

ROLLING ADVERTISEMENT FOR APPOINTMENT OF ASSOCIATE PROFESSORS

Advertisement No: 07 of 2025

Dated: 11.04.2025

Online applications in prescribed format are invited from the eligible Indian citizens and overseas citizens of India (OCIs) for appointment to the posts of **Associate Professors** in the following Departments to be filled by direct recruitment on regular basis:

S. No.	Department	No. of Posts/Category						Total
		UR	SC	ST	OBC	EWS	PwD	
01	Information Technology	01	-	-	01	-	-	02
02	Law	-	01	-	-	-	01	02
03	Tourism Studies	01	-	-	-	-	-	01
04	Urdu	-	-	01	-	-	-	01
05	Politics and Governance	01	-	-	-	-	-	01
06	Animal Sciences (Zoology)	01	-	-	-	-	-	01
07	Religious Studies	01	-	-	01	-	-	02
08	Physical Education	-	01-BL	-	-	-	-	01
09	Plant Sciences (Botany)	-	-	-	-	01	-	01
10	Civil Engineering	01	-	-	-	-	-	01
Total		06	02	01	02	01	01	13

BL= Backlog Vacancy, **UR=** Unreserved, **OBC=** Other Backward Class, **SC=** Schedule Caste, **ST=** Schedule Tribe, **EWS=** Economically Weaker Section, **PWD=** Persons with Disability

This is a Rolling Advertisement. Positions with sufficient number of applications received by the cut-off date will be processed for interview in the first phase. Applications received after the cut-off date shall be considered for the next phase of interview, if the post remains still vacant, for which the deadline shall be notified on the University website/career portal in due course of time.

Note:

1. Central University of Kashmir strives to maintain gender balance in it's workforce and women candidates are especially encouraged to apply.
2. Those candidates who have already applied for the above mentioned posts vide Employment Notification No. 07 of 2023 dated 24-08-2023 but were either not interviewed or where the status of eligibility was not notified, need to apply afresh as per the latest notification along with required documents for fresh screening without payment of application fee.
3. **One** Post of Associate Professor in the Department of Law is reserved for Persons with Disability (Blindness and low vision) under Horizontal Reservation.
4. Amendments/ changes if any in the advertisement shall be published only on the University website www.cukashmir.ac.in

1. IMPORTANT DATES:

S. No.	Particulars	Date
1.	Date of availability of online application form	12 th April, 2025
2.	Last date for submission of online application form with fees for 1 st phase of recruitment process.	12 th May, 2025
3.	Last date for submission of downloaded copies of the application form along with enclosures/documents	19 th May, 2025
4.	The other phases of recruitment under this rolling advertisement shall be notified on the University website from time to time depending upon the availability of the post/s.	

2. APPLICATION FEES (Non-refundable):

S.No.	Category	Amount
1.	UR	Rs. 2000/-
2.	OBC/EWS	Rs. 1000/-
3.	SC/ST/PwD/Women	Exempted

3. PAY STRUCTURE: Level -13A OF 7th CPC (Rs. 131400-217100)

4. ESSENTIAL QUALIFICATION/S:

Name of the Department	Essential Qualification
1. Law 2. Tourism Studies 3. Urdu 4. Politics and Governance 5. Animal Sciences (Zoology) 6. Religious Studies 7. Physical Education 8. Plant Sciences (Botany)	(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 of UGC Regulation 2018 (annexure-I). <u>Desirable specialization for Religious Studies:</u> Candidates having degree in Philosophy with specialization in Hindu Studies.

Name of the Department	Essential Qualification
1. Information Technology 2. Civil Engineering	<p>(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.</p> <p>AND</p> <p>(ii) At least total 6 research publications in SCI journals / UGC / AICTE approved list of journals.</p> <p>AND</p> <p>(iii) Minimum of 8 years of experience in teaching / research / industry out of which at least 2 years shall be Post Ph.D. experience.</p> <p><u>Desirable specialization for Civil Engineering:</u> Hydrological Engineering/ Geotechnical Engineering/ Structural Engineering/ Construction Management Engineering/ Transportation Engineering/ Environmental Engineering</p>

5. RELAXATION CLAUSE:

1. A relaxation of 5% shall be allowed at the Bachelor's and Master's level for the candidates belonging to Scheduled Caste/Scheduled Tribe/Other Backward Classes (OBC)(Non-creamy Layer) /Differently abled for the purpose of determining eligibility and assessing academic record for direct recruitment.
2. The eligibility marks of 55% marks (or an equivalent grade in a point scale wherever the grading system is followed) and the relaxation of 5% to the categories mentioned in UGC Regulations, 2018 are permissible based only on the qualifying marks without including any grace mark.
3. A relaxation of 5% shall be provided (from 55% to 50% of the marks) to the Ph.D. Degree holders, who have obtained their Master's Degree prior to 19th September, 1991.

