



SIKKIM UNIVERSITY

(A Central University established by an Act of Parliament of India, 2007)

6th Mile, Samdur, P.O. TADONG, GANGTOK-737102 SIKKIM

Tel: 03592-251212; Fax: 03592-251067; Mobile: 77973-80938

Email: contactus@cus.ac.in; Website: <https://www.cus.ac.in>

APPOINTMENT NOTICE

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SIKKIM UNIVERSITY invites online applications from dynamic and forward looking Indian citizens having requisite qualifications as per UGC norms for the following POSITIONS:-

Sl. No.	Name of Department	Professor	Associate Professor	Assistant Professor
1	Anthropology	1(UR-1)	1(UR-1)	-
2	Botany	-	1(SC-1)	-
3	Bhutia	1(ST-1)	1(ST-1)	2(UR-1, UR/PWD-OH-1)
4	Chemistry	1(UR-1)	2(UR-1, SC-1)	-
5	Chinese	1(UR-1)	2(UR-2)	1(UR-1)
6	Commerce	-	1(UR-1)	-
7	Computer Applications	1(UR-1)	2(UR-1, SC-1)	-
8	Education	1(UR-1)	-	1(SC-1)
		-	-	*3(SC-1,EWS-1,UR-1) *Contractual
9	English	-	1(SC-1)	-
10	Geography	1(SC-1)	1(UR-1)	1(OBC-1)
11	Geology	1(UR-1)	2(UR-1,UR-1/PWD-VH)	-
12	Hindi	1(UR-1)	2(UR-2)	-
13	History	1(SC-1)	-	-
14	Horticulture	1(UR-1)	1(SC-1)	-
15	International Relations	1(UR-1)	2(UR-2)	1(OBC-1)
16	Lepcha	1(ST-1)	1(ST-1)	2(UR-2)
17	Limbu	1(UR-1)	1(ST-1)	2(UR-1, OBC-1)
18	Management	1(UR-1)	1(SC-1)	1(UR-1)
19	Mass Communication	1(UR-1)	1(UR-1)	-
20	Mathematics	1(SC-1)	2(UR-1, SC-1)	-
21	Microbiology	-	1(UR-1/PWD-VH)	-
22	Music	-	1(ST-1)	-
23	Nepali	1(SC-1)	-	-
24	Peace & Conflict Studies and Management	1(UR-1)	-	-

25	Physics	1(UR-1)	1(UR-1)	-
26	Political Science	-	1(UR-1)	-
27	Psychology	1(UR-1)	1(UR-1)	1(OBC-1)
28	Sociology	1(SC-1)	-	-
29	Tourism	1(UR-1)	2(UR-1,SC-1)	-
30	Zoology	1(UR-1)	1(UR-1)	-

[OH-One Arm, One Leg, One Arm and One Leg, Both Leg Arm

UR-Unreserved, SC-Schedule Cast, ST-Schedule Tribe

Note: Person with Disability (PWD) shall be considered subject to availability and suitability of positions for OH & VH

ESSENTIAL QUALIFICATIONS:

For the Department of Arts, Commerce, Humanities, Education, Law, Social Sciences, Sciences, Languages, Library Science, Physical Education, and Journalism & Mass Communication

I. 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.

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. 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 :*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, and Appendix II (Table 3B) 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.*

Department of Music:

I. ASSOCIATE PROFESSOR:

Eligibility (A or B):

A.

- i) Good academic record, with a doctoral degree.
- ii) Performing ability of a high professional standard.
- iii) Eight year's experience of teaching in a University or College and / or of research in a University/national level institution, equal to that of Assistant Professor in a University/College.
- iv) Has made a significant contribution to knowledge in the subject concerned, as evidenced by quality publications.

OR

B. A traditional or a professional artist with highly-commendable professional achievement having Master's degree in the subject concerned, who has:

- i) been 'A'-grade artist of AIR/Doordarshan;
- ii) eight years' experience of outstanding performing achievement in the field of specialization;
- iii) experience in designing of new courses and /or curricula;
- iv) participated in National level Seminars/Conferences/Concerts in reputed institutions' and
- v) ability to explain, with logical reasoning, the subject concerned and adequate knowledge to teach theory with illustrations in the said discipline.

