

# Pay Scales, Qualifications etc. for Teachers in Technical Institutions (Degree)

## All India Council for Technical Education

(Pay Scales, service conditions and qualifications for the Teachers and other  
Academic Staff in Technical Institutions (Degree)

Regulations 2010)

NOTIFICATIONS, S.O. ....

F.No.:37-3/Legal/2010

New Delhi, the January 22, 2010

Programme	Cadre	Qualifications
<b>Engineering/ Technology</b>	Asstt. Professor	B.E./ B.Tech. and M.E./M.Tech in relevant branch with First Class or equivalent either in B.E./B.Tech or M.E./M.Tech
<b>MCA</b>	Asstt. Professor	B.E./B.Tech and M.E./M.Tech in relevant branch with First Class or equivalent either in B.E./B.Tech. or M.E./M.Tech OR B.E./B.Tech and MCA with First Class or equivalent in either B.E./B.Tech or MCA OR MCA with first class or equivalent with two years relevant experience.
<b>Management</b>	Asstt. Professor	First Class or equivalent in Masters Degree in Business Administration or equivalent And 2 years relevant experience is desirable
<b>Pharmacy</b>	Asstt. Professor	Bachelors and Masters Degree in Pharmacy with First Class or equivalent either in Bachelors or Masters Degree
<b>HMCT</b>	Asstt. Professor	First Class at Bachelors (3 year degree or Diploma after 10+2 in HMCT) or equivalent and Masters Degree in Hotel Management and Catering Technology with First Class or equivalent either in Bachelors or Masters Degree or 8 years relevant experience OR First Class at Bachelors 4 year degree or equivalent and Masters Degree in Hotel Management and Catering Technology with First Class or equivalent either in Bachelors or Masters Degree or 7 years relevant experience

Programme	Cadre	Qualifications	Experience
For all the above Programmes	Associate Professor	<p>Qualifications as above that is for the post of Assistant Professor, as applicable and Ph.D. or equivalent in appropriate discipline.</p> <p>Post Ph.D. publications and guiding Ph.D. student is highly desirable.</p>	<p>Minimum of 5 years experience in teaching/research /industry of which 2 years post Ph.D. experience is desirable</p>
For all the above Programmes	Professor	<p>Qualifications as above that is for the post of Associate Professor, applicable</p> <p>Post Ph.D. publications and guiding Ph.D. students is highly desirable</p>	<p>Minimum of 10 years teaching /research/industrial experience of which at least 5 years should be at the level of Associate Professor.</p> <p><b>OR</b></p> <p>Minimum of 13 years experience in teaching and/or Research and/or Industry.</p> <p>In case of research experience, good academic record and books/research paper publications/IPR/ patent record shall be required as deemed fit by the expert members of the Selection Committee.</p> <p>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.</p>

Programme	Cadre	Qualifications	Experience
For all the above Programmes	Principal/Director	<p>Qualifications as above that is for the post of Professor, as applicable</p> <p>Post Ph.D. publications and guiding Ph.D. students is highly desirable</p>	<p>Minimum of 10 years experience in teaching/Research/Industry out of which at least 3 years shall be at the level of Professor.</p> <p><b>OR</b></p> <p>Minimum of 13 years experience in teaching and/ or Research and/or Industry.</p> <p>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.</p> <p>If the experience in industry is considered, the same shall be at managerial level equivalent to Professor level 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 fit by the expert members of the Selection Committee.</p> <p>Flair for Management and Leadership is essential.</p>

1. Equivalence for Ph.D. is based on publication of 5 International Journal papers, each Journal having a cumulative impact index of not less than 2.0, with incumbent as the main author and all 5 publications being in the authors' area of specialization.
2. Ph.D. shall be from a recognized University.
3. 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.

4. 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.
5. If a class/division is not awarded, minimum of 60% marks in aggregate shall be considered equivalent to first class/division. If a Grade Point System is adopted the CGPA will be converted into equivalent marks as below:

<b>Grade Point</b>	<b>Equivalent Percentage</b>
6.25	55%
6.75	60%
7.25	65%
7.25	70%
8.25	75%

**(Dr. D.K. Paliwal)**  
Member Secretary (Acting)