

**General Policies of Appointment, Confirmation and Promotion of the
Teacher of Dhaka International University (As per UGC rules)**

Serial No-		Name of the Post : Lecturer
1.	Educational qualifications for direct appointment	<p>(1) General: 4 years (Hons) and Master degree/3 years (Hons.) and Master degree in concerned subject. He/she must have at least 3 first divisions/classes/A Grade.</p> <p>(2) Engineering: 4 years (Hons) and Master degree/Master degree in concerned subject. He/she must have at least 3 first divisions/classes/A Grade</p>
	Experience	Not Applicable
	Competence and experience for promotion	Not Applicable

Preference will be given to M.Phil and PhD degree holders.

Before being appointed as a lecturer, he/she needs to complete one year probationary period with satisfaction as teaching assistant. After one year, he will be finally appointed as a lecturer.

Serial No:		Name of the Post: Assistant Professor
2.	Educational qualifications for direct appointment	<p>(1) General/Engineering:</p> <p>a) The candidate must have Ph.D/ (Hons). degree with at least two first classes/A grade. It is mentioned here that a candidate must have at least one first class/A Grade in Honours and Masters Level.</p> <p>b) The candidate must have M.Phil/Equivalent degree and at the same time, he/she should have at least one first class/division/A Grade.</p> <p>c) The candidate must have 4 years honours and Master degree/3 years honours and Master degree and must have at least 3 first classes/divisions/AGrade.</p>
	Experience	<p>(1) General/Engineering:</p> <p>i) In case of 'a', for teaching/ for research work, the candidate must have at least one article with two years experience.</p> <p>ii) In case of 'b', for teaching/ for research work, the candidate must have at least one article with three years' experience.</p>

		<p>iii) In case of ‘c’, for teaching/ for research work, the candidate must have at least two articles with three years’ experience.</p> <p>N:B: The candidate must have three years’ teaching experience at the university level. In case of college/ research institution, half experience of the total period will be counted. For the experience of college, the experience of taking classes in Honours and Masters level is a must for the concerned subject. For counting the experience of research, a recognized institution is necessary.</p>
	Competence and experience for promotion	<p>(a) For having the degree of Ph.D/ Equivalent degree, the candidate must have two years experience and one article.</p> <p>(b) For having the degree of M.Phil/ Equivalent degree, the candidate must have three years experience and one article.</p> <p>(c) For the degree of Honours, the candidate must have three years’ experience and two articles.</p> <p>N:B: For direct appointments, particular educational qualifications will be applicable.</p>

Serial No:		Name of the Post: Associate Professor
3.	Educational qualifications for direct appointment	<p>(1) General/Engineering:</p> <p>(a) The candidate must have Ph.D/(Hons). degree with at least two first classes/A grade. It is mentioned here that a candidate must have at least one first class/A Grade in Honours and Masters Level.</p> <p>(b) The candidate must have M.Phil/Equivalent degree and at the same time, he/she should have at least one first class/division/A Grade.</p> <p>(c) The candidate must have 4 years Honours and Master degree/3 years Honours and Master degree and must have at least 3 first classes/divisions/A Grade.</p>

	Experience	<p>(1) General/Engineering:</p> <p>(a) A candidate must have 7 years' experience of which 3 years as Assistant Professor. He/she must have 5 publications of which 3 as Assistant Professor.</p> <p>(b) A candidate must have 8 years experiences of which 4 years as Assistant Professor. He/she must have 5 publications of which 3 as Assistant Professor. Any third division/class/C Grade will not be accepted.</p> <p>(c) A candidate must have at least 10 years' experiences of which 4 years as Assistant Professor. He/she must have 6 publications of which 4 as Assistant Professor.</p>
	Competence and experience for promotion	<p>(a) The candidate must have 7 years' experience for having Ph.D. degree/Equivalent degree and of which 3 years as an Assistant Professor.</p> <p>(b) The candidate must have 8 years' experience of which 4 years as an Assistant Professor having MPhil degree .</p> <p>(c) The candidate must have 10 year's experience for of which 4 years as Assistant Professor having Ph.D. degree.</p> <p>In case of a, b, c, a candidate must have 6 publications of which 4 as Assistant Professor.</p> <p>N:B: For direct appointment, particular educational qualifications will be applicable.</p>

Serial No:		Name of the Post: Professor
4.	Educational qualifications for direct appointment	<p>(1) General/Engineering:</p> <p>a) The candidate must have Ph.D/(Hons). degree with at least two first classes/A grade. It is mentioned here that a candidate must have at least one first class/A Grade in Honours and Masters Level.</p> <p>b) The candidate must have M.Phil/Equivalent degree and at the same time, he/she should have at least one first class/division/AGrade.</p> <p>c) The candidate must have 4 years honours and Master degree/ 3 years Honours and Master degree and must have at least 3 first classes/divisions/A Grade.</p>
	Experience	a) A candidate must have 12 year's experience in University/

		<p>Equivalent educational institutions of which 5 years as an Associate Professor. He/she must have 15 publications and of which 5 as an Associate Professor.</p> <p>b) A candidate must have 18 years' experience at university level of which 6 years as an Associate Professor. He/she must have 15 publications of which 7 as an Associate Professor.</p> <p>c) A candidate must have 20 years experience at university level and of which 7 years as an Associate Professor. He/she must have 15 publications of which 7 as an Associate Professor.</p> <p>N:B: For the appointment/up-gradation/promotion of a Professor, only effective teaching experience will be counted and at least 4 years educational leave/deputation will be applicable.</p>
	<p>Competence and experience for promotion</p>	<p>a) The candidate must have 12 years' experience for having Ph.D. degree of which 5 years as an Associate Professor. He/she must have at least, 15 publications and of which 7 as an Associate Professor.</p> <p>b) The candidate must have 18 years experiences for having Ph.D. degree and of which 6 years as an Associate Professor. He/ she must have at least, 15 publications of which 7 as an Associate Professor.</p> <p>c) The candidate must have 20 years' experience for Ph.D. degree and of which 7 years as an Associate Professor. He/ she should have at least 15 publications and of which 8 as an Associate Professor</p> <p>N:B: For the appointment/up-gradation/promotion of a Professor, only effective teaching experience will be counted and at least 4 years educational leave/deputation will be applicable.</p>

N:B: a). A Grade + 1st division (in case of SSC and HSC, 4 within GPA-5, 3 within GPA-4 in case of Honours and Masters).

b). In any educational area of qualification, any third division/class/C-Grade will not be accepted.

c). Apart from this, any decision taken by the University Grants Commission will be considered as final decision.