Department of Computer Applications

I. PROFESSOR:

- i. A Ph.D. Degree with BE/ BTech and ME/MTech in relevant branch with first Class or equivalent either in BE/BTech or/and ME/MTech.

OR

- i. A Ph.D. degree with BE/BTech and MCA with first class or equivalent in either BE/BTech or MCA

OR

- i. A Ph.D. degree with MCA with first class or equivalent with two years of relevant experience
- ii. Minimum of 10 years teaching/ research/ industrial experience of which 5 years should be at the level of Associate Professor

OR

- ii. Minimum of 13 years of experience of in teaching and/or research and/or Industry
- iii. 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 of the 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 of the selection committee.

II. ASSOCIATE PROFESSOR:

- i. A Ph.D. Degree with BE/ BTech and ME/MTech in relevant branch with first Class or equivalent either in BE/BTech or/and ME/MTech.
OR
- i. A Ph.D. degree with BE/BTech and MCA with first class or equivalent in either BE/BTech or MCA
OR
- i. A Ph.D. degree with MCA with first class or equivalent with two years of relevant experience
- ii. Minimum of 5 years of experience in teaching/ research/ industry.

Department of Management:

I. 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

i. 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

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

a. 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

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

a. 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.

II. ASSOCIATE 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 management related discipline or first class in two years full time PGDM declared equivalent by AIU/recognized by the AICTE/UGC;

OR

- i. First Class graduate and professionally qualified Chartered Accountant / Cost and works Accountant / Company Secretary of the concerned statutory body.
- ii. Ph.D. or Fellow of Indian Institute of Management or of an Institute recognized by AICTE and declared equivalent by the AIU.
- iii. A minimum of eight years' experience of teaching/industry/research/professional at managerial level excluding the period spent for obtaining the research degree.

OR

- i. In the event the candidate is from industry and the profession, the following requirements shall constitute as essential requirements:
 - a. Consistently good academic record with at least 55% marks (or an equivalent grade in a point scale wherever grading system is followed) in Master's Degree in Business Management/Administration/in a relevant management related discipline or first class in two years full time PGDM declared equivalent by AIU/recognized by AICTE/UGC,

OR

- i. First Class graduate and professionally qualified Chartered Accountant/Cost and Works Accountant/Company Secretary of the concerned statutory body:
- b. A minimum of ten years experience of teaching industry/research/profession, out of which five years must be at the level of Assistant Professor or equivalent excluding the period spent for obtaining research degree. The candidate should have Professional work experience, which is significant and can be recognized at national/international level as equivalent to Ph.D. and ten years managerial experience in industry/profession of which at least five years should be at the level comparable to that of Lecturer/Assistant Professor.

III. ASSISTANT PROFESSOR:

- i. First Class Masters Degree in Business Management/ Administration/ in a relevant management related discipline or first class in two year full time PGDM declared equivalent by AIU/ accredited by the AICTE/ UGC.

OR

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

Department of Education (Contractual Posts) for M.Ed.

ASSISTANT PROFESSOR:

- a. A Master's Degree in Arts/Humanities/Sciences/Commerce and M. Ed. each with minimum of 55% marks (or an equivalent grade in a point scale wherever grading system is followed).

OR

- b. M.A (Education) and B. Ed. each with a minimum of 55% marks (or an equivalent grade in a point scale wherever grading system is followed): and
- c. Any other stipulation prescribed by the UGC/such other affiliating body/State Government, from time to time for the positions of Lecturers, shall be mandatory.

Provided that it is desirable that one faculty member possesses a Master's Degree in Psychology and another member in Philosophy/Sociology besides M.Ed.

OTHER CONDITIONS:

