

**AVINASHILINGAM INSTITUTE FOR HOME SCIENCE AND HIGHER  
EDUCATION FOR WOMEN, COIMBATORE – 641 043**

**Qualification required for Direct Recruitment of Assistant Professor, Associate Professor  
and Professor as per UGC Regulation 2018 dated 18<sup>th</sup> July 2018:**

**For the Disciplines of Arts, Commerce, Humanities, Education, Social Sciences, Sciences,  
Languages:**

**I. Assistant Professor:**

**Eligibility**

**(AorB) :**

**A.**

- 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.
- 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 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 :

*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/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 :-

- 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.

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

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.

## **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).

*Note: The Academic score as specified in Appendix II (Table 3A) for Universities, shall be considered for short-listing of the candidates for interview only, and the selections shall be based only on the performance in the interview.*

## **II. Associate Professor**

### **Eligibility:**

- i) A good academic record, with a Ph.D. Degree in the concerned/allied/relevant disciplines.
- ii) A Master's Degree with at least 55% marks (or an equivalent grade in a point-scale, wherever the 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 with a minimum of seven publications in the peer-reviewed or UGC-listed journals and a total research score of Seventy five (75) as per the criteria given in Appendix II, Table 2.

## **III. Professor:**

### **Eligibility**

#### **(A or B) : A.**

- 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 II, Table 2.
- 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.

**OR**

- B.** An outstanding professional, having a Ph.D. degree in the relevant/allied/applied disciplines, from any 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.

**Music:**

**I. Assistant Professor:**

**Eligibility**

**(A or B): A.**

- i) Master's Degree with 55% marks (or an equivalent grade in a point scale wherever grading system is followed) in the relevant subject or an equivalent degree from an Indian/foreign University.
- ii) Besides fulfilling the above qualifications, the candidate must have cleared the National Eligibility Test (NET) conducted by the UGC, CSIR or similar test accredited by the UGC like SLET/SET 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.

*Provided* further, 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 Institutions 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 fulfilment of the following conditions:

- a) Ph.D. degree has been awarded to the candidate 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 had been conducted;
- d) 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 research papers based on his/her Ph.D. work in conferences/seminars supported/funded/sponsored by the UGC/AICTE/ICSSR or any other similar agency.

*Note 1: The fulfilment of these conditions is to be certified by the Registrar or the Dean (Academic Affair) of the University concerned.*

Note 2: The clearance of 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).

**OR**

- B.** A traditional or a professional artist with highly commendable professional achievement in the subject concerned having a Bachelor's degree, who has:
- i) studied under a noted/reputed traditional Master(s)/Artist(s)
  - ii) Has been 'A' grade artist of AIR/Doordarshan;
  - iii) Has the ability to explain, with logical reasoning the subject concerned; and
  - iv) Has adequate knowledge to teach theory with illustrations in the discipline concerned.

**III. Professor :**

**Eligibility**

**(A or B): A.**

- i) An eminent scholar having a doctoral degree
- ii) Have been actively engaged in research with at least ten years of experience in teaching in University/College and / or research at the University/National level institutions
- iii) Minimum of 6 research publications in the peer-reviewed or UGC-listed journals,
- iv) Has a total research score of 120, as per Appendix II, Table 2.

**OR**

- B.** A traditional or a professional artist, with highly-commendable professional achievement, in the subject concerned,
- i) Having Masters degree, in the relevant subject
  - ii) Has been 'A'-grade artist of AIR/Doordarshan
  - iii) Has Ten years of outstanding performing achievements in the field of specialisation
  - iv) Has made significant contributions in the field of specialisations and ability to guide research;
  - v) Has participated in National/International Seminars/Conferences/ Workshops/Concerts and/ or recipient of National/International Awards/Fellowships;
  - vi) Has the ability to explain with logical reasoning the subject concerned, and
  - vii) Has adequate knowledge to teach theory with illustrations in the said discipline.

**Qualification required for Direct Recruitment of Assistant Professor, Associate Professor and Professor as per UGC Regulation 2010 dated 30<sup>th</sup> June 2010:**

**MANAGEMENT/BUSINESS ADMINISTRATION:**

**1. Professor:**

- i. Consistently good academic record with at least 55% marks (or an equivalent grade in a point scale wherever grading system is followed) in Master's Degree in Business Management / Administration / in a relevant discipline or consistently good academic record with at least 55% marks (or an equivalent grade in a point scale wherever grading system is followed) in two year full time PGDM declared equivalent by AIU / recognized by the AICTE / UGC;

OR

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

- ii. Ph. D. or Fellow of Indian Institute of Management or of an Institute recognized by AICTE and declared equivalent by the AIU.
- iii. A minimum of ten years' experience of teaching / industry / research / professional out of which five years must be at the level of Reader or equivalent excluding the period spent for obtaining the research degree.

