



## GOA UNIVERSITY

Taleigao Plateau, Goa - 403 206 INDIA

Established by State Legislature by Notification No.LD/10/7/84 (D) of year 1984

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GU/Admn (T)/504/2020/273

Date: 21/05/2020

### **NOTIFICATION-XIV (GOA BUSINESS SCHOOL)**

Goa University invites applications from eligible candidates for recruitment of the following **vacancies of teaching posts** on regular basis. Application Form and Information Brochure containing detailed information such as qualifications/experience, scale of pay etc. are available at University website [www.unigoa.ac.in](http://www.unigoa.ac.in). Last date for submission of online application form is **21.06.2020**.

**Click here to apply online:** <http://gums.unigoa.ac.in/gums/#/rec> RecruitmentLogin

Sr.No.	Post	Category
<b>Goa Business School</b>		
1	Professor/Associate Professor/Assistant Professor in Financial Services	OBC
2	Associate Professor/Assistant Professor in Financial Services	UR
3	Associate Professor/Assistant Professor in Financial Services	UR
4	Assistant Professor in Financial Services	OBC
5	Assistant Professor in Financial Services	UR
6	Assistant Professor in Financial Services	UR
7	Assistant Professor in Financial Services	ST
8	Professor/Associate Professor/Assistant Professor in Hospitality, Travel and Tourism Studies	UR
9	Associate Professor/Assistant Professor in Hospitality, Travel and Tourism Studies	UR
10	Associate Professor/Assistant Professor in Hospitality, Travel and Tourism Studies	OBC
11	Assistant Professor in Hospitality, Travel and Tourism Studies	OBC
12	Assistant Professor in Hospitality, Travel and Tourism Studies	UR
13	Assistant Professor in Hospitality, Travel and Tourism Studies	UR
14	Assistant Professor in Hospitality, Travel and Tourism Studies	ST

**OBC: Other Backward Class, ST: Scheduled Tribe, UR: Unreserved.**

**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.**

Candidates belonging to ST/OBC **from the State of Goa only** are eligible to apply. Valid caste certificates should be submitted from the competent authority of the State of Goa if the candidate belongs to Scheduled Tribe/Other Backward Class (Non-Creamy Layer).

In addition to the requirements specified in the Information Brochure, the following mandatory requirements shall be applicable:

- a) Minimum of 15 years of Residence in Goa.**
- b) Knowledge of Konkani.**  
**Additionally, knowledge of Marathi shall be desirable.**

Place: Taleigao Plateau.

Date: 21/05/2020

Sd/-  
(Prof. Y. V. Reddy)  
REGISTRAR



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

Applications are invited online in the prescribed format for the posts of Professors, Associate Professors and Assistant Professors. The online application form is available at University website [www.unigoa.ac.in](http://www.unigoa.ac.in) with effect from **22.05.2020**

Application Fees : ₹ 1000/- ([please see the instructions page for details](#))  
₹ 7000/- for candidates from abroad

The application fee as indicated above can be paid online by way of debit card or credit card or any other online mode. The details regarding educational qualifications/experience etc. are given in the Information Brochure. Applications duly completed in all respects along with the prescribed application fee and relevant enclosures shall be submitted online on or before **21/06/2020**.

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

Certificates in support of claim, as obtained from the **competent authority of the State of Goa, and having validity on the date of submission of the application** should be submitted if the candidate belongs to Scheduled Caste/ Scheduled Tribe/ Other backward class/Person with Disability/Children of Freedom Fighters and for candidates under Economically Weaker Section category .

The minimum qualifications required and the scale of pay for these posts are as prescribed in the Goa University Statutes (SB-15) and the same are available to the applicants at- [https://www.unigoa.ac.in/uploads/config\\_docs/20191101.104209~Statutes\\_31\\_Oct\\_19.pdf](https://www.unigoa.ac.in/uploads/config_docs/20191101.104209~Statutes_31_Oct_19.pdf) which are formulated on the basis of UGC Regulations - 2018. Accordingly, the essential and desirable qualifications/pay scales etc. prescribed for the post in the Goa Business School are as given below:

The pay protection shall be provided to the persons already teaching in government or government aided institutions, as per the provisions of relevant statutes.

The other service conditions shall be as per the provisions of Goa University Statute SB-15 and the same are available to the applicants at-

[https://www.unigoa.ac.in/uploads/config\\_docs/20191101.104209~Statutes\\_31\\_Oct\\_19.pdf](https://www.unigoa.ac.in/uploads/config_docs/20191101.104209~Statutes_31_Oct_19.pdf)

Further, the following additional requirements shall be essential for direct recruitment to all the posts.

