



**JAWAHARLAL NEHRU TECHNOLOGICAL UNIVERSITY KAKINADA**  
**KAKINADA-533003, Andhra Pradesh (India)**  
(Established by Andhra Pradesh Act No. 30 of 2008)

Lr.No.JNTUK/DAA/Ratification Guidelines for all disciplines/2022

Date: 28-02-2022

**Dr. L. Sumalatha**

**M.Tech, Ph.D.,**

**REGISTRAR**

To

The Chairperson/Secretary/Correspondent/Principals of Affiliated Colleges of JNTUK, Kakinada

Dear Sir/Madam,

Sub: JNTUK- DAA- Guidelines for Ratification of Faculty of all the Branches/ Departments Offered at Affiliated Colleges-Reg

Ref: JNTUK Kakinada Lr.No.JNTUK/DAA/Ratification Guidelines/2022, dated 03-02-2022.

In continuation of the reference cited, Honourable Vice-Chancellor, JNTUK, Kakinada is pleased to approved the following (i) AICTE 2019 Guidelines for Engineering Faculty, (ii) UGC 2018 July Guidelines for Sciences/Humanities Faculty and (iii) PCI 2014 Guidelines for Pharmacy faculty.

➤ **1. ENGINEERING FACULTY**

**1.1 Qualifications for Assistant Professor**

B. E. / B. Tech. / B. S. and M. E. / M. Tech. / M. S. or Integrated M. Tech. in relevant branch with first class or equivalent in any one of the degrees.

**Note:** Candidates who have done Ph.D. after the Bachelor's Degree from institution of National importance with GATE/ GPAT/ CEED shall be eligible for the post of Assistant Professor.

**1.2 Qualifications for Associate Professor**

(i) Ph.D. degree in the relevant field and First class or equivalent at either Bachelor's or Master's level in the relevant branch.

**AND**

(ii) At least total 6 research publications in SCI journals / UGC / AICTE approved list of journals/Scopus (UGC Care List Group-II).

**AND**

(iii) Minimum of 8 years of experience in teaching / research / industry out of which at least 2 years shall be Post Ph.D. experience.

### 1.3 Qualifications for Professor

- (i) Ph.D. degree in relevant field and First class or equivalent at either Bachelor's or Master's level in the relevant branch.

**AND**

- (ii) Minimum of 10 years of experience in teaching / research / industry out of which at least 3 years shall be at a post equivalent to that of an Associate Professor.

**AND**

- (iii) At least 6 research publications at the level of Associate Professor in SCI journals / UGC /AICTE approved list of journals//Scopus (UGC Care List Group-II) and at least 2 successful Ph.D. guided as Supervisor / Co supervisor till the date of eligibility of promotion.

**OR**

- (iv) At least 10 research publications at the level of Associate Professor in SCI journals / UGC / AICTE approved list of journals/Scopus (UGC Care List Group-II) till the date of eligibility of promotion.

## ➤ 2. DISCIPLINES OF ARTS, COMMERCE, HUMANITIES, EDUCATION, SOCIAL SCIENCES, SCIENCES and LANGUAGES

### 2.1 Qualifications for Assistant Professor

#### Eligibility (A or B):

#### 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.
- 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/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 fulfilment 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 fulfillment 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 **Table-1** for Colleges 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.

**Table – 1**

**Criteria for Short-listing of candidates for Interview for the Post of Assistant Professors in Colleges**

S.N.	Academic Record	Score			
1.	Graduation	80% & Above = 21	60% to less than 80% = 19	55% to less than 60% = 16	45% to less than 55% = 10
2.	Post-Graduation	80% & Above = 25	60% to less than 80% = 23	55% (50% in case of SC/ST/OBC (non-creamy layer)/PWD) to less than 60% = 20	
3.	M.Phil.	60% & above = 07	55% to less than 60% = 05		
4.	Ph.D.	25			
5.	NET with JRF	10			
	NET	08			
	SLET/SET	05			
6.	Research Publications ( 2 marks for each research publications published in Peer-Reviewed or UGC-listed Journals)	06			
7.	Teaching / Post Doctoral Experience (2 marks for one year each)#	10			
8.	Awards				
	International / National Level (Awards given by International Organisations/ Government of India / Government of India recognised National Level Bodies)	03			
	State-Level (Awards given by State Government)	02			

# However, if the period of teaching/post-doctoral experience is less than one year then the marks shall be reduced proportionately.

**Note:**

(A)

(i) M.Phil. + Ph.D. Maximum	-	25 Marks
(ii) JRF/NET/SET Maximum	-	10 Marks
(iii) In awards category Maximum	-	03 Marks

(B) Number of candidates to be called for interview shall be decided by the college.

(C) Academic Score	-	84
Research Publications	-	06
Teaching Experience	-	10
<b>Total</b>	-	<b>100</b>

(D) SLET/SET score shall be valid for appointment in respective State Universities/Colleges/institutions only.

