



Information Brochure for recruitment of the backlog vacancies (Second Time) for the posts of Professor, Associate Professor and Assistant Professor on regular basis.

Applications are invited in the prescribed form on online for the posts of Professors, Associate Professors and Assistant Professors. The online application form is available at University website www.unigoa.ac.in from 5th January, 2018. Last date for submission of online application form is 5th February, 2018.

Application Fees : ₹ 1000/-

Rs. 7000/- for candidates from abroad

SC/ST category candidates have to pay only 50% (fifty percent) of the application fees. Physically disabled candidates are exempted from the payment of application fees.

The application fee as indicated above can be paid online by way of NEFT/RTGS transaction or debit card or credit card or any other online mode. 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 enclosures shall be submitted online on or before 5th February, 2018.

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

In addition to the requirements stipulated by UGC the following additional requirements shall be applicable :

a) Knowledge of Konkani (Essential)

b) Knowledge of Marathi (Desirable)

The University shall have right to fill up the vacancies of Professor at the level of Associate Professor /Assistant Professor if an eligible/meritorious candidate is not available at the level of Professor. Similarly, posts at the Associate Professor level may be filled at the Assistant Professor level if an eligible/meritorious candidate is not available at the level of Associate Professor.

Caste certificates should be submitted from the **competent authority of the State of Goa** if the candidate belongs to Scheduled Caste/ Scheduled Tribe/ Other backward class.

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. Accordingly, the essential and desirable qualifications/pay scales etc. prescribed for various posts in the Faculties of Languages and Literature; Social Sciences; Natural Sciences; Life Sciences and Environment; and Commerce and Management Studies are as follows:

PAY SCALES.

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.

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.

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:

QUALIFICATIONS:

(I) PROFESSOR (MANAGEMENT STUDIES)

The minimum qualifications for appointment to the post of Professor in Management Studies shall be:

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 or has secured an average of 50% marks in the previous three examinations.

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) 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.

OR

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.

OR

First Class graduate and professionally qualified Chartered 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.

(II) PROFESSOR (All subjects except Management Studies)

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 in Schedule SSA-6.

OR

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).

(III) ASSOCIATE PROFESSOR (MANAGEMENT STUDIES)

The minimum qualifications for appointment to the post of Associate Professor in Management Studies shall be:

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

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

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

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

OR

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

(ii) 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 the 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) In addition to the above qualifications, the following shall be desirable:

(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.

(IV) ASSOCIATE PROFESSOR (All subjects except Management Studies)

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 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 in Schedule SSA-6.

(V) ASSISTANT PROFESSOR (MANAGEMENT STUDIES)

The minimum qualifications for appointment to the post of Assistant Professor in Management shall be:

(A)Essential:

First Class Masters Degree in Business Management/ Administration/ in a relevant management related discipline or first class in two year full time PGDM declared equivalent by AIU / accredited by the AICTE / UGC. Good academic record shall mean that a candidate has secured at least second class at graduate level or has secured an average of 50% marks in the previous three examinations.

OR

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

(B) Desirable:

- (i) Teaching, research, industrial and/or professional experience in a reputed organization;
- (ii) Papers presented at Conferences and / or published in refereed journals.

(VI) ASSISTANT PROFESSOR (All subjects except Management Studies)

The minimum qualifications 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, 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) NET/SLET/SET shall be the minimum eligibility condition for recruitment and appointment of Assistant Professors.
- (iv) 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 for recruitment and appointment of Assistant Professor or equivalent positions.
- (v) Candidates who were registered for the M.Phil/Ph.D. Programme prior to July 11, 2009, and have been awarded the Degree under the provisions of the then existing Ordinances/ Regulations of the Institution awarding the degrees shall also be exempted from the requirement of the minimum eligibility condition of NET/SLET/SET for recruitment and appointment of Assistant Professor or equivalent positions subject to fulfillment of the following conditions:
 - (a) Ph.D. degree of the candidate awarded in regular mode only;
 - (b) Evaluation of the Ph.D. thesis by at least two external examiners;
 - (c) Open Ph.D. viva-voce of the candidate had been conducted;
 - (d) The candidate has published two research papers from out of his/her Ph.D. work, of which at least one must be in a refereed journal;
 - (e) The candidate has presented two papers in seminars/conferences based on his/her Ph.D. work;

Fulfillment of conditions at (a) to (e) above are to be certified by the Vice-Chancellor/ Dean (Academic Affairs)/ Dean (University Instructions).

