



# KERALA UNIVERSITY OF FISHERIES & OCEAN STUDIES

കേരള ഫിഷറീസ്-സമുദ്രപഠന സർവ്വകലാശാല

PANANGAD P.O., KOCHI 682 506, KERALA, INDIA

☎0484- 2703782, 2700598; Fax: 91-484-2700337; e-mail: [utypanangad@kufos.ac.in](mailto:utypanangad@kufos.ac.in) website: [www.kufos.ac.in](http://www.kufos.ac.in)

No.GA5/4433/2019

Dated,26.10.2019

## EMPLOYMENT NOTIFICATION

Applications in the prescribed format from eligible candidates are invited for filling up the following teaching posts:

Sl. No.	Name of the post	Name of the Subject	Name of School	reservation turn
1	Professor	Food Science and Technology	SoOST&T	Ezhava/Billa/Thiyya
1	Associate Professor	Aquaculture	SoA&B	Open
2		Biotechnology	SoOS&T	Ezhava/Billa/Thiyya
3		Fishery Biology	SoFRM&HT	S.C
4		Fishery Engineering	SoOE&UWT	Open
5		Post Harvest Technology	SoA&B	LC/AI
1	Assistant Professor	Food Engineering	SoOS&T	Muslim
2		Food Technology	SoA&B	LC/A.I
3		Marine Biodiversity	SoOS&T	OBC
4		Aquaculture	SoA&B	Open

**Basic Pay:** Professor – Rs. 1,44,200/-  
**Basic Pay:** Associate Professor – Rs. 1,31,400/-  
**Basic Pay:** Assistant Professor – Rs. 57,700/-

## Essential Qualifications as prescribed by UGC Regulation 2018

### 1. PROFESSOR

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.

**The concerned/allied/relevant disciplines in each post mentioned above are as follows;**

1. **Food Science & Technology** :- Post-Harvest Technology of Fish/meat/Agriculture products

### 2. ASSOCIATE PROFESSOR (Aquaculture, Post Harvest Technology, Fishery Biology, Fishery Engineering, Biotechnology)

- 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 even publications in the peer-reviewed or UGC listed journals and a total research score of Seventy five (75) as per criteria given in Appendix II, Table 2.

**The concerned/allied/relevant disciplines in each post mentioned above are as follows;**

- 1. **Aquaculture:** Aquaculture/Fish Nutrition and Feed Technology/Fish Genetics and Breeding/Aquatic Animal Health Management/Fish Biotechnology/Fisheries Science.
- 2. **Post Harvest Technology :** ME/ M Tech with B.Tech in Post Harvest Engineering/ Post Harvest Engineering and Technology/ Dairy and Food Engineering/ Industrial Engineering and Management/ Thermal Science and Engineering/ Processing and Food Engineering. Ph. D in relevant subject.

3. **Fishery Biology:** Mariculture /Fisheries Resource Management/Fishery Biology/Aquatic Environment Management/ Fisheries Environment and Ecology/Fish Production/Marine Biology/Aquatic Biology and Fisheries/Industrial Fisheries/Coastal Aquaculture/Aquaculture. Ph. D in relevant subject.
4. **Fishery Engineering :-** ME/ M Tech with B.Tech in Marine Engineering/ Ocean Engineering and Naval Architecture/ Structural Engineering/ Environmental Engineering and Management/ MFSc in Fisheries Engineering and Technology/ B.F.Sc (Nautical Science) with MSc in Industrial Fisheries/ M.Tech Fishery Engineering. Ph. D in relevant subject.
5. **Biotechnology:** Biotechnology/Marine Biotechnology/Genetics

### 3. ASSISTANT PROFESSOR

( Food Technology, Marine Biodiversity and Aquaculture)

**Essential Qualifications as prescribed by UGC 2018 Regulation.**

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 /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 fulfillment of these conditions is to be certified by the Registrar or the Dean (Academic Affairs) of the University concerned.*

Note: 1. 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.

2. The relaxation in minimum mark is applicable as per Sec 3.4 (I),3.5 and 3.6 of UGC Regulation 2018 to the eligible candidates.