## 2.2 Qualifications for Associate Professor

- 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 **Table-2**.

## 2.3 Qualifications for 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 **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.

**Table – 2**

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

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

S.N.	Academic/Research Activity	Faculty of Sciences /Engineering / Agriculture / Medical /Veterinary Sciences	Faculty of Languages / Humanities / Arts / Social Sciences / Library /Education / Physical Education / Commerce / Management & other related disciplines
1.	Research Papers in Peer-Reviewed or UGC listed Journals	08 per paper	10 per paper
2.	Publications (other than Research papers)		
	(a) Books authored which are published by ;		
	International publishers	12	12
	National Publishers	10	10
	Chapter in Edited Book	05	05
	Editor of Book by International Publisher	10	10
	Editor of Book by National Publisher	08	08
	(b) Translation works in Indian and Foreign Languages by qualified faculties		
	Chapter or Research paper	03	03
	Book	08	08
3.	Creation of ICT mediated Teaching Learning pedagogy and content and development of new and innovative courses and curricula		
	(a) Development of Innovative pedagogy	05	05
	(b) Design of new curricula and courses	02 per curricula/course	02 per curricula/course
	(c) MOOCs		
	Development of complete MOOCs in 4 quadrants (4 credit course)(In case of MOOCs of lesser credits 05 marks/credit)	20	20
	MOOCs (developed in 4 quadrant) per module/lecture	05	05
	Content writer/subject matter expert for each module of MOOCs (at least one quadrant)	02	02
	Course Coordinator for MOOCs (4 credit course)(In case of MOOCs of lesser credits 02 marks/credit)	08	08
	(d) E-Content		
	Development of e-Content in 4 quadrants for a complete course/e-book	12	12
	e-Content (developed in 4 quadrants) per module	05	05
	Contribution to development of e-content module in complete course/paper/e-book (at least one quadrant)	02	02
	Editor of e-content for complete course/ paper /e-book	10	10
4	(a) Research guidance		

	Ph.D.	10 per degree awarded 05 per thesis submitted	10 per degree awarded 05 per thesis submitted
	M.Phil./P.G dissertation	02 per degree awarded	02 per degree awarded
	<b>(b) Research Projects 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/organisation 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
	<b>(c) Awards/Fellowship</b>		
	International	07	07
	National	05	05
6.	<b>*Invited lectures / Resource Person/ paper presentation in Seminars/ Conferences/full paper in Conference Proceedings (Paper presented in Seminars/Conferences and also published as full paper in Conference Proceedings will be counted only once)</b>		
	International (Abroad)	07	07
	International (within country)	05	05
	National	03	03
	State/University	02	02

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

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

- i) Paper in refereed journals without impact factor - 5 Points
  - ii) Paper with impact factor less than 1 - 10 Points
  - iii) Paper with impact factor between 1 and 2 - 15 Points
  - iv) Paper with impact factor between 2 and 5 - 20 Points
  - v) Paper with impact factor between 5 and 10 - 25 Points
  - vi) Paper with impact factor >10 - 30 Points
- a) Two authors: 70% of total value of publication for each author.
- b) More than two authors: 70% of total value of publication for the First/Principal/Corresponding author and 30% of total value of publication for each of the joint authors.

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

**Note:**

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

The research score shall be from the minimum of three categories out of six categories.

➤ **3. PHARMACY COLLEGES/INSTITUTIONS**

<b>Name of the Post</b>	<b>Academic qualification</b>	<b>Teaching/Research/ Industry Experience</b>
<b>Lecturer/ Assistant Professor</b>	<p>i) First Class B.Pharm with Master's degree in Pharmacy (M.Pharm) in appropriate branch of specialization in Pharmacy (Qualification must be PCI recognized).</p> <p>ii) A PCI recognized Pharm.D degree holder shall also be eligible for the posts of Lecturer/Assistant Professor in the subjects of pathophysiology, pharmacology and pharmacy practice.</p>	A lecturer will be re-designated as Assistant Professor after 2 years of teaching experience in PCI approved/recognized Pharmacy College.
<b>Associate Professor</b>	<p>i) First Class B.Pharm with Master's degree in Pharmacy (M.Pharm) in appropriate branch of specialization in Pharmacy (Qualification must be PCI recognized).</p> <p>ii) A PCI recognized Pharm.D degree holder shall also be eligible for the posts of Associate Professor in the subjects of pathophysiology, pharmacology and pharmacy practice.</p> <p>iii) Associate Professor shall acquire PCI recognized Ph.D in any of Pharmacy subjects within 7 years to become eligible for the post of Professor.</p>	3 years experience in teaching or research at the level of Assistant Professor or equivalent in PCI approved/recognized Pharmacy College.
<b>Professor</b>	<p>i) First Class B.Pharm with Master's degree in Pharmacy (M.Pharm) in appropriate branch of specialization in Pharmacy or Pharm.D (Qualifications must be PCI recognized). With Ph.D degree in any of Pharmacy subjects (Ph.D. Qualifications must be PCI recognized).</p> <p>ii) With Pharm.D degree holder, Associate Professor shall acquire PCI recognized Ph.D in any of Pharmacy subjects within 7 years to become eligible for the post of Professor.</p>	<p><b>Essential</b> 10 years experience in teaching in PCI approved/recognized Pharmacy College or research experience out of which 5 years must be as Associate Professor in PCI approved/recognized Pharmacy College.</p>

