

UNIVERSITY OF JAMMU

ORDER

Sanction is hereby accorded in anticipation to the approval of the University Syndicate, for adoption of the following guidelines decided by the Academic Council after thorough deliberations of the Committee constituted by the University w.r.t empanelment of need-based Teaching Faculty in the University of Jammu from Academic Session 2026-27 onwards:-

1. The concerned Rector/Director/HOD is authorized to empanel eligible candidates as Assistant Professors on purely temporary and need basis as per the requirements of respective Campus/Directorate/Department/Centre/ Constituent College as per the screening criteria of UGC Regulations 2018 (**Annexure-I**).
2. The basic eligibility criteria shall be as per UGC Regulations 2018.
3. The empanelment shall be of maximum upto 10 candidates in each course/subject.
4. The Criteria for engagement of particular candidate out of the empanelled candidates shall be as per the requirements vis-à-vis expertise of the candidate.
5. The engagement from the empanelled candidates shall be accomplished by respective Rectors/Directors/HODs/Principals in consultation with the Campus Affairs Committee (CAC)/ Departmental Affairs Committee (DAC) through a process of interview only based on the performance.
6. The engagement shall be purely on a need basis for a semester during an Academic Session, depending upon the requirements of the respective courses. The re-engagement of already engaged faculty for another semester shall be subject to requirement, satisfactory performance and feedback received from students, Course Co-ordinator/Rector/Director/ HOD/Principal, as the case may be, with the approval of Dean Academic Affairs.
7. The engaged staff shall be required to furnish an undertaking, duly sworn-in before the 1st Class Magistrate stating that they shall not claim any permanent absorption against said arrangement, which is purely temporary and need based.
8. A consolidated monthly salary shall be paid to the engaged faculty as per the prevailing norms of the University, as revised from time to time.

Further a Committee shall be constituted by Registrar for finalization of operational guidelines/SOPs and for clarification of other common issues in the matter.


REGISTRAR

No. Estab. (TW/C&R)/26/538-88

Dated: -22-07-2026

Copy to: -

1. Special Secretary to the Vice- Chancellor for kind information of the Hon'ble Vice-Chancellor.
2. Dean Academic Affairs, University of Jammu.
3. All Rectors/Directors/HODs/Principal/Coordinator of the Teaching Departments/ Directorate/Centre/Institute of Main Campus and Offsite Campuses of the University.
4. Director, Centre for IT Enabled Services & Emerging Technologies with the request to get the order uploaded on the University Website.

The engagement of Assistant Professors shall be on the basis of the following criteria:-

S.No.	Academic Record	Score			
1.	Graduation	80% & Above = 15	60% to less than 80% = 13	55% to less than 60% = 10	45% to less than 55% = 05
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.	30			
5.	NET with JRF	07			
	NET	05			
	SLET/SET	03			
6.	*Research Publications (2 marks for each research publications published in Peer-Reviewed or UGC-listed Journals)	10			
7.	# Teaching / Post-Doctoral Experience (2 marks for one year each)	10			
8.	Awards				
	International / National Level (Awards given by International Organizations/Government of India/ Government of India recognized 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 - 30 Marks |
| (ii) JRF/NET/SET | Maximum - 07 Marks |
| (iii) In awards category | Maximum - 03 Marks |

(B)

Academic Score	80
(As per S.No. 1-5 & 8 mentioned above subject to maximum limit as mentioned at "A" above)	
Research Publications	10
Teaching Experience	10
Total	100