**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).

**The concerned/allied/relevant disciplines in each post mentioned above are as follows;**

1. **Food Technology:** Master Degree in Food Science and Technology/Food Technology/M.F.Sc. Fish Processing Technology/Post harvest Technology.
2. **Marine Biodiversity:** Biological Oceanography and Biodiversity/ Marine Biology/Aquatic Biology and Fisheries / Industrial Fisheries /Coastal Oceanography/M.F.Sc. Fisheries Resource Management
3. **Aquaculture:** Aquaculture / Fish Nutrition and Feed Technology / Fish Genetics and Breeding / Aquatic Animal Health Management / Fish Biotechnology / Fisheries Science / Marine Biology / Industrial Fisheries / Aquatic Biology and Fisheries / Coastal Aquaculture / Aquaculture and Fishery Microbiology / Applied Fisheries and Aquaculture / Fisheries and Aquaculture / Fisheries Science and Coastal Aquaculture / Mariculture.

#### **4. ASSISTANT PROFESSOR – (Food Engineering )**

**Essential :** B.E/B.Tech/B.S and M.E/M.Tech/M.S or Integrated M.Tech in the relevant branch with first class or equivalent in any one of the degree.

**The appropriate branch of Engineering and Technology**

##### **1.Food Engineering**

ME/ M. Tech with B. Tech in Biotechnology and Biochemical Engineering/ Food Engineering/ Dairy and Food Engineering/ Industrial Engineering and Management/ Post harvest Engineering and Technology/ Thermal Science and Engineering/ Post Harvest Engineering/ Processing and Food Engineering.

#### **General Information**

- (1) Where the number of applications received are large, the ratio for short listing of candidates for attending interview to the post of Assistant Professor in KUFOS is **7:1**, i.e seven candidates who scored maximum score from among the candidates applied for each post notified in a subject as per UGC criteria for short listing of candidates.
- (2) Candidates applying for the reserved posts should clearly state the category they belong to. They must also enclose attested photocopy of caste certificate from the competent authority.
- (3) The Upper Age limit for the post of Assistant Professor is 40 years as on 01.01.2019 (Eligible for upper age relaxation to OBC/SC/ST candidates as per Kerala Public Service Commission Rule).

- (4) Candidate in service should apply through proper channel.
- (5) The prescribed essential qualifications are the minimum and mere possession of the same does not entitle candidates to be called for interview. Further, the University may also fill up the posts advertised on short-term contract basis if necessary.
- (6) Changes in Regulations on qualifications, experience, calculation/application of Scores, etc. issued by the UGC subsequent to this notification will become mandatory from the respective dates of effect prescribed.
- (7) The University reserves the right to –
  - (a) not fill up any or all posts advertised.
  - (b) offer a post at a lower/higher level than notified, depending upon the qualifications, experience and performance of a candidate;
  - (c) draw reserve panels for appointment to possible future vacancies;
  - (d) relax any of the desirable qualifications/experience at its discretion for reasons to be recorded.
- (8) The qualification prescribed shall be as on the last date of receipt of application.
- (9) Selection will be made on the basis of guideline of UGC Regulations 2018 and AICTE Regulation 2019. The University may utilize seminar and/or colloquium as a method of selection.
- (10) Candidates applying for more than one post should submit separate application for each post and should pay processing fee accordingly.
- (10) No interim queries regarding test/interview/selection will be entertained.
- (11) Canvassing in any form will be a disqualification.
- (12) **Interested persons should apply in duplicate in the prescribed format attached hereunder (application) alongwith photo copies of all supporting documents.**
- (13) **All applicant should submit self-assessment score sheet (Table 2 or Table 3A), attached hereunder with all supporting documents. Without supporting documents, the claim is not accepted.**
- (14) Application fee **Rs.2000/-** for General candidates and **Rs. 500/-** for SC/ST candidates
- (15) Mode of remittance of fee:- By cash (University cash counter from 10.00 am to 3.00 pm) or DD from any nationalized bank drawn in favour of Finance Officer Kerala University of Fisheries and Ocean studies, Panangad payable at SBI SA Road branch, Vyttila, Ernakulam.
- (16) Applications should reach the Registrar at the below address on or **before 27.11.2019**  
**THE REGISTRAR**  
**KERALA UNIVERSITY OF FISHERIES AND OCEAN STUDIES**  
**PANANGAD P.O, MADAVANA, KOCHI-682 506**
- (17) The University will not be responsible for any postal delay.
- (18) The envelope should be *super-scribed* with the advertisement number and the post applied for.