**Note:**

- (i) Notwithstanding anything contained in the Education Regulations, 1991, the Pharm.D Regulations, 2008 or any other documents approved by the PCI, the minimum qualification and experience for the teaching faculty in pharmacy shall be as mentioned in these regulations w.e.f. the date of their publication in the Official Gazette.
- (ii) The existing teaching faculty working on regular basis shall not be affected. However, promotions of such faculty will be governed by these regulations.
- (iii) If a class or division is not awarded at Master level, a minimum of 60 % marks in aggregate or equivalent cumulative grade point average shall be considered equivalent to first class or division, as the case may be.
- (iv) The existing teaching faculty working on regular basis can be appointed in any other Pharmacy College/ Institution on the same post from which such faculty member retired / relieved, however, promotions of such faculty member shall be governed by these regulations

➤ **4. Assistant Professor for MCA Faculty**

- (i) B.E./B.Tech./B.S. and M.E./M.Tech./M.S. or Integrated M.Tech in relevant branch with First Class or equivalent in any one of the degrees.  
**OR**
- (ii) B.E., B.Tech. and MCA with First Class or equivalent in any one of the two degrees.  
**OR**
- (iii) Graduation of three years' duration with Mathematics as a compulsory subject and MCA with First Class or equivalent with 2 years of relevant experience after acquiring degree of MCA.

➤ **5. Assistant Professor for Architecture Faculty**

- (i) B.Arch. and M.Arch. or equivalent Master's degree in an allied field with First Class in any one of the two degrees, and minimum 2 years' experience in the Architecture profession.  
**OR**
- (ii) B.Arch. with First class or equivalent and minimum of 5 year' experience in the Architecture profession.

➤ **5. COLLEGE LIBRARIAN**

- (i) 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)
- (ii) A consistently good academic record, with knowledge of computerization of a library.
- (iii) 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 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 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.

**Note:**

- (i) *The fulfilment of these conditions is to be certified by the Registrar or the Dean (Academic Affairs) of the University concerned.*
- (ii) NET/SLET/SET shall also not be required for candidates in such Master's Programmes for which NET/SLET/SET is not conducted by the UGC, CSIR or similar test accredited by the UGC like SLET/SET.

➤ **6. ASSISTANT DIRECTORS OF PHYSICAL EDUCATION AND SPORTS**

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

**A.**

- (i) A Master's Degree in Physical Education and Sports or Physical Education or Sports Science with 55% marks (or an equivalent grade in a point-scale, wherever the grading system is followed)
- (ii) Record of having represented the university / college at the inter-university /inter-collegiate competitions or the State and/ or national championships.
- (iii) Besides fulfilling the above qualifications, the candidate must have cleared the National Eligibility Test (NET), conducted by the UGC or CSIR, or a similar test accredited by the UGC, like SLET/SET, or who are or have been awarded a Ph.D. Degree in Physical Education or Physical Education and Sports or Sports Science, 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 that, 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 Institutions awarding the degree and such Ph.D. degree holders 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) The Ph.D. degree of the candidate has been awarded in 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 research papers in conference/seminar, based on his/her Ph.D. work.

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

(iv) 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.

(v) Passed the *physical fitness test* conducted in accordance with these Regulations.

**OR**

**B.** An Asian game or commonwealth games medal winner who has a degree at least at Post-Graduation level.

## 2. Physical Fitness Test Norms

- (a) Subject to the provisions of these Regulations, all candidates who are required to undertake the physical fitness test are required to produce a medical certificate certifying that he/she is medically fit before undertaking such tests.
- (b) On the production of such certificate mentioned in sub-clause (a) above, the candidate would be required to undertake the physical fitness test in accordance with the following norms:

<b>NORMS FOR MEN</b>			
12 MINUTES RUN/WALK TEST			
Upto 30 Years	Upto 40 Years	Upto 45 Years	Upto 50 Years
1800 metres	1500 metres	1200 metres	800 metres
<b>NORMS FOR WOMEN</b>			
8 MINUTES RUN/WALK TEST			
Upto 30 Years	Upto 40 Years	Upto 45 Years	Upto 50 Years
1000 metres	800 metres	600 metres	400 metres

Copy to...

Secretary to Hon'ble Vice-Chancellor, JNTUK, Kakinada.

PA to Rector, JNTUK, Kakinada.

Director, Academic Audit, JNTUK, Kakinada.

  
REGISTRAR

**REGISTRAR**

**J.N.T. University Kakinada**  
**Kakinada-533003**