OR

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

1. Consistently good academic record with at least 55% marks (or an equivalent grade in a point scale wherever grading system is followed) in Master's Degree in Business Management / Administration / in a relevant management related discipline or consistently good academic record with at least 55% marks (or an equivalent grade in a point scale wherever grading system is followed) in two years full time PGDM declared equivalent by AIU / recognized by the AICTE / UGC.

OR

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

2. The candidate should have professional work experience which is significant and can be recognized at national / International level as

equivalent to Ph. D. and twelve years' managerial experience in industry / profession of which at least eight years should be at least at a level comparable to that of Reader/Assistant Professor.

- v. Without prejudice to the above, the following conditions may be considered desirable:
- i) Teaching, research, and / or professional experience in areputed organization;
  - ii) Published work, such as research papers, patents filed / obtained, books and / or technical reports;
  - iii) Experience of guiding the project work / dissertation of PG / Research Students or supervising R&D projects in industry;
  - iv) Demonstrated leadership in planning and organizing academic, research, industrial and / or professional activities; and
  - v) Capacity to undertake / lead sponsored R&D consultancy and related activities.

## **MINIMUM QUALIFICATIONS FOR DIRECT RECRUITMENT TO THE POSTS OF ASSOCIATE PROFESSOR IN SPECIAL EDUCATION**

### **Associate Professor**

- 1) Masters Degree in any discipline with not less than 50% of marks
- 2) M.Ed. Degree in specific disability area with not less than 55% of marks Or an equivalent grade of B+ in 10- point scale of UGC OR An equivalent degree from a foreign university recognized by RCI.
- 3) Ph.D in Special Education or Education with research emphasis on Special Education.
- 4) Should have completed at least 08 years of teaching experience as faculty out of which minimum 05 years should be in specific disability area.
- 5) Should have completed at least one general orientation course and two refresher courses in education / special education of UGC

6) Valid registration with RCI u/s 19 of RCI Act, 1992 is essential  
*\*RCI as Statutory Regulatory Body prescribes 50% as per the UGC  
Regulations Gazette dt. September 18, 2010 section 1.1.1*

**Desirable:** Minimum 3 publications pertaining to Special Education in indexed journals and research experience

**Educational Qualification for the appointment of Non-Teaching staff for  
Direct Recruitment as per UGC / DoPT / Cadre Recruitment Rules :  
GROUP A – Controller of Examination – (Level as per Pay Matrix + allowance as  
admissible  
under The Government of India Rules Level - 14 -  
Rs.144200/-)**

**No. of Post - 01**

**AGE LIMIT**

Below 57 years

**QUALIFICATION:**

**ESSENTIAL :**

1. A Master's degree with at least 55% of the marks (or) in Grade B of UGC Seven Point Scale from a recognized University / Institute
2. At least 15 years of experience as Assistant Professor in the Academic Level 11 and above  
(or)  
with 8 years of service in the Academic Level 12 and above including as Associate Professor along with experience in Educational Administration  
(or)  
Comparable experience in Research Establishment and / (or) other Institutions of Higher Education  
(or)  
15 years of administrative experience of which 8 years as Deputy Registrar / Deputy Controller of Examination
3. Knowledge of Computer Applications like M.S Office, Internet etc

**DESIRABLE:**

Relevant experience in the University / National Level Educational Institution's Examination (or) other comparable Examination System

**GROUP A – Finance Officer – (Level as per Pay Matrix + allowances as admissible under the Government of India rules. Level - 14 - Rs.144200/-)**

**No. of Post - 01 - Men and Women may apply**

**AGE LIMIT**

Below 57 years

**Mode of Recruitment**

- (a) The appointment of Finance Officer will be on the basis of Direct Recruitment for a tenure of five years
- (or)
- (b) The Finance Officer post will be filled on deputation from the Audit and Accounts Department of Government of India / PSU / Deemed Universities / Autonomous bodies

**QUALIFICATION:**

**ESSENTIAL :**

1. Master's Degree with Commerce or Business Administration (Finance) or Comparable equivalent degree in relevant area with at least 55% of the marks or its equivalent grade of B in the UGC Seven Point Scale from a recognized University / Institute
  2. At least fifteen years of experience as Assistant Professor in the Pay Matrix Level – 11 – Entry Pay - Rs.68,900/- and above or with 8 years of service in the Pay Matrix Level – 12 - Entry Pay Rs.79,800/- and above including as Associate Professor along with experience in Educational Administration
- (or)
- Comparable experience in Research Establishment and / or other Institution of Higher Education
- (or)
- 15 years of administrative experience of which 8 years as Deputy Registrar or an equivalent post with experience in Finance and Accounts
- (or)
- A Commerce Graduate and qualified CA/ICWA with at least 15 years of work experience in the relevant field of activities

**DEPUTATION**

1. A Master's Degree with at least 55% of the marks or its equivalent Grade of B in the UGC Seven Point scale
2. 15 years of experience in the organized Accounts / Audit Service / Cadre of which 8 years shall be in the Cadre / Post carrying the Pay Matrix Level – 12 - Entry Pay Rs.78800/-