- a) Minimum of 15 years of Residence in Goa.
- b) Knowledge of Konkani. Additionally, knowledge of Marathi shall be desirable.

### **General Requirements:**

**I.** The National Eligibility Test (NET) or State Eligibility Test (SET) conducted by Savitribai Phule Pune University shall remain the minimum eligibility for appointment of Assistant Professor and equivalent positions wherever provided in the Statutes.

(i) *Provided* that candidates who 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) Regulation, 2009, or the University Grants Commission (Minimum Standards and Procedure for Award of M. Phil/Ph. D. Degree) Regulation, 2016, and their subsequent amendments from time to time, as the case may be, shall be exempted from the requirement of the minimum eligibility condition of NET/SET for recruitment and appointment of Assistant Professor or any equivalent position.

(ii) *Provided* further that the award of degree to candidates registered for the M. Phil / 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. All such Ph.D. candidates shall be exempted from the requirement of NET/SET for recruitment and appointment of Assistant Professor or equivalent positions in University subject to the fulfillment of the following conditions:

- a) The Ph.D. degree of the candidate has been awarded in regular mode only;
- 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.

The fulfilment of these conditions is to be certified by the Registrar of the University concerned.

**II.** The clearing of NET/SET shall not be required for candidates in such disciplines for which NET/SET has not been conducted.

- III.** A minimum of 55% marks (or an equivalent grade in a point-scale, wherever the grading system is followed) at the Master's level shall be the essential qualification for direct recruitment of teachers and other equivalent cadres at any level.
- (1) A relaxation of 5% shall be allowed at the Bachelor's as well as at the Master's level for the candidates belonging to Scheduled Caste/Scheduled Tribe/Other Backward Classes (OBC)(Non-creamy Layer)/Differently-abled ((a) Blindness and low vision; (b) Deaf and Hard of Hearing; (c) Locomotor disability including cerebral palsy, leprosy cured, dwarfism, acid-attack victims and muscular dystrophy; (d) Autism, intellectual disability, specific learning disability and mental illness; (e) Multiple disabilities from amongst persons under (a) to (d) including deaf-blindness) for the purpose of eligibility and assessing good academic record for direct recruitment. The eligibility of at least 55% marks (or an equivalent grade in a point scale wherever the grading system is followed) and the relaxation of 5% to the categories mentioned above are permissible, based only on the qualifying marks without including any grace mark procedure.
  - (2) 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 19 September, 1991.
  - (3) A relevant grade which is regarded as equivalent of 55%, wherever the grading system is followed by a recognized university, at the Master's level shall also be considered valid.
  - (4) The Ph.D. Degree shall be a mandatory qualification for appointment and promotion to the post of Associate Professor.
  - (5) The 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. Further the period of active service spent on pursuing Research Degree simultaneously with teaching assignment without taking any kind of leave, shall be counted as teaching experience for the purpose of direct recruitment/ promotion. Regular faculty members up to twenty per cent of the total faculty strength (excluding faculty on medical / maternity leave) shall be allowed to take study leave for pursuing Ph.D. degree.

## **QUALIFICATIONS:**

### **(I) ASSISTANT PROFESSOR**

#### **Eligibility (A or B)**

- A. (i) A Master's degree with at least 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.
- (ii) Besides fulfilling the above qualifications, 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 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 or have been awarded Ph.D. degree from National Institutes of Importance are exempted from NET/SET:
- (iii) *Provided*, 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/Statutes of the Institution awarding the degree and such Ph.D. candidates shall be exempted from the requirement of NET/SET for recruitment and appointment of Assistant Professor or equivalent positions in University subject to the fulfillment of the following conditions:-
- The Ph.D. degree of the candidate has been awarded in a regular mode;
  - The Ph.D. thesis has been evaluated by at least two external examiners;
  - An open Ph.D. viva voce of the candidate has been conducted;
  - The Candidate has published two research papers from his/her Ph.D. work, out of which at least one is in a refereed journal;
  - 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.

The fulfillment of these conditions is to be certified by the Registrar or the Dean (Academic Affairs) of the University concerned.

**Note:** *NET/SET shall also not be required for such Masters Programmes in disciplines for which NET/SET is not conducted by the UGC, CSIR or similar test accredited by the UGC, like SET.*

Candidates with publications in peer reviewed journals as approved by Goa University from time to time or UGC-listed journals shall be desirable.

**OR**

- B.** 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).

**II. Associate Professor:**

**Eligibility:**

- A) A good academic record, with a Ph.D. Degree in the concerned/allied/relevant disciplines.
- B) A Master's Degree with at least 55% marks (or an equivalent grade in a point-scale, wherever the grading system is followed).
- C) 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 journals as approved by Goa University from time to time or UGC-listed journals and a **total research score of Seventy five (75)** as per the criteria given in Appendix II, [Table 1.](#) of the seven publications at least three should be in Scopus/Web of Science indexed journals for Science disciplines and two for other disciplines (except for Indian languages like Konkani where publications in ISSN/ISBN journals shall be considered in lieu of publications in Scopus/Web of Science indexed journals).