Sd/-  
**REGISTRAR**

Copy to:-

1. Notice Board
2. Director, Public Relation and Publications (For publishing News paper)
3. Programmer (For publishing website)
4. F.O
5. Cash

**KERALA UNIVERSITY OF FISHERIES AND OCEAN STUDIES**



Affix a recent photograph and self attest the same

**APPLICATION FOR THE POST OF PROFESSOR/ASSOCIATE PROFESSOR/  
ASSISTANT PROFESSORS**

Posts applied with subject of Specialization (if any) : \_\_\_\_\_

Notification No. and Date (if any) : \_\_\_\_\_

Name and Sl. Nos. of the post applied for : \_\_\_\_\_

1.	Name (In English Block Letters)		
2.	Address for Communication		
3.	Permanent Address		
4.	Phone Nos.	Landline	Email ID :
		Mobile	
5.	Date of Birth (In Figures and in words-attach proof) and age –as on 1.1.2017		
6.	Nativity		
7.	Religion		
8.	Sex		
9.	Marital Status		
10	Present Employment, If employed		

	i.	Present designation							
	ii.	Name and Address of the Present Employer							
11.	Caste/Community (Attach Proof)								
12.	Category (Put 'X' mark in the appropriate column)		SC	ST	OBC	General	PH	EX-Service	Any Others
13.	Qualification (Attach copy of Mark List)		Name of Degree		Name of Institution and University		% of marks/OGPA		Class/Rank
	Graduation								
	Post Graduation								
	M.Phil/NET								
	Ph.D.								
	Post Doctoral								
14.	Additional Qualifications, if any (Attach Proof)								
15.	Experience (Attach separate sheets with supporting evidences)								
		Name of the Institution	Post held			Period			
	Teaching								
	Research								
	Extension								
	Any Other								
16.	List of Publications: (Attach separate sheets, if required)								
	i..	Standard referred journal (Peer reviewed journals)							
		a. International							
		b. National							
		c. Non peer reviewed journals							
	(List out the published papers with journal name, etc. A copy of reprint should be enclosed)								

	ii.	Papers published in Seminars/Symposia Proceedings	
		a. International	
		b. National	
		c. Regional	
	(List out the published papers with ISBN/ISSN Numbers. A copy of reprint should be enclosed)		
	iii.	Abstracts (Mention the title of the article, name of the abstract, with number)	
17.	Research projects handled as PI and Co-PI (Mention the total outlay for each project. Provide a list with evidence).		
18.	Any patent/technology transfer/product/process/ etc. disseminated from completed projects (give details with evidence and also furnish the acceptance report from funding agency)		
19.	Research Guidance (Provide a list with evidence)		
	i.	M.Phil./M.F.Sc.	
	ii.	Ph.D.	
20.	Training courses/refresher courses/orientation courses/summer/winter schools participated (Mention the days of participation for each programme. A list is needed with evidence)		
21.	Invited lectures/lead talks at International/ National/ Regional level (Provide a list with evidence).		
22.	Chairman in conduct of scientific session (Mention at International, National level, State level with evidence).		
23.	Organizing conferences / seminar / training / summer / winter schools / refresher courses / orientation courses. (Mention the number of days for the programme conducted with proof).		
24.	Teaching		
	i.	Number of UG courses handled	
	ii.	Number of PG courses handled	
	iii.	Number of Ph.D. courses handled	
(Evidence need to be furnished)			



25.	Preparation and imparting knowledge/instruction as per curriculum/syllabus enrichment by providing additional resources to students (with support documents)		
26.	Innovative teaching learning methodologies, updating of subject content, course improvement, etc. (with support documents)		
27.	Any new UG/PG courses introduced (with evidence)		
28.	Teaching manuals prepared (list with attachment)		
29.	Experience in International organizations (attach proof)		
30.	Out station experience (Mention the period of any training /awareness programme, etc. conducted including the farmers meet and farmers queries answered ( with supporting documents)		
	i.	As Assistant Professor	
	ii.	As Associate Professor	
	iii.	As Professor	
31.	Medals/Awards (Mention with authentication)		
32.	Patents		
33.	Books published (List out the publisher name and other particulars)		
34.	Editorial Work		
	i.	Single Editor	
	ii.	Multiple Editor	
	iii.	Reviewer	
	(Mention the book name with evidence)		
35.	Extension Programme (attach proof)		
	i.	NSS	
	ii.	NCC	
	iii.	Sports and Cultural Activities	
	iv.	Farmer/Field activities (seminar, exhibition organized, preparation of exhibits, on-farm trial studies conducted)	
36.	New Technologies introduced (with proof)		



**Table 2 (Self Assessment Score sheet for the post of Professor and Associate Professor)****Methodology for University 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 acknowledgements for patent filing and approval letters, students' Ph.D. award letter, etc.,)