- (vi) NET/SLET/SET shall not be required for such Master's Degree programme in discipline for which NET/SLET/SET is not available.
- (vii) 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% (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.

(viii) 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.

(ix) 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.

(x) 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.

(xi) 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 / desirable area of specialization required, if any are as follows:

Post No.	Discipline	Post	Reserved category
1	English	Associate Professor/Assistant Professor	OBC
		<i>Desirable Area of Specialization: Any area of the discipline</i>	

Post No.	Discipline	Post	Reserved category
2	Hindi	Assistant Professor	OBC
		<i>Desirable Area of Specialization: Any area of the discipline</i>	
3	Marathi	Professor/Associate Professor/Assistant Professor	OBC
		<i>Desirable Area of Specialization: Any area of the discipline</i>	
4	Marathi	Assistant Professor	ST
		<i>Desirable Area of Specialization: Any area of the discipline</i>	
5	Konkani	Associate Professor/Assistant Professor	SC
		<i>Desirable Area of Specialization: Any area of the discipline</i>	
6	Economics	Assistant Professor	ST
		<i>Desirable Area of Specialization: Any area of the discipline</i>	
7	Political Science	Associate Professor/Assistant Professor	ST
		<i>Desirable Area of Specialization: Any area of the discipline</i>	
8	Sociology	Professor/Associate Professor/Assistant Professor	ST
		<i>Desirable Area of Specialization: Any area of the discipline</i>	
9	Sociology	Assistant Professor	ST
		<i>Desirable Area of Specialization: Any area of the discipline</i>	
10	History	Associate Professor/Assistant Professor	OBC
		<i>Desirable Area of Specialization: Any area of the discipline</i>	
11	Philosophy	Professor/Associate Professor/Assistant Professor	ST
		<i>Desirable Area of Specialization: Any area of the discipline</i>	
12	Mathematics	Professor/Associate Professor/Assistant Professor	OBC
		<i>Desirable Area of Specialization: Any area of the discipline</i>	
13	Physics	Associate Professor/Assistant Professor	ST
		<i>Desirable Area of Specialization: Any area of the discipline</i>	
14	Physical Chemistry	Professor/Associate Professor/Assistant Professor	ST
		<i>Desirable Area of Specialization: Any area of the discipline</i>	
15	Inorganic Chemistry	Associate Professor/Assistant Professor	OBC
		<i>Desirable Area of Specialization: Any area of the discipline</i>	
16	Organic Chemistry	Associate Professor/Assistant Professor	OBC
		<i>Desirable Area of Specialization: Any area of the discipline</i>	

Post No.	Discipline	Post	Reserved category
		discipline	
17	Earth Science	Associate Professor/Assistant Professor <i>Desirable Area of Specialization: Any area of the discipline</i>	OBC
18	Computer Science & Technology	Professor/Associate Professor/Assistant Professor <i>Desirable Area of Specialization: Any area of the discipline</i>	OBC
19	Computer Science & Technology	Associate Professor/Assistant Professor <i>Desirable Area of Specialization: Any area of the discipline</i>	OBC
20	Botany	Professor/Associate Professor/Assistant Professor <i>Desirable Area of Specialization: Any area of the discipline</i>	OBC
21	Zoology	Associate Professor/Assistant Professor <i>Desirable Area of Specialization: Any area of the discipline</i>	OBC
22	Marine Science	Associate Professor/Assistant Professor <i>Desirable Area of Specialization: Any area of the discipline</i>	OBC
23	Biotechnology	Professor/Associate Professor/Assistant Professor <i>Desirable Area of Specialization: Any area of the discipline</i>	OBC
24	Management Studies	Professor/Associate Professor/Assistant Professor <i>Desirable Area of Specialization: Any area of the discipline</i>	OBC

OBC: Other Backward Class, SC: Scheduled Caste, ST: Scheduled Tribe.

Advertisement against shortfall and other vacancies will be released shortly.

29/12/2017

Prof. Y. V. Reddy
REGISTRAR