UNIVERSITY OF MUMBAI

No. CONCOL/ ICC / 04 / of 2012

CIRCULAR :-

Attention of the Directors / Principals of affiliated colleges / Institutes in Engineering / Technology including Bio-Technology. Management, M.C.A., Pharmacy and Architecture is hereby invited to the AICTE Notification No. F:37-3/Legal/2010, dated 22nd January, 2010 framing the regulations for revised qualifications and Selection procedure for appointment of teachers in the colleges of Engineering / Technology including Bio-Technology, Management, M.C.A., Pharmacy and Architecture, etc. The said Notification is discussed in the meeting of the Faculty of Technology at its meeting held on 30th August, 2011 when the Faculty of Technology resolved as under :-

"It was **resolved** that the Rules regarding selection committee, selection procedure and eligibility criteria/qualifications and Equivalence for teaching posts in the disciplines, coming under the purview of All India Council for Technical Education (AICTE) are revised which are enclosed herewith as Appendix 'A'."

The above resolution is accepted by the Academic Council at its meeting held on 21st December, 2011 vide item No. 7.3 and subsequently approved by the Management Council at its meeting held on 6th January, 2011 vide item No. 19 as per Appendix 'A'.

Further you are requested to note the revised qualification and the selection procedure and the same has been brought into force with effect from the date of AICTE notification (i.e. 22/01/2010).

Mumbai – 400 032.
10th February, 2012

(PRIN.DR. M.S.KURHADE)
I/C REGISTRAR

To,

The Directors / Principals of affiliated colleges in Engineering / Technology including Bio-Technology, Management, M.C.A., Pharmacy and Architecture for information and necessary action.

No.CONCOL/ICC/04-A/ of 2012   10th February, 2012.

Copy forwarded with compliments for information to :-

1. The Director, Technical Education, Elphinstone Compound, 1, Mahapalika Marg, Mumbai – 400 001
2. The Director, Board of Colleges & University Development, University of Mumbai, Fort, Mumbai – 400 032.
3. The Personal Assistant to the Vice-Chancellor and the I/c. Registrar, University of Mumbai, Fort, Mumbai – 400 032.

(PRIN.DR. M.S.KURHADE)
I/C REGISTRAR

vii)   The assessment report in respect of the Principal of college shall be maintained by the Chairman of the Governing Body in a form prescribed for the purpose by the University and will be placed before the Governing Body at least two months before the date of expiry of the period of probation with a definite recommendation. If the Principal is not recommended for confirmation, his case along with the assessment report and the recommendation of the Chairman shall be placed before the Governing Body for consideration and decision.

viii) If during the period of probation the work of the Principal is not found to be satisfactory his services are liable to be terminated by the Governing Body by giving him one month's notice or in lieu thereof, one month's pay, without assigning any reason. However, if the work of the Principal who is appointed from amongst the teachers of the college is not found to be satisfactory, he is liable to be reverted by the Governing Body to his original post of teacher.

ix)   If during the period of probation the Principal wishes to relinquish his post of his own, accord for personal or other reasons he shall give one month's notice thereof to the Governing Body. The period of the required notice shall run from the date of receipt of the notice. In default, the Governing Body may claim from him an amount equivalent to the pay for the period of notice.

x)   If the Principal, whose services are confirmed, wished to relinquish his post of his own accord for personal or other reasons, he shall be relieved by the Governing Body on his giving three months notice thereof to the Governing Body. The period of the required notice shall run from the date of receipt of the notice. In default, the Governing Body may claim from him an amount equivalent to the pay.

xi)   A Principal who is confirmed in service is liable to be suspended or compulsorily retired or removed/dismissed from service or his services are liable to be terminated on any of the grounds mentioned in these Directions and according to the procedure prescribed in that behalf.