**III. Professor:**

**Eligibility (A or B):**

- A. 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 ten research publications in the peer-reviewed journals as approved by Goa University from time to time or UGC-listed journals and a **total research score of 120** as per the criteria given in Appendix II, [Table 1.](#) of the ten publications at least five should be in Scopus/Web of Science indexed journals for Science disciplines and four for other disciplines (except for Indian languages like Konkani where publications in ISSN/ISBN journals shall be considered in lieu of publications in Scopus/Web of Science indexed journals).  
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.
- OR**
- B. An outstanding professional, having a Ph.D. degree in the relevant/allied/applied disciplines, from an academic institutions (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.

## Appendix II

### Table 1

#### Methodology for University 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 College and acknowledgements for patent filing and approval letters, students' Ph.D. award letter, etc.,)

Sr. 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	Scores claimed by the Applicant
1.	Research Papers in the peer-reviewed journals as approved by Goa University from time to time or UGC listed Journals.	08 per paper	10 per paper	
2.	<b>Publications (other than Research papers)</b>			
	<b>(a) Books authored which are published by ;</b>			
	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>(b) Translation works in Indian and Foreign Languages by qualified faculties</b>			
	Chapter or Research paper	03	03	
	Book	08	08	
3	<b>Creation of ICT mediated Teaching Learning pedagogy</b>			



	<b>and content and development of new and innovative courses and curricula</b>			
	<b>(a) Development of Innovative pedagogy</b>	05	05	
	<b>(b) Design of new curricula and courses</b>	02 per curricula/course	02 per curricula/course	
	<b>(c) MOOCs</b>			
	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	
	<b>(d) E-Content</b>			
	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	
<b>4</b>	<b>(a) Research guidance</b>			
	<b>Ph.D.</b>	10 per degree awarded 05 per thesis submitted	10 per degree awarded 05 per thesis submitted	
	M. Phil/PG dissertation	02 per degree awarded	02 per degree awarded	
	UG dissertation	02 per degree awarded	02 per degree Awarded	

	<b>(b) Research Projects</b>			
	<b>Completed</b>			
	More than 10 lakhs	10	10	
	Less than 10 lakhs	05	05	
	<b>(c) Research Projects Ongoing</b>			
	More than 10 lakhs	05	05	
	Less than 10 lakhs	02	02	
	<b>(d) Consultancy</b>	03	03	
5	<b>(a) Patents</b>			
	International	10	10	
	National	07	07	
	<b>(b) Policy Document (Submitted to an International body/ organization like UNO/UNESCO/World Bank/ International Monetary Fund etc. or Central Government or State Government)</b>			
	International	10	10	
	National	07	07	
	State	04	04	
6	Invited Lectures/ Resource Person/ paper presentation in Seminars/ Conferences/ 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:

The peer-reviewed journals as approved by Goa University from time to time or UGC listed Journals (Impact factor to be determined as per Thomson Reuters list):

Paper in refereed journals without impact factor	-	05 points
Paper with impact factor less than 1	-	10 points
Paper with impact factor between 1 and 2	-	15 points
Paper with impact factor between 2 and 5	-	20 points
Paper with impact factor between 5 and 10	-	25 points
Paper with impact factor > 10	-	30 points

Two authors: 70% of total value of publication for each author

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

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

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.

	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.

### **PAY MATRIX.**

**PROFESSOR** : The pay of a directly recruited Professor shall be fixed at Academic Level 14 at the rationalized entry pay Rs.1,44,200.

**ASSOCIATE PROFESSOR**: The pay of a directly recruited Associate Professor shall be fixed at Academic Level 13A at the rationalized entry pay Rs.1,31,400.

**ASSISTANT PROFESSOR**: The pay of a directly recruited Associate Professor shall be fixed at Academic Level 10 at the rationalized entry pay Rs.57,700.

Place: Taleigao Plateau.

