/CSIR or any similar agency.</p> <p><i>The fulfillment of these conditions is to be certified by the Registrar or the Dean (Academic Affairs) of the University concerned.</i></p> <p>Note: NET/SLET/SET shall also not be required for such Masters Programmes in disciplines for which NET/SLET/SET is not conducted by the UGC, CSIR or similar test accredited by the UGC like SLET/SET.</p> <p style="text-align: center;">OR</p> <p>B.</p> <p>The Ph.D. degree has been obtained from a foreign university/institution with a ranking among top 500 in the World University Ranking (at any time) by any one of the following: (i) Quacquarelli Symonds (QS) (ii) the Times Higher Education (THE) or (iii) the Academic Ranking of World Universities (ARWU) of the Shanghai Jiao Tong University (Shanghai).</p>
<p>Pay Scale : Rs. 57,700 – 1,82,400</p> <p><i>In addition to Basic Pay i.e., Rs. 57,700/-, candidates will also be eligible for DA, H.R.A as per College norms.</i></p>		

<p>2</p>	<p>ASSOCIATE PROFESSOR</p>	<p>Eligibility:</p> <p>i) A good academic record, with a Ph.D. Degree in the concerned/allied/relevant disciplines.</p> <p>ii) A Master's Degree with at least 55% marks (or an equivalent grade in a point-scale, wherever the grading system is followed).</p> <p>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 with a minimum of seven publications in the peer-reviewed or UGC-listed journals and a total research score of 75 as per the criteria given in Appendix.</p>
	<p>Pay Scale : Rs. 1,31,400-2,17,100</p> <p><i>In addition to Basic Pay i.e., Rs. 1,31,400/-, candidates will also be eligible for DA, H.R.A as per College norms.</i></p>	
<p>3</p>	<p>PROFESSOR</p>	<p>Eligibility (A or B)</p> <p>A:</p> <p>(i) An eminent scholar having a Ph.D. Degree 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 research publications in the peer-reviewed or UGC-listed journals and a total research score of 120 as per the criteria given in Appendix.</p> <p>(ii) A minimum of ten years of teaching experience in university/College as Assistant Professor/Associate Professor/Professor, and / or research experience at equivalent level at the University/National Level Institutions with evidence of having successfully guided doctoral candidate.</p> <p style="text-align: center;">OR</p> <p>B:</p> <p>An outstanding professional, having a Ph.D. degree in the relevant/allied/applied disciplines from any academic institution (not included in A above)/ industry who has made significant contribution to the knowledge in the concerned/allied/relevant discipline, supported by documentary evidence provided he/she has ten years' experience.</p>
<p>Pay Scale : Rs. 1,44,200-2,18,200</p> <p><i>In addition to Basic Pay i.e., Rs. 1,44,200/-, candidates will also be eligible for DA, H.R.A as per College norms.</i></p>		

Class/Division:

If a class/division is not awarded, minimum of 60% marks in aggregate shall be considered equivalent to first class/division. If a Grade Point System is adopted the CGPA will be converted into equivalent marks as below:

Grade Point	Equivalent Percentage
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Note: *Candidates applying for the post of Professor and Associate Professor should also submit the relevant documents in support of Research Publications/Research Score/API based PBAS as applicable (Refer Appendix available on the website) and enclose them along with the filled in PBAS Form.*

Note:

The applications for Associate Professor and Professor will be sent to Osmania University for evaluation and determining the eligibility for the position.

APPENDIX

Methodology for University and College Teachers for calculating Academic/Research Score

(Assessment must be based on evidence produced by the teacher such as : copy of publications, project sanction letter, utilization and completion certificates issued by the University and acknowledgements for patent filing and approval letters, students;’ Ph.D. award letter, etc.,)