1. The candidates must enter the relevant score in the Academic Performance Indicator (API) based on Performance Based Appraisal System (PBAS) as given in Online API Score Sheet as per revised regulations of UGC (4th Amendment, 2016) . Each API score must be supported by the documentary evidence which should be objectively verifiable, without which no claim on account of API score would be entertained. The API score shall be calculated as per revised regulations of UGC 2016 (4th Amendment) or as per UGC regulations amended from time to time. **Applicant must upload the duly filled up API sheet in the online application form. Further, a print out of API sheet along with all necessary documentary evidence and a print out of the confirmation email/registration slip should be sent to the University and it should reach the University within one week from the last date of submission of the online application form. Applicant should clearly write their name, post applied for, department and application no. in the envelope containing the above documents.**
2. The recruitment to the advertised posts shall be carried out in accordance with the revised UGC Regulations, 2018 or as per UGC regulation amended from time to time.
3. In cases where hard copies of the details have been asked for must be dispatched to the University within one week of last date of receipt of application failing which the application may be rejected.
4. Relaxation if any will be as per GOI rules.
5. The period put in by the candidates to acquire M.Phil. and / or Ph.D. Degree shall not be counted towards teaching/research experience.
6.
 - i. The reservation for the SC/ST/OBC/Persons with Disabilities candidates is as per the Govt. of India rules.
 - ii. Candidate applying under quota reserved for Person with Disabilities should indicate whether he/she belongs to SC/ST/OBC or General Category.
 - iii. Person suffering from not less than 40% of the relevant disability shall alone be eligible for the benefit of reservation for Person with Disabilities.
7. The appointment under reserved category shall be provisional and subject to certificate being verified through the proper channels. If the verification reveals that the claim of the candidate to a particular category is false, his/her services will be terminated forthwith without assigning any further reasons and without prejudice to such further action as may be taken under the provisions of the Indian Panel Code/ Ranbir Panel Code for production of false certificates.
8. Candidates who have been awarded Ph.D. from foreign Universities should enclose "Equivalence Certificates", issued by the Association of Indian Universities, New Delhi, without which their candidature will not be considered and application will be rejected.
9. The medium of instruction in the University is English except for the Languages.

10. Age of superannuation for all teaching positions shall be as per UGC norms.
11. All the appointees including the in-service candidates shall be governed by the New Pension Scheme (NPS) introduced by the Govt. of India.
12. Applicants not found suitable for higher positions may be considered for lower positions in the same area of specialization.
13. The prescribed qualifications and experience will be minimum and the mere fact of possessing the same will not entitle a candidate to be called for interview.
14. No TA/DA shall be paid to the candidates for attending the interview. However, the SC/ST/PWD candidates will be paid second-class railway/bus fare by shortest route on production of tickets.
15. Applicant already in employment shall be required to submit NOC at the time of interview, failing which he/she should not be allowed to appear before the Selection Committee.
16. Online application not accompanied by necessary supporting verifiable documents, attested copies of degree certificates/mark sheet/experience certificates/category certificate (if applicable), publications, teaching/research experience issued by the competent authority and the incomplete applications shall be rejected summarily.
17. Shortlisted candidates to bring along all original documents during the time of interview for verification of the same.
18. In case the last date fixed for receipt of applications is declared a holiday, next working day shall be deemed to be the last date for receiving the forms.
19. Any change of address given in the application form should at once be communicated to the University within the stipulated date. The University shall not be held responsible if the communication address given is incorrect.
20. The University shall verify the antecedents/ documents submitted by the candidates at the time of appointment and or any time during the tenure of the service. In case, it is detected that the documents submitted are fake or the candidate has a clandestine antecedents/background and has suppressed the said information, his/her services shall be terminated forthwith.
21. In case of any dispute, any suit or legal proceedings by or against the University, Courts within whose local Jurisdiction, Headquarter of the University is situated shall have the Jurisdiction.

GENERAL NOTE

1. Interested candidates may apply online through the University website www.cus.ac.in on or before **9th August 2019**
2. The University reserves the right to:
 - i. Draw reserve panel(s) against the possible vacancies in the future.
 - ii. Relax any of the qualifications/experience at its discretion; and
 - iii. Not fill up any or all the advertised posts on regular basis.
3. The emoluments, allowances, facilities & other benefits of these selected teachers will be in accordance with the instructions issued by Central Government/UGC from time to time and adopted by the University.
4. The Canvassing in any form will lead to disqualification of the candidate concerned.
5. Incomplete forms may be summarily rejected.
6. In cases where hard copies of the details have been asked for must be dispatched to the University within one week from last date of receipt of online application failing which the application may be rejected.
7. Application Fee:

Sl. No.	Category	Total
1.	General & OBC	₹1,000/-
2.	SC/ST/PWD/Women	Nil

8. The last date for receiving the online application is **09.08.2019**.

Sd/-
Registrar