6. TERMS & CONDITIONS:

1. The eligibility for recruitment of the faculty under this notification has been framed as per the latest UGC Regulations (on Minimum Qualifications for Appointment of Teachers and other Academic Staff in Universities and Colleges and other Measures for the Maintenance of Standards in Higher Education, 2018)/ AICTE Regulations-2019 and their amendments issued by their regulatory bodies from time to time.
2. The prescribed qualifications and experience are the minimum and the mere possession of the same does not entitle candidates to be called for the interview/selection.
3. Self plagiarism report with regard to the research publications of the applicants has to be attached with application form.
4. Applicants with international experience/exposure shall be given preference.
5. Before applying the candidates must ensure that they are eligible according to the criteria stipulated in the advertisement. If the candidate is found ineligible at any stage of recruitment process, his/her candidature shall be canceled.
6. In case of any inadvertent mistake in the process of selection which may be detected at any stage even after the issue of appointment letter, the University reserves the right to modify/withdraw/cancel any communication made to the candidates.
7. University reserves the right not to fill up any of the vacancies advertised, if circumstances so warrant, without assigning any reason thereof. Candidate/s do not reserve any claim for filling the vacancies mentioned in this advertisement.

8. A minimum of seven publications in the UGC CARE list or SCOPUS indexed and a total research score of Seventy five (75) as per the criteria given in **Annexure-I, Table- 2, if applicable.**
9. Publications to be considered for award of marks for the screening purpose shall be from UGC CARE list or SCOPUS indexed or peer-reviewed as per international/national standard data base as decided by the Screening Committee, supported by the self attested plagiarism report in respect each publication.
10. The character of a person for direct recruitment to the service must be such as to render him/her suitable in all respect for appointment to the service. Persons dismissed by the Union Government or by a State Government or by a Local Authority or a Government Corporation owned or controlled by the Central Government or State Government will be deemed to be ineligible for appointment.
11. The University shall verify the antecedents of all documents of the candidates submitted at any time of appointment or during the tenure of 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 and further action shall be taken as warranted under rules.
12. In case of any dispute, suit or legal proceeding regarding the recruitment, the jurisdiction shall be restricted to Hon'ble High Court of Jammu and Kashmir.
13. Application forms received without the requisite documents, fees, and after the prescribed date will not be entertained in any case. No correspondence shall be entertained in this regard.
14. Candidates who wish to apply for more than one post/department, should apply separately for each department/post and separate application must be submitted for each department/post along with all the specified supporting documents and application fee, wherever applicable.
15. Department boundaries for these posts will not confine the applicant to teach/carry research in the Department/Centre/Campus only. They may be required to take up teaching/ research/ other assignments in other Departments/ Centers/ Campuses of the University as well. They may also be assigned other academic or administrative responsibilities in addition to their regular teaching and research work.
16. The date for determining eligibility in every respect i.e. qualifications, experience and age limit etc. shall be the last date of the submission of online application forms as prescribed by the University from time to time.
17. The University shall retain the application forms of non-shortlisted candidates and non-selected candidates only for three months after the completion of recruitment process.
18. The candidates who are in service (Govt. / Semi Govt. / PSUs / Universities / Educational Institutions) shall forwarded their application/s through proper channel and furnish "No Objection Certificate" from their Competent Authority at the time of presentation/interview, if not uploaded with the online application earlier, otherwise they may not be allowed to appear in the presentation/ interview. The NOC should also indicate the vigilance clearance from the parent Department. However, they can submit the advance copy of the application form by the last date fixed for submission of forms online.
19. Candidate must enter the relevant Research / Academic score in the Format provided. The Research score provided against the given categories in each column must be supported by documentary evidence, without which no claim on account of Research /Academic score shall be entertained.
20. Application forms must be accompanied by detailed curriculum vitae giving details of academic qualifications, experience, published work etc. The publication part in the CV should invariably contain details with regard to the title of the journal/book, title of the research paper, Volume No., Page Nos., year of publication, ISSN/ISBN, sole author/co-authors/joint publication, refereed/non-refereed, indexed/non-indexed and local/national/international status etc or as reflected in the online application form. These details shall be used to verify the Research/ Academic Score claim.
21. The reservation for the SC/ST/OBC/PwD/EWS candidates shall be as per the Govt of India norms.
22. As the vacancies reserved for EWS category are not to be carried to the next recruitment year/cycle as backlog.