S No.	Academic/Research Activity	Faculty of Sciences/ Engineering/ Agriculture/ Medical/Veterinary Sciences	Faculty of Languages/ Humanities/Arts/Social Sciences/ Library/ Education/Physical Education/Commerce/ Management & other related disciplines
1.	Research Papers in Peer-Reviewed or UGC listed Journals	08 per paper	10 per paper
2.	Publications (other than Research papers)		
	(a) Books authored which are published by;		
	International publishers	12	12
	National Publishers	10	10
	Chapter in Edited Book	05	05
	Editor of Book by International Publisher	10	10
	Editor of Book by National Publisher	08	08
	(b) Translation works in Indian and Foreign Languages by qualified faculties		
	Chapter or Research paper	03	03
	Book	08	08
3.	Creation of ICT mediated Teaching Learning pedagogy and content and development of new and innovative courses and curricula		
	(a) Development of Innovative pedagogy	05	05
	(b) Design of new curricula and courses	02 per curricula/ course	02 per curricula/ course
	(c) MOOCs		
	Development of complete MOOCs in 4 quadrants (4 credit course) (In case of MOOCs of lesser credits 05 marks/credit)	20	20
	MOOCs (developed in 4 quadrant) per module/lecture	05	05
	Content writer/subject matter expert for each module of MOOCs (at least one quadrant)	02	02
	Course Coordinator for MOOCs (4 credit course) (In case of MOOCs of lesser credits 02 marks/credit)	08	08
	(d) E-Content		
	Development of e-Content in 4 quadrants for a complete course/e-book	12	12
	e-Content (developed in 4 quadrants) per module	05	05
	Contribution to development of e-content module in complete course/paper/e-book (at least one quadrant)	02	02
	Editor of e-content for complete course/paper/e-book	10	10

S No.	Academic/Research Activity	Faculty of Sciences/ Engineering/ Agriculture/ Medical/Veterinary Sciences	Faculty of Languages/ Humanities/Arts/Social Sciences/ Library/ Education/Physical Education/Commerce/ Management & other related disciplines
4.	(a) Research guidance		
	Ph.D.	10 per degree awarded 05 per thesis submitted	10 per degree awarded 05 per thesis submitted
	M.Phil./P.G. dissertation	02 per degree awarded	02 per degree awarded
	(b) Research Projects Completed		
	More than 10 Lakhs	10	10
	Less than 10 Lakhs	05	05
	(c) Research Projects Ongoing:		
	More than 10 Lakhs	05	02
	Less than 10 Lakhs	05	02
	(d) Consultancy	03	03
5.	(a) Patents		
	International	10	10
	National	07	07
	(b) *Policy Document (submitted to an International body/organisation like UNO/UNESCO/World Bank/International Monetary Fund etc., or Central Government or State Government)		
	International	10	10
	National	07	07
	State	04	04
	(c) Awards/Fellowship		
	International	07	07
	National	05	05
6.	*Invited lectures/Resource Person/paper presentation in Seminars/Conferences/full paper in Conference Proceedings (Paper presented in Seminars/Conferences and also published as full paper in Conference Proceedings will be counted only once).		
	International (Abroad)	07	07
	International (within country)	05	05
	National	03	03
	State/University	02	02

The research score for research papers would be augmented as follows:

Peer-Reviewed or UGC-listed Journals (Impact factor to be determined as per Thomson Reuters list):

i)	Paper in refereed journals without impact factor	:	5 Points
ii)	Paper with impact factor less than 1	:	10 Points
iii)	Paper with impact factor between 1 and 2	:	15 Points
iv)	Paper with impact factor between 2 and 5	:	20 Points
v)	Paper with impact factor between 5 and 10	:	25 Points
vi)	Paper with impact factor >10	:	30 Points

(a) Two authors : 70% of total value of publication for each author.

(b) More than two authors: 70% of total value of publication for the First/Principal/Corresponding author and 30% of total value of publication for each of the joint authors.

Joint Projects : Principal Investigator and Co-Investigator would get 50% each.

Note:

- Paper presented if part of edited book or proceeding then it can be claimed only once.
- For joint supervision of research students, the formula shall be 70% of the total score for Supervisor and Co-supervisor. Supervisor and Co-Supervisor, both shall get 7 marks each.
- *For the purpose of calculating research score of the teacher, the combined research score from the categories of 5(b). Policy Document and 6. Invited lectures/Resource Person/Paper presentation shall have an upper capping of thirty percent of the total research score of the teacher concerned.
- The research score shall be from the minimum of three categories out of six categories.