4) Selection Committee Constitution and selection procedure for appointment of teachers and librarian

4 a. Selection Committee Constitution for appointment of teachers and librarian

There shall be a selection committee for making recommendations to the Governing Body for appointment of teachers and librarian in a college. Every Selection committee for selecting teachers and librarian shall consist of the following persons:-

a)   Chairman of the Governing Body of the College or his nominee who shall be the member of the Governing Body (who shall be the Chairman of the Selection Committee).
b)   Director of Technical Education (M.S.) or his nominee not below the rank of Joint Director.
c)   Assistant Educational Adviser (Technical), Ministry of HRD, Western Region or his nominee.
d)   Nominee of the Vice-chancellor.
e)   Subject Experts

   • For Assistant professor in Science & Humanities in Engineering College & for Librarian – Two Experts

- For Assistant Professor and Associate professor in all disciplines & for Placement Officer - Two Experts
- For Professor in all disciplines - Three Experts

f) The Principal of the college (who shall act as Member Secretary of the Committee)

- Experts for the selection of Professor shall be Principals or Professors from the appropriate discipline from recognized Institutions, colleges affiliated to University or other experts nominated / approved by the University.
- For all posts (excluding Professor and Principal) the subject experts shall be working at the level of Professor / Associate Professor in the appropriate discipline from any affiliated college in the University, IITs, National Institute of Technology, ICT or experts nominated / approved by the University.
- Subject expert for Librarian shall be senior librarian from IIT, NIT or any affiliated College or any other expert nominated / approved by the University.
- For the post of Placement Officer, expert shall be Professors / Associate professor, Senior Scientist or experts form Industry nominated / approved by the University.

4 b. Selection procedure for appointment of teachers and librarian

i. The no. of posts under each cadre for each department is calculated as per AICTE norms and work load of each subject / course as per syllabus approved by university of Mumbai. The draft of advertisement is prepared as per the roster and after approval by Governing Body of the institute, send to the University of Mumbai for approval. Special Cell verifies the draft advertisement and the roster and sends the approved draft to CONCOL section, which communicates approval of the advertisement to the college.

ii. All appointments to posts of teachers shall be made on merit and on the basis of an advertisement published in a newspaper of all India circulation in the name and address of the college and not by a Post box number. The qualifications prescribed for the posts shall essentially be related to the academic attainment in the subject concerned and shall not be linked with language or other regional considerations. Appointments shall not be made on communal or caste considerations, the particulars of minimum qualifications, and additional if any, required and the scale of pay and allowance shall be included in the advertisement and reasonable time, which shall not be less than 15 days from the date of publication of advertisement, shall be allowed within which the applicants may submit their applications. Applicants who are already employed in Government, Semi-government, Local Authorities Universities and colleges shall be required to submit their applications through the proper channel. Applicants shall also be required to account for breaks if any, in their academic year. The committee is constituted for scrutiny of applications received and preparing the merit list of applicants.

iii. The date of the meeting of every selection committee shall be so fixed as to allow notice thereof being given of at least 15 days to each member and to the candidates and the particulars of the candidates shall be supplied so as to reach the members of the selection committee at least 7 days before the date of the meeting.

iv. The quorum to constitute a meeting of the selection committee shall be Minimum 4 members including one subject expert for Assistant Professor and Associate Professor (2 experts in case of Professor), should be present in the Selection Committee Meeting.

v. The Selection committee shall interview and adjudge the merits of each candidate in accordance with the qualifications advertised and recommend the names arranged in order of the merit of the persons, if exceeding one, who it recommends for appointment to the post advertised. If no person is selected a report to that effect shall be made. The committee shall have the right to recommend only name if others are not found suitable. The recommendation of the committee shall be subject to the approval of the Vice-Chancellor and in the event of the Vice-Chancellor not approving the recommendations; he shall record the reasons in writing and communicate the same to the Principal.

vi. The Governing Body shall appoint, from amongst the person in the order recommended by the selection committee and approved by the Chairman, the teachers required to fill in the posts advertised. A letter of appointment shall be issued to the teacher

vii. A teacher shall subject to the procedure prescribed for selection and appointment be appointed on probation for a period of 24 months from the date on which he joins duties after the expiry of which he shall be confirmed and informed accordingly in writing; or his service shall be terminated provided that at least one month's notice is served on him prior to the expiry of the period of probation or one month's pay is paid to him.