23. Candidate applying for the post(s) reserved for EWS, must upload a certificate on the prescribed format as per Annexure-II. The said certificate must be valid at least up to December, 2025.
24. Candidates seeking reservation under OBC category are required to upload certificate on the format prescribed by Department of Personnel & Training, Government of India (Annexure-III). Further, they shall submit the declaration given at the end of the application form.
25. The Caste/Tribe/Community certificates in the Proforma prescribed and issued by any of the authorities stated in the OM No. 36012/6/88-Estt. (SCT), dated 24.4.1990 and OM No. 36012 /22/93-Estt. (Res.), dated 15.11.1993, GoI, No. 36028/1/2014-Estt (Res), dated 3rd September, 2015 will only be accepted as sufficient proof in support of a candidate's claim of belonging to Schedule Caste/ Schedule Tribe/ Other Backward Class. Relevant Caste/ Tribe/ Community certificates are required to be uploaded with duly completed application form. No other certificate will be accepted as a sufficient proof. The caste of the candidate must be in the state-wise central list of SCs given at <http://socialjustice.nic.in/UserView/PrintUserView?mid=76750> or <http://socialjustice.nic.in/UserView/index?mid=76750>. The caste of the candidate must be in the state-wise central list of STs given at <https://tribal.nic.in/ST/LatestListofScheduledtribes.pdf>
26. OBC certificate submitted in support of the claim of reservation under this category (Non-Creamy Layer) must have been issued on or after 31st December, 2024. The certificate should clearly mention that the candidate belongs to non-creamy layer and the caste of the candidate must be in the state-wise central list of OBCs given at http://www.ncbc.nic.in/User_Panel/CentralListStateView.aspx. The latest OBC certificate shall be required to submit at the time of interview.
27. Persons with disability (PwD) shall be required to upload with duly completed application form the Disability/Medical Certificate in the Proforma prescribed and issued by the competent medical authorities as per Government of India norms. Persons suffering from not less than 40% of the disability shall only be eligible for the benefit of reservation under this category.
28. The appointment under reserved category is provisional and subject to the certificate being verified through proper channels. If the verification reveals that the claim of the candidate to belong to a particular category is false, his/her services will be terminated forthwith without assigning any further reasons and without prejudice to any further action as may be taken under the provisions of Indian Panel Code for production of false certificates.
29. The time taken by candidates to acquire M. Phil. and / or Ph.D. Degree shall not be considered as teaching/ research experience to be claimed for appointment to the teaching positions. The period of active service spent on pursuing Research Degree simultaneously with teaching assignment without taking any kind of leave, shall be counted as teaching experience for the purpose of direct recruitment/ promotion.
30. Candidates who have been awarded Ph.D /Masters/Bachelors degree from foreign Universities should enclose "Equivalence Certificate" issued by Association of Indian Universities, New Delhi, without which their degrees shall not be considered.
31. Subjects/disciplines to be considered as the concerned/allied/relevant wherever mentioned shall be decided by the screening/expert committee/s constituted by the University. Preference will be given to those candidates who have done their masters degree in concerned subjects.
32. Except for the Languages, medium of instruction in the University is English.
33. All updates to this advertisement including corrigendum, amendments, if any, will be hosted on University website www.cukashmir.ac.in only and the candidates are advised to regularly check University website for latest updates/important instructions. Notifying the same in newspapers shall not be obligatory for the University.
34. The University shall not be responsible for any loss of e-mail, loss of any communication due to wrong address provided by the candidate, unsuccessful transaction by Payment Gateway etc.

35. All the appointees including the in-service candidates shall be governed by the New Pension System (NPS) introduced by Govt of India.
36. The candidates selected shall be appointed under a written contract as per University norms.
37. **The University reserves the right:**
 - a. To withdraw the advertisement either partly or wholly at any time without assigning any reason to this effect.
 - b. To fill or not to fill up some or all the posts advertised for any reasons whatsoever.
 - c. To increase/decrease the number of posts at the time of selection and make appointments accordingly.