**DESIRABLE:**

1. Master's degree in Business Administration (Finance) / Commerce (or) possessing CA/ICWA qualification
2. Knowledge in Hindi Language
3. Knowledge of Computer Applications for accounting online transactions

**GROUP A –  
Librarian – (Level as per Pay Matrix + allowance as admissible under the  
Government of India Rules. Level - 14 - Rs.144200/-)**

**No. of Post - 01**

**AGE LIMIT**

Below 57 years

**ESSENTIAL QUALIFICATION:**

1. A Master's Degree in Library Science / Information Science / Documentation science with at least 55% marks or an equivalent grade in a Point Scale wherever Grading System is followed.
2. At least ten years as a Librarian at any level in University Library or ten years of teaching as Assistant/Associate Professor in Library Science or ten years' experience as a College Librarian.
3. Evidence of innovative library services, including the integration of ICT in a library.
4. A Ph.D. Degree in library science/documentation /archives and manuscript-keeping.

**Group-A -Assistant Controller of Examination** (Level as per matrix+allowances as admissible under the Government of India rules. Level -10 Index-1)

**No.of Post:1**

Maximum Age Limit – 35 Years

**Essentials:**

**1.** Master's degree with at least 55% marks or its equivalent grade of B in the UGC seven point scale along with a good academic record from a recognized University/Institute.

**Group-A- Assistant Librarian** (Level as per matrix +allowances as admissible under Government of India rules. Level -10 Index-1)

**No.of Post:1**

Maximum Age Limit – 35 Years

**Essentials:**

1. A Master's Degree in Library Science, Information Science or Documentation Science or an equivalent professional degree, with at least 55% marks (or an equivalent grade in a point – scale, wherever the grading system is followed).

2. A consistently good academic record, with knowledge of computerization of library.

3. Besides fulfilling the above qualifications, the candidate must have cleared the National Eligibility Test (NET) conducted by the UGC, CSIR or similar test accredited by the UGC like SLET/SET or who are or have been awarded a Ph.D. Degree) Regulations, 2009 or 2016 and their amendments from time to time as the case may be:

Provided that the, candidates registered for the Ph.D. Degree 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 the recruitment and appointment of Assistant Professor or equivalent positions in Universities/ Colleges/ Institutions subject to the fulfillment of the following conditions:

a) The Ph.D. Degree of the candidate has been awarded in the regular mode

b) The Ph.D. thesis has been evaluated by at least two external examiners;

c) 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

**Desirable:**

1. PG Diploma in Library Automation and Networking or PGDCA or equivalent.

**GROUP B – Section Officer – (Level as per Pay Matrix + allowance as admissible  
under  
the Government of India Rules- Level - 07 - Rs. 44900/-)**

**No. of Post - 01**

**AGE LIMIT**

Maximum Age Limit - 30 years

**QUALIFICATION:**

**ESSENTIAL :**

1. A Bachelor Degree of a recognized University with working knowledge of Computer Applications in an Educational Institution / Government
2. Eight years' experience in relevant field (i.e. Administration / Finance & Accounts / Purchase / Personnel / Legal / etc.) in Central / State Government University / Research Institution (or) Autonomous Organization of which three years in the PB-2 in the Level 6 - Rs.35400/-
3. Excellent Letter Drafting skill in English and Tamil
4. Typing knowledge in English and Tamil

**DESIRABLE:**

1. Master's Degree with 55% of Marks / PG Diploma in Business Administration (or) A pass in LLB
2. Knowledge of Government of India Rules
3. Knowledge of Hindi Language

**GROUP C – Film Operator – (Level as per Pay Matrix + allowance as admissible under the Government of India Rules. Level - 04 - Rs.25500/-)**

**No .of. Post - 01 - Men and Women may apply**

**AGE LIMIT**

Maximum Age Limit - 27 years

**ESSENTIAL QUALIFICATION:**

1. 10 + 3 (or) 12 +2 Polytechnic Diploma in Electronic / Computer Science with at least two years experience in the relevant field

**GROUP C – Laboratory Assistant – (Level as per Pay Matrix + allowance as admissible under the Government of India Rules. Level - 03 - Rs.21700/-)**

**No. of. Post - 07 (Seven) [Biochemistry, Botany, Chemistry, Commerce (B.Sc., Computer Science with experience in Tally for Commerce Department), Food Service Management and Dietetics, Home Science Extension Education, Physical Education ]**

**AGE LIMIT**

Maximum Age limit - 27 years

**QUALIFICATION:**

**ESSENTIAL :**

1. B.Sc. in relevant subject from a recognized University (or) Institute.  
or  
Diploma in relevant field of Engineering /technology from recognized polytechnic /Institute.  
or  
+2 with ITI and 5 years work experience in relevant field.

**DESIRABLE:**

1. Preference shall be given to those having experience in Science Laboratories of Academic / Research Institutions / Colleges / Universities.