viii. It shall not be necessary to assign any reason for terminating the service of a teacher on probation if it is held that he has not completed his probation satisfactory.

ix. The Principal shall maintain assessment report of a teacher on probation, in the form prescribed for the purpose by the University, for every six months and complete it at the end of each term of the academic year. The Principal shall send to the Chairman of the Governing Body, at least two months before the date of expiry of the period of probation, his assessment report with a definite recommendation. If a teacher is not to be confirmed at the end of probationary period a confidential report justifying the recommendation should be attached and such cases be referred to the Chairman of the Governing Body for further action. The Chairman of Governing Body shall be the deciding authority in such cases.

x. If the Chairman of Governing Body terminates the service of a teacher on probation on the ground of reduction in work-load or abolition of the post and if he is re-appointed on probation in the same college or a college under the same Governing Body subsequently within a year, the period spent by a teacher on probation during the previous appointment(s) shall be counted towards the total period of probation of 24 months. He shall be eligible for annual increment, condonation of break in service and confirmation subject to satisfactory assessment report of his work in the college (s) in which he has served.

xi. A teacher whose service is terminated during the period of probation on the ground of unsatisfactory assessment report shall not be reappointed

5) Qualification and Experience and Eligibility Criteria

i.   Qualification and Experience and Eligibility criteria for all programs coming under purview of AICTE and as per AICTE Norms given in **APPROVAL PROCESS HAND BOOK 2011-12, AICTE** are given in the **Annexure - I A**

ii. Qualification and experience prescribed for teaching posts in humanities or science or mathematics in professional colleges is given in **Annexure - I B**

iii. Qualification and experience prescribed for librarian in affiliated professional colleges is given in **Annexure - I C**

6) Percentage Equivalence of Grade Points

- If grade point system is adopted, the CGPA will be converted to equivalent marks and is given in **Annexure - II**

7) Equivalence / Relevant / Appropriate discipline in Engineering / Technology and Humanities / Science / Mathematics.

i.   Details of Equivalence / Relevant / Appropriate discipline in Engineering / Technology are given in **Annexure - III A**

ii. Details of Equivalence / Relevant / Appropriate discipline in Humanities / Science / Mathematics are given in **Annexure - III B**

8) Marking scheme at the time of interview for the post of Principal and teaching posts

- Marking scheme at the time of interview for the post of Principal and teaching posts is given in **Annexure IV**

9) Experts Committee for evaluation of professional work for Ph.D. equivalence:-

Such cases of candidates recommended by the Selection Committee for appointment as Professor on the basis of professional work of high standard at National / International level equivalent to Ph.D. will be evaluated by Expert Committee consisting of:

a.   Dean, Faculty of Technology

b.   Chairman, Board of studies of the respective discipline.

c.   A subject expert, preferably from IIT / National Institutes / affiliated colleges / other Universities in Maharashtra / recognized Ph.D. guides in the relevant discipline, nominated by the Vice Chancellor as and when such cases arise.

Annexure -I A

Qualification and Experience and Eligibility criteria for all programs coming under purview of AICTE and as per AICTE Norms given in APPROVAL PROCESS HAND BOOK 2011-12, of AICTE