GENERAL INSTRUCTIONS:

1. Before applying for a post, candidates are advised to satisfy themselves about their eligibility.
2. The PWD candidates with less than 40% of relevant disability shall not be considered.
3. No TA/DA will be paid for attending interview. However, for outstation SC/ST/PWD candidates second class railway to and fro fare on shortest route will be reimbursed after attending the interview. This is not admissible to SC/ST/PWD candidates who are already employed in the Central/ State Government services.
4. In-service candidates shall route their applications through proper channel which should essentially reach the office by or before the conduct of the interviews. However, they must submit an advance copy of the application form before the last date.
5. Applications not accompanied by necessary supporting documents, self-attested copies of degree certificates/ marks sheets/experience certificate/category certificate (if applicable) issued by the competent authority and the incomplete applications shall be rejected summarily.
6. The eligibility of candidates will be determined as on the last date fixed for receipt of application forms in a phased manner.
7. Candidates in their own interest are advised to remain in touch with the University website www.cukashmir.ac.in. They should also regularly check their email account for updates. Issuance of notifications in the newspapers or sending postal letters is not obligatory on the part of the University.
8. Any change of address given in the application form should at once be communicated to the University.
9. The University shall verify the antecedents/documents uploaded/submitted by the candidates at the time of appointment 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.
10. In case of any dispute, any suit or legal proceedings against the University, the jurisdiction shall be restricted to the Courts at Srinagar, J&K.

7. HOW TO APPLY?

The online prescribed application form is available on the CU-Chayan portal link (<https://curec.samarth.ac.in>). The application form along with payment of applicable non-refundable application fee is to be submitted online through portal. The candidates need to apply for the 1st phase of the rolling advertisement through **online mode only** latest by **12th May, 2025** and submit the downloaded application form along with relevant self- attested documents (Qualification Certificates/Exp. Certificates/ Research Publications etc.) at Recruitment Section, Central University of Kashmir, Green Campus Ganderbal-191201 in person or by post latest by **19th May, 2025**.

Sd/-
REGISTRAR

No. CUKmr/RCT/F.No.487/25/2454

Dated: 11-04-2025



कश्मीरकेन्द्रीयविश्वविद्यालय
CENTRAL UNIVERSITY OF KASHMIR
(शिक्षामंत्रालय)
(MINISTRY OF EDUCATION)
भारतसरकार
GOVERNMENT OF INDIA



Please contact for assistance from 9:30am to 5:30pm:

1. Queries related to eligibility & other similar issues : 9469684022/6005823906/9596083960
2. Queries related to submission of online application form/s and fee:9797959391/7006969538

Copy forwarded for information to:

1. Secretary, Ministry of Education, Department of Higher Education, Govt. of India, Shastri Bhawan, New Delhi
2. Secretary U.G.C, Bahadurshah Zafar Marg, New Delhi – 110002.
3. Secretary General, Association of Indian Universities, AIU House, 16, Comrade Indrajit Gupta Marg New Delhi-110002
4. Principal Secretary Higher Education, Department, Govt. of J&K, Civil Secretariat, Srinagar.
5. Director Information, Govt. of Jammu and Kashmir, Polo View, Srinagar.
6. Daily local & national newspapers.

Annexure-I

Appendix-II Table-2 of UGC

Methodology for University & 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 acknowledgments for patent filing and approval letters, students Ph.D, award letter, etc.)

S. No	Academic/Research Activity	Faculty of Sciences/ Engineering/ Agriculture/ Medical/ Veterinary Sciences	Faculty of Languages/ Humanities/ Arts/ Social Sciences/ Library/ Education/ Physical Education/ Commerce/ Management & other related disciplines
01	Research Papers in Peer-Reviewed or UGC listed Journals	08 per paper	10 per paper
02	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
03	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) Research Projects Completed		
	More than 10 Lakhs	10	10
	Less than 10 Lakhs	05	05
	(c) Research Projects Ongoing:		
	More than 10 lakhs	05	05
5	Less than 10 Lakhs	02	02
	(d) Consultancy	03	03
	(a) Patents		
	International	10	10
	National	07	07
	(b) *Policy Document (Submitted to an International body/organization like UNO/UNESCO/World Bank/International Monetary Fund etc. or Central Government or State Government)		
	International	10	10
	National	07	07
6	State	04	04
	(c) Awards/Fellowship		
	International	07	07
	National	05	05
	*Invited lectures/Resource Person/Paper presentation in Seminars/Conferences/Full paper in Conference Proceedings (Paper presented in Seminars/Conference and also published as full paper in Conference Proceedings will be counted only once)		
	International (Abroad)	07	07
	International (within country)	05	05
	National	03	03
	State/University	02	02

