

## **ICWAI Qualification for Appointment as Teaching Faculty in Universities and Colleges in the Area of Management/Business Administration**

University Grants Commission (UGC) has notified "UGC Regulations on Minimum Qualifications for Appointment of Teachers and Other Academic Staff in Universities and Colleges and Measures for the Maintenance of Standards in Higher Education, 2010 vide its Circular No. F.3-1/2009 dated 30th June 2010.

The Regulations prescribe the minimum qualification for appointment of teaching faculty in universities and colleges in the area of Management/Business Administration. The qualifications specified for appointment of Assistant Professor, Associate Professor and Professor in the above area and Principal/Director/Head of the Institution include **First Class Graduate** and **professionally qualified Cost and Works Accountant** among other qualifications and subject to other requirements including qualifying NET/SLET/SET as the minimum eligibility condition for recruitment and appointment of Assistant Professors.

These regulations shall apply to every university established or incorporated by or under a Central Act, Provincial Act or a State Act, every institution including a constituent or an affiliated college recognised by the Commission, in consultation with the university concerned under Clause (f) of section 2 of the University Grants Commission Act, 1956 and every institution deemed to be a university under Section 3 of the said Act.

The relevant extract of the notification is as follows:

### **MINIMUM QUALIFICATIONS FOR APPOINTMENT OF TEACHING FACULTY IN UNIVERSITIES AND COLLEGES- MANAGEMENT/BUSINESS ADMINISTRATION:**

#### **1. Assistant Professor:**

##### **I. Essential:**

1. 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

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

II. Desirable:

1. Teaching, research, industrial and/or professional experience in a reputed organization;
2. Papers presented at Conferences and/or published in refereed journals.

**2. 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

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

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

- 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 AICTE/UGC,

OR

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

- ii. 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.

- v. Without prejudice to the above, the following conditions may be considered desirable:
  - a) Teaching, research, industrial and/or professional experience in a reputed organization;
  - b) Published work, such as research papers, patents filed/obtained, books and/or technical reports; and
  - c) Experience of guiding the project work/dissertation of PG/Research Students or supervising R&D projects in industry.

### **3. Professor:**

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

OR

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

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

OR

- iv. In the event the candidate is from industry and the profession, the following shall constitute as essential:
  - 1. Consistently good academic record with at least 55% marks (or an equivalent grade in a point scale wherever grading system is followed) in Master's Degree in Business Management/Administration/ in a relevant

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

OR

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

2. The candidate should have professional work experience which is significant and can be recognized at national/International level as equivalent to Ph. D. and twelve years' managerial experience in industry/profession of which at least eight years should be at least at a level comparable to that of Reader/Assistant Professor.
- v. Without prejudice to the above, the following conditions may be considered desirable:
  - i) Teaching, research, and/or professional experience in a reputed organization;
  - ii) Published work, such as research papers, patents filed/obtained, books and/or technical reports;
  - iii) Experience of guiding the project work/dissertation of PG/research students or supervising R&D projects in industry;
  - iv) Demonstrated leadership in planning and organizing academic, research, industrial and/or professional activities; and
  - v) Capacity to undertake/lead sponsored R&D consultancy and related activities.

#### **4. Principal/Director/Head of Institution**

- i. Qualification same as those prescribed for the post of professor in the relevant discipline with a minimum of fifteen years' experience of postgraduate teaching/industry/research.

OR

- ii. For candidates from Industry/Profession:

Qualification same as those prescribed for the post of Professor from industry/profession stream with fifteen years' experience of postgraduate teaching/research out of which five years must be at the level or Professor in the relevant discipline.

iii. Without prejudice to the above, the following conditions may be considered desirable:

1. Administrative experience in senior level responsible position in the Industry/Professional Institution.

For full text of the notification please visit the url:

[http://www.ugc.ac.in/policy/revised\\_finalugcregulationfinal10.pdf](http://www.ugc.ac.in/policy/revised_finalugcregulationfinal10.pdf)