Program	Cadre	Qualification	Experience
Engineering /Technology	Assistant Professor	BE/ B Tech and ME /M Tech in relevant subject with First Class or equivalent either in BE / B Tech or ME / M Tech OR ME/M TECH in relevant Subject with First Class	
MCA	Assistant Professor	MCA with first class or equivalent with two years relevant experience. OR BE / B Tech and ME /M Tech in relevant subject with First Class or equivalent either in BE / B Tech or ME/ M Tech OR BE / B Tech and MCA with First Class or equivalent in either BE/B Tech or MCA OR ME / M TECH in relevant Subject with First Class	
Management	Assistant Professor	First Class or equivalent in Masters Degree in Business Administration or equivalent And 2years relevant Experience is desirable.	
Pharmacy	Assistant Professor	Bachelors and Masters Degree in Pharmacy with first Class or Equivalent either in Bachelors or Masters Degree	
HMCT	Assistant Professor	First Class at Bachelors (3 year degree or Diploma after 10+2 in HMCT) or equivalent and Master Degree in Hotel Management and Catering Technology with First Class of equivalent either in Bachelors or Masters Degree OR 8 year relevant experience OR First class at Bachelor 4 year degree or equivalent and Master Degree in Hotel Management and Catering Technology with First Class or equivalent either in Bachelors or Master Degree OR 7 years relevant experience	
Architecture	Assistant Professor	Bachelors and Masters Degree in Architecture with First Class or equivalent either in Bachelors or Masters Degree	
Town Planning	Assistant Professor	Bachelors and Masters Degree in Town Planning with First Class or Equivalent either in Bachelors or Masters Degree.	
Applied Arts & Crafts	Assistant Professor	Bachelors and Masters Degree in appropriate branch of Fine Art (Applied Art, Painting , and	

		Sculpture) or equivalent with First Class or equivalent either in Bachelors or Masters Degree	
All Program	Associate Professor	Qualification as above that is for the post of Assistant Professor, as applicable and PHD or equivalent, in appropriate Discipline Post PhD publication and guiding PhD student is highly desirable.	Minimum of 5 years experience in teaching and /or research and /or industry of which at least 2 years shall be post PhD is desirable. In case of Architecture, Professional Practice of 5 years as certified by the Council of Architecture shall also be considered valid.
All Program	Professor	Qualifications as above that are for the post of Associate Professor, as applicable. Post PhD publications and guiding PhD student is highly desirable.	Minimum of 10 years teaching and /or research and /or industrial experience of which at least 5 years should be at the level of Associate Professor. Or Minimum of 13 years experience in teaching and /or Research and /or Industry. In case of research experience, good academic record and books/research paper Publications IPR/ patents record shall be required as deemed fit by the expert members in Selection committee. If the experience in industry is considered, the same shall be at managerial level equivalent to Associate Professor with active participation record in devising/designing, planning executing, analyzing , quality control, innovating, training, technical books/research paper publications / IPR/ patents, etc. as deemed fit by the expert members in Selection committee. In case of Architecture, Professional Practice of 10 years as certified by the Council of Architecture shall also be considered valid.

All Program	Principal / Director	Qualification as above that is for the post of Professor, as applicabl11111e. Post PhD publications and guiding PhD student is highly desirable.	Minimum of 10 years teaching and /or research and /or industrial experience of which at least 5 years should be at the level of Professor or minimum of 13 years experience in teaching and / or research and /or Industry. In case of research experience, good academic record and books/research paper Publications IPR/ patents record shall be required as deemed fit by the expert members in Selection committee. If the experience in industry is considered, the same shall be at managerial level equivalent to Professor with active participation record in devising/designing, developing, planning, executing , analyzing , quality control, innovating, training , technical books/research paper publications / IPR/ patents, etc. as deemed in Selection committee. Flair for Management and Leadership is essential. In case of Architecture, Professional Practice of 10 years as certified by the Council of Architecture shall also be considered valid.

Annexure - I B

Qualification and experience prescribed for teaching posts in humanities or science or mathematics in professional Colleges
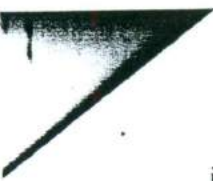
PROFESSOR

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.

ASSOCIATE PROFESSOR

i. Good academic record with a Ph.D. Degree in the concerned / allied / relevant disciplines.

ii. A Masters 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 publish work and 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.