Date: 21/05/2020

Sd/-  
(Prof. Y. V. Reddy)  
REGISTRAR

# GOA UNIVERSITY

## Instructions to the candidates (Regular vacancies of teaching posts)

1. Candidates are requested to read the Information Brochure carefully to know about their eligibility for the post for which they intend to apply.
2. The University shall have the right to fill up the vacancies of Associate Professor/Assistant Professor if an eligible/ meritorious candidate is not available at the level of Associate Professor same may be filled at the Assistant Professor level.
3. Candidates may apply for more than one position in the same discipline. The candidates will have to pay Rs.1000/- or the fees as applicable for specific position in such cases separately. The candidates, who are applying from abroad, will have to pay Rs.7000/- Physically disabled candidates are exempted from the payment of application fees.
4. Bank charges towards the online payment service as applicable will be additionally payable by the candidates.
5. Candidates have to first register themselves on the online portal. Once registered, the candidate will receive a mail to his/her mail ID as provided, for verification. The candidate should verify the mail ID by clicking the link 'Verify'. Immediately after verifying, the candidate will receive one more mail wherein a link will be provided to proceed for filling the application form.
6. There are seven parts which are required to be filled. The candidates may keep on saving the various parts of the application. The candidate is permitted to edit the application until it is finally uploaded. If necessary, the candidate may log out and login later to edit or complete the rest of the application form.
7. Once uploaded, the candidates will not be permitted to edit the application form.
8. Candidates who are already employed shall submit their applications after necessary endorsement by the Head of the Institute. Please download the [PDF form of declaration](#) and after it is duly filled and signed by the competent authority, a scanned copy of the same can be uploaded.
9. Candidates should also upload, wherever asked, their degree certificates, statement of marks or other certificates in support of their educational qualifications and experience and of the Matriculation or equivalent certificate in support of their age.
10. Candidates will be required to upload the following documents in [prescribed format](#).
  - Caste certificates obtained from the competent authority of the State of Goa if the candidate belongs to Scheduled Caste/ Scheduled Tribe/ Other Backward Class.
  - Certificate from the employer stating the pay and allowances drawn at the present.
  - Testimonials, (03 No.).
  - Documentary evidence in support of their claims under Appendix Table I as a single PDF file.
  - Passport size Colour photograph of 3.5 x 3.5 cms (avoid white/ light background) with file size less than 100 kb in JPEG format having 80% coverage of face.
  - In case of applicants who had registered themselves for Ph.D prior to July 11, 2009, a certificate issued by the competent authority indicating the eligibility for exemption from NET/SET shall be provided.
11. The application fee, once paid, shall not be refunded under any circumstances, other than the withdrawal of this Notification.
12. Any change in the address given in Personal Information part of the application form should be communicated immediately to the Registrar, Goa University at [registrar@unigoa.ac.in](mailto:registrar@unigoa.ac.in).

13. Incomplete application form and application without the requisite fees will not be considered.
14. Candidates are advised to satisfy themselves before applying that they possess the prescribed qualifications. No query seeking advice as to eligibility will be entertained.
15. Candidates called for interview will have to present themselves at their own expenses. No TA/DA will be paid to the candidates.
16. The University reserves the right not to fill up any or all the posts that are being advertised. Applications duly filled online in all respects, in the prescribed application format and along with relevant enclosures shall be submitted online **on or before 20.06.2020**.
17. No hard copy of the application form is required, nor will any be entertained.

**18. Documents required to be Uploaded wherever applicable:-**

Sr. No.	Particulars of the Documents	Maximum Page Size	Format
<b>Personal Information</b>			
1.	Candidate's Photograph	3.5 x 3.5 cm	.JPEG
2.	Birth Certificate	A4	.JPEG
3.	15 years Residence/ Domicile Certificate in Goa issued by competent authority (Office of Mamlatdar)	A4	.JPEG
4.	Caste /Category Certificate (SC/ST/OBC/EWS)	A4	.JPEG
5.	Person with Disabilities Certificate	A4	.JPEG
<b>Educational Qualification</b>			
6.	SSC or equivalent	A4	.JPEG
7.	HSSC or equivalent	A4	.JPEG
8.	Graduate Certificate (BA/B.Sc./B.Com, etc.)	A4	.JPEG
9.	Master's Degree Certificate	A4	.JPEG
10.	Other Certificates if uploaded	A4	.JPEG
11.	NET Certificate	A4	.JPEG
12.	SET Certificate	A4	.JPEG
13.	M.Phil. Certificate	A4	.JPEG
14.	Ph.D. Degree Certificate ( Ph.D. & equivalence certificates as applicable)	-	PDF
<b>Employment Details</b>			
15.	Experience Certificates (Wherever Required)	A4	.JPEG
16.	Salary Certificate (Wherever Required)	A4	.JPEG
<b>Publication &amp; Research</b>			
17.	Publications	-	PDF
<b>References &amp; Testimonials</b>			
18.	Testimonials	A4	.JPEG
<b>Declaration</b>			
19.	Declaration Form	A4	.JPEG
<b>Upload Form</b>			
20.	Upload supporting Document ( Please upload Research Score ( <b>Annexure II Table I</b> as specified under brochure)	-	PDF

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