Research score for research papers shall be augmented as follows:

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

- Paper in refereed journals without impact factor - 5 Points
- Papers with impact factor less than 1 - 10 Points
- Paper with impact factor between 1 and 2 - 15 Points
- Paper with impact factor between 2 and 5 - 20 Points
- Paper with impact factor between 5 and 10 - 25 Points
- Paper with impact factor between > 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.

Annexure-II

Government of
(Name & Address of the authority issuing the certificate)

INCOME & ASSEST CERTIFICATE TO BE PRODUCED BY ECONOMICALLY WEAKER SECTIONS

Certificate No.....

Date:.....

VALID FOR THE YEAR.....

This is to certify that Shri/Smt./Kumari..... son/ daughter/ wife
of.....permanent resident
ofVillage/StreetPost
Office..... District.....in the State/ Union
Territory.....Pin Code..... whose photograph is attested below belongs to
Economically Weaker Sections, since the gross annual income* of his/her 'family'*** is below Rs. 8 lakh
(Rupees Eight Lakh only) for the financial year His/her family does not own or possess any of
the following assets***

- I. 5 acres of agricultural land and above;
- II. Residential flat of 1000 sq. ft. and above;
- III. Residential plot of 100 sq. yards and above in notified municipalities;
- IV. Residential plot of 200 sq. yards and above in areas other than the notified municipalities.

Shri/Smt/Kumari.....belongs to the caste which is not
recognized as a Scheduled Caste, Scheduled Tribe and Other Backward Classes (Central List)

Recent Passport
size attested
photograph of
the applicant

Signature with seal of Office.....

Name.....

Designation.....

***Note 1:** Income covered all sources i.e. salary, agriculture, business, profession, etc.

****Note 2:** The term "Family" for this purpose include the person, who seeks benefit of reservation, his/her parents and siblings below the age of 18 years as also his/her spouse and children below the age of 18 years

*****Note 3:** The property held by a "Family" in different locations or different places/cities have been clubbed while applying the land or property holding test to determine EWS status.

Annexure-III

**FORM OF CERTIFICATE TO BE PRODUCED BY OTHER BACKWARD CLASSES (OBC)
APPLYING FOR APPOINTMENT TO POSTS / ADMISSION TO CENTRAL EDUCATIONAL
INSTITUTIONS (CEIs), UNDER THE GOVERNMENT OF INDIA**

This is to certify that Shri / Smt./ Kumari _____ son/ daughter of _____
of village / town _____ in District / Division _____ the State / Union
Territory _____ belongs to the _____ community which is recognised
as a backward class under the Government of India, Ministry of Social Justice and Empowerment's
Resolution No: _____ dated _____*.

Shri / Smt./Kumari _____ and / or his / her family ordinarily reside(s) in the
_____ District / Division of the _____ State / Union Territory.

This is also to certify that he/she does not belong to the persons/ sections (Creamy Layer) mentioned in
Column 3 of the Schedule to the Government of India, Department of Personnel & Training O.M. No.
36012/22/93 –Estt. (SCT) dated 8.9.1998**

District Magistrate
Deputy Commissioner etc.

Dated:

Seal _____

* The authority issuing the certificate may have to mention the details of Resolution of Government of India,
in which the caste of the candidate is mentioned as OBC.

**As amended from time to time. The term “Ordinarily” used here will have the same meaning as in
Section 20 of the Representation of the People Act, 1950.

The authorities competent to issue Caste Certificates are indicated below:

- I. District Magistrate / Additional Magistrate / Collector / Deputy Commissioner / Additional Deputy
Commissioner / Deputy Collector / Ist Class Stipendiary Magistrate / Sub-Divisional magistrate /
Taluka Magistrate / Executive Magistrate / Extra Assistant Commissioner (not below the rank of
Ist Class Stipendiary Magistrate).
- II. Chief Presidency Magistrate / Additional Chief Presidency Magistrate / Presidency Magistrate.
- III. Revenue Officer not below the rank of Tehsildar, and
- IV. Sub-Divisional Officer of the area where the candidate and / or his family resides.