ASSISTANT PROFESSORS

i. Good academic record as defined by the concerned university with at least 55% marks (or an equivalent grade in a point scale wherever grading system is followed) at the Masters Degree level in relevant 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, CSIR or similar test accredited by the UGC like SLET/SET.

iii. Notwithstanding anything contained in sub-clauses (i) and (ii), candidates, who are, or have been awarded a Ph.D. Degree in accordance with the University Grants Commission (Minimum standards and procedure for Award of Ph.D. Degree) Regulations, 2009, shall be exempted from the requirement of the minimum eligibility condition of NET/SLET/SET for recruitment and appointment of Assistant Professors of equivalent positions in Universities/Colleges/Institutions.

iv. NET/SLET/SET shall also not be required for such Masters Programs in discipline for which NET/SLET/SET is not conducted.

Annexure - I C

Minimum Qualification and Experience prescribed for direct recruitment to the post of college librarian in affiliated professional colleges

i.) Masters degree in Library sciences / information sciences / documentation science or an equivalent professional degree with at least 55 % marks or an equivalent grade in a point scale wherever grading system is followed and a consistently good academic record with knowledge of computerization of library.

ii.) Qualifying in the national level test conducted for the purposes by UGC or any other agency approved by the UGC.

iii.) However, candidate who are or have been awarded Ph. D. degree in accordance with the UGC (Minimum standards and procedure for award of Ph. D. degree), Regulations 2009 shall be exempted from the requirement of minimum eligibility condition of NET / SLET / SET for the recruitment and appointment of College Librarian.

Annexure - II

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

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

Annexure - III A

Details of Equivalence / Relevant / Appropriate discipline in Engineering / Technology / MCA

Sr. No.	Discipline	Subject of Specialization at the level of Bachelor Degree in Engineering / Technology / MCA	Subject of Specialization at the level of Master Degree in Engineering / Technology /MCA
1.	Civil Engineering / Construction Engineering	Civil Engineering or Construction Engineering / Technology or Civil & Water Management or Structural Engineering	Any branch of Civil Engineering or relevant discipline such as structural Engg , Geotechnical Engg ,Water Recourses, Environmental Engg, Construction Management, remote sensing etc .
2.	Mechanical Engineering/ Automobile Engineering /Production Engineering	Mechanical Engineering or Production Engineering or Industrial Engineering or Automobile Engineering or Aerospace/Aeronautical Engineering	Mechanical or Production or Industrial or Automobile or Metallurgy or Aerospace / Aeronautical Engineering or relevant discipline with specialization such as Machine Design or Design Engg, Thermal or Heat Power Engg or Manufacturing Management System , or CAD / CAM.
3.	Marine Engineering	Marine Engineering / Mechanical Engineering	Marine Engineering / Mechanical Engineering
4.	Metallurgy Engineering	Metallurgical Engineering /Materials Engineering /Materials Technology /	Metallurgical Engineering /Materials Engineering /Materials Technology / Mechanical Engineering /Production Engineering/ Industrial Engineering
5.	Aeronautical / Aerospace Engineering	Aeronautical / Aerospace Engineering /Mechanical Engg.	Aeronautical Engg or Mechanical Engg or Aerospace Engg.
6.	Electrical Engineering	Electrical Engineering / Electrical and Electronics Engineering or Electrical Engineering (Electronic and Power / Power and Electronic / Electrical and Power /Power Electronics)	Electrical Engineering / Electrical and Electronics Engineering or relevant discipline with specialization such as Electronic and Power / Power and Electronic / Electrical and Power/Power System / Electrical Communication / Power Electronics or Power Electronics and Drives or control system or systems and control or reliability Engg
7.	Instrumentation Engineering	Instrumentation Engineering / Instrumentation Engineering &Control or Electrical Engineering or Bio	Instrumentation Engineering / Instrumentation Engineering & Control / Industrial Electronics/ Process control or