S.N.	Academic/Research activity	Score	Self assessment score
1.	<b>Research Papers in Peer-Reviewed on UGC listed journals</b>	08 per paper	
2.	<b>Publications ( other than Research papers)</b>		
	<b>(a) Books authored which are published by;</b>		
	International publishers	12	
	National Publishers	10	
	Chapter in Edited Book	05	
	Editor of Book by International Publisher	10	
	Editor of Book by National Publisher	08	
	<b>(b) Translation works in Indian and Foreign Languages by qualified faculties</b>		
	Chapter or Research paper	03	
	Book	08	
3.	<b>Creation ICT mediated Teaching Learning pedagogy and content and development of new and innovative courses and curricula</b>		
	<b>(a) Development of Innovative Pedagogy</b>	05	
	<b>(b) Design of new curricula and courses</b>	02 per curricula /course	
	<b>(c) MOOCs</b>		
	Development of complete MOOCs in 4 quadrants (4 credit course) (In case of MOOCs of lesser credits 05 marks/credit)	20	
	MOOCs (Developed in 4 quadrant) per module/lecture	05	
	Content writer/subject matter expert for each module of MOOCs (at least one Quadrant)	02	
	Course Coordinator for MOOCs (4 credit course) (In case of MOOCs of lesser credits 02 marks/credit)	08	
	<b>(d) E- Content</b>		
	Development of E-Content in 4 quadrants for a complete course/e-book	12	
	e-Content (developed in 4 quadrants) per module	05	
	Contribution to development of e-content module in complete course/paper/e-book (at least one quadrant)	02	
	Editor of e-content for co0mplete course/paper/e-book	10	
4	<b>(a) Research guidance</b>		
	Ph.D	10 per degree awarded 05 per thesis submitted	
	M.Phil/P.G dissertation	02 per degree awarded	
	<b>(b) Research Projects Completed</b>		
	More than 10 lakhs	10	
	Less than 10 lakhs	05	
	<b>(c) Research Projects Ongoing :</b>		
	More than 10 lakhs	05	
	Les than 10 lakhs	02	
	<b>(d) Consultancy</b>	03	
5	<b>(a) Patents</b>		
	International	10	
	National	07	

	<b>(b) * policy Document (Submitted to an International body/organization like UNO/ /World Bank/International Monetary Fund etc. or Central Government or State Government)</b>		
	International	10	
	National	07	
	State	04	
	<b>(c) Awards/Fellowship</b>		
	International	07	
	National	05	
6.	<b>* Invited lectures/Resource Person/paper presentation in Seminars/ Conferences/full paper in Conference Proceedings (Paper presented in Seminars/Conferences and also published as full paper in Conference Proceedings will be counted only once)</b>		
	International (abroad)	07	
	International (within county)	05	
	National	03	
	State/University	02	

**The Research score for research papers would be augmented as follows:**

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

- |      |  |            |
|------|--|------------|
| i)   | Paper in referred journals without impact factor | -5 points  |
| ii)  | Paper with impact factor less than 1             | -10 points |
| iii) | Paper with impact factor between 1 and 2         | -15 points |
| iv)  | Paper with impact factor between 2 and 5         | -20 points |
| v)   | Paper with impact factor between 5 and 10        | -25 points |
| vi)  | Paper with impact factor >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 authors.  
(c) 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.

**Table 3A**

<b>CRITERIA FOR SHORT- LISTING OF CANDIDATES FOR INTERVIEW FOR THE POST OF ASSISTANT PROFESSORS IN UNIVERSITIES</b>						
<b>S. N.</b>	<b>Academic Record</b>	<b>Score</b>				<b>Self assessment score</b>
1	<b>Graduation</b>	80% & Above =15	60% to less than 80% = 13	55% to less than 60% = 10	45% to less than 55% = 05	
2	<b>Post- Graduation</b>	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	<b>M.Phil.</b>	60% & above = 07	55% to less than 60% = 05			
4	<b>Ph.D.</b>	30				
5	<b>NET with JRF</b>	07				
	<b>NET</b>	05				
	<b>SLET/SET</b>	03				
6	<b>Research Publications (2 marks for each research publications published in Peer-Reviewed or UGC-listed Journals)</b>	10				
7	<b>Teaching / Post Doctoral Experience (2 marks for one year Each)#</b>	10				
8	<b>Awards</b>					
	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.**

- (A) (i) M.Phil +Ph.D - Maximum – 30 marks  
(ii) JRF/NET/SET - Maximum – 07 marks  
(iii) in award Category - Maximum – 03 marks