Sr. No.	Discipline	Subject of Specialization at the level of Bachelor Degree in Engineering / Technology / MCA	Subject of Specialization at the level of Master Degree in Engineering / Technology /MCA
.		Medical Engineering and allied subjects	Biomedical Engg or Electrical Engineering or relevant discipline
8.	Bio Medical Engineering	Bio Medical Engineering or Instrumentation Engineering or Medical Electronics or Electrical Engineering or Electronics Engineering	Bio Medical Engineering or Instrumentation Engineering or Medical Electronics or In relevant disciplines such as Electronics Engineering or Electronics and Communication Engg. or Electronics and Telecommunication Engg. or Industrial Electronics
9.	Electronics Engineering / Electronics and Telecommunication Engineering	Electronics Engineering / Electronics and Telecommunication Engineering / Electronics and Communication Engg / Industrial Electronics /Power Electronics / Electronics and Power Engg / Electrical and Electronics Engineering /Communication Engg. / Electrical Engineering	Electronics Engineering / Electronics and Telecommunication Engineering / Electronics and Communication Engg / Industrial Electronics /Power Electronics / Electronics and Power Engg / Electrical and Electronics Engineering /Communication Engg. or Electrical Engineering or Power Electronics and Drives or Electronics Design technology or relevant discipline
10.	Computer Engineering / Computer Technology / Computer Science and Engineering / Information Technology	Computer Engineering / Computer Technology / Computer Science and Engineering / Information Technology	Computer Engineering / Computer Technology / Computer Science and Engineering / Information Technology or Power Electronics and Drives or Electronics Design technology or Electronics and Telecommunication Engineering or Power Electronics or Communication Engg or relevant discipline
11.	Chemical Engineering / Petrochemical Engg / Petroleum Engg Chemical Technology / Petrochemical Technology	Chemical Engineering / Petrochemical Engineering / Chemical Technology / Petrochemical Technology / Petroleum Engineering	Chemical Engineering / Petrochemical Engineering / Chemical Technology / Petrochemical Technology / Petroleum Engineering or relevant discipline
12.	Bio-technology	Bio-technology / Chemical Engineering / Chemical Technology / Bio- Chemical technology	Bio-technology / Chemical Engineering / Chemical Technology / Bio- Chemical technology or relevant discipline
13.	Printing and Packaging Technology	Printing and Packaging Technology / Printing Technology/ Packaging Technology	Printing and Packaging Technology / Printing Technology/ Packaging Technology / Chemical Engineering / Chemical Technology / Mechanical Engg

Sr. No.	Discipline	Subject of Specialization at the level of Bachelor Degree in Engineering / Technology / MCA	Subject of Specialization at the level of Master Degree in Engineering / Technology /MCA
			/ Production Engg
14.	Textile Engineering / Textile Plant Engineering / Textile Technology	Textile Engineering / Textile Plant Engineering / Textile Technology	Textile Engineering / Textile Plant Engineering / Textile Chemistry / Textile Technology or relevant discipline
15.	MCA	---	Master of Science in Computer Science, Computer Engineering /Technology, Information Technology

Important Note:

1. Ph. D. should be in appropriate discipline of Engineering /Technology. However for Bio-technology, Ph. D. in Applied Biological Sciences such as Micro-biology Bio-chemistry, Genetics, Molecular Biology, Pharmacy and Bio-physics is considered eligible.

2. Regarding the relevant discipline (mentioned in **Annexure - III A)** the matter should be referred to Dean, Faculty of Technology for decision.

3. For any discipline of engineering sometime it necessary to appoint teaching faculty from other discipline, in such case it is necessary to calculate workload of each discipline and distribute it accordingly to appoint teaching faculty.

4. For Teaching Engineering Mechanics and Engineering Drawing subjects at First Year Engineering the UG and / or PG qualification in Civil Engineering / Construction Engineering / Technology / Civil & Water Management or Structural Engineering / Mechanical Engineering / Production Engineering / Industrial Engineering /Automobile Engineering is considered eligible. For Teaching Basic Electricity and Electronics subject at First Year Engineering the UG and / or PG qualification at Sr. No. 6 in this **Annexure - III** A is considered eligible. For Teaching Computer programming subject at First Year Engineering the UG and / or PG qualification at Sr. No. 10 in this **Annexure - III A** is considered eligible.

5. Environmental studies subject to be kept under Science and Humanities (Applied Sciences) department.

6. Ph.D. shall be form a recognized University and have been awarded in accordance with the University Grants Commission (Minimum standards and procedure for Award of Ph.D. Degree) Regulations, 2009.

7. For an incumbent Assistant Professor, experience at the level of Assistant Professor will be considered equivalent to experience at the level of Associate Professor, provided the incumbent Assistant Professor has acquired or acquires Ph.D. Degree in the relevant discipline.

8. Experience at Diploma Institutions is also considered equivalent to experience in degree level institutions at appropriate level and as applicable. However, qualifications as above shall be mandatory.

9. In order to promote interdisciplinary teaching & research, candidates from allied branches shall be given an opportunity. However, in case of equal merit, preference should be given to the candidates who are Bachelor's from the respective disciplines.

10. A copy of Approval letter should also be given / send to the candidate.

11. The Teachers those who are recruited and approved in various discipline before the issuance of this circular (i.e. before Academic year 2011-12) as per rules applicable as and when recruited their basic degree should be considered eligible for further promotions / selection to higher posts.

12. For Master of Computer Applications Ph. D. should be in Computer Applications, Computer Science, Computer Engineering/Technology, Information Technology and management with IT or Systems specialization.

13. Experts Committee for Ph.D. equivalence will decide on the Ph. D. degree obtained from other disciplines after Masters Degree in Architecture on the basis of subject and content of Ph. D. thesis.

Annexure - III B

- Details of Equivalence / Relevant / Appropriate discipline in Humanities / Science / Mathematics

Sr. No.	Assistant Professor / Associate Professor / Professor in	Subject of Specialization at Masters level
1	Applied Mathematics	Mathematics Applied Mathematics Statics
2	Applied Physics	Applied Physics Modern Physics Electronics Physics
3	Applied Chemistry	Applied Chemistry Analytical Chemistry Chemistry
4	Economics & Principles of Management	Economics, MBA MMS
5	Communication Skills	English Communication Skills
6	Geology	Geology Applied Geology Engineering Geology

Annexure - IV

Marking scheme at the time of interview

Marking scheme at the time of interview for the post of Principal

1. Qualifications: Graduation, Post Graduation and Ph. D.

(a) Graduation, Post Graduation and Ph. D.   Total marks: (25)

- Graduation : 5 marks for distinction, 4 for first class and 3 for second class
- Post Graduation: 10 marks for distinction, 8 for first class and 6 for second class
- Ph. D. from relevant discipline of Engineering – 10 marks

(b)Teaching, Research and Administrative Experience: Total marks (25)

- Teaching: 10 years 3 marks, upto 15 years :4 marks and beyond 15 years: 5marks
- Research guide/Project Undertaken etc, 5 marks
- Administrative Experience of minimum 5 years : HOD 5 marks
- Vice-Principal minimum 3 years   5 marks
- As Principal, minimum 2 years   5 marks

(c) Personal Interview   Total marks (50)

- Subject matter (content)   : 35 marks
- Overall impression , including communication skills : 15 marks

                                   Total (a) + (b) + (c) = 100 marks

2. **Objective Scale of selection of teachers in the college**
   d. Qualification : Same as for Principal   Total marks :(25)
   e. Experience and extra – curricular activities etc.   Total marks (25)
   Research Guide   : Maximum 5 marks
   Standard Academic Publication   : Maximum 10 marks
   Teaching experience   : Maximum 5 marks
   Extracurricular activities   : Maximum 5 marks
   f. Personal Interview   Total marks
      :(50)

Subject matter of interview   : 35 marks

Communication skills and over-all impression   : 15 marks

Total (d) + (e) + (f) = 100 marks