# Khulna University of Engineering &Technology

## Qualification Test of Teaching Post

(Approved by 41th meeting of Syndicate on 06/09/12 and confirmed by 42th meeting of Syndicate on 05/12/12. Effective from 05/12/2012)

### General Principles Applicable to all Departments for the Appointment to Regular and Upgraded Teaching Posts at Khulna University of Engineering & Technology

i)      All appointments in teaching positions are treated as independent appointments.

ii)     A candidate must possess a GPA of minimum 3.50 (in the scale of 5.00) or equivalent in SSC, HSC or equivalent examinations.

iii)    Publications:
   (a) (i)   Publications in recognized and referred journals/proceedings will be counted.
       (ii)  Publication in other proceedings of major national and international conferences and seminars may also be counted. However, the credit for publication will be 50%.
       (iii) Text books written for Undergraduate/Post graduate level may be considered as publications.
       (iv)  Research monographs, patents and contributions in standard published books may also be considered as publications.
   (b) In case of joint authorship only $1^{st}$ & $2^{nd}$ authors will get full credit. Credit of subsequent authors shall be shared equally on the basis of number of authors (i.e., 1/number of authors).
   (c) In case of joint authorship of a paper published on the basis of Masters/Ph.D. thesis, the $1^{st}$ three authors will get full credit where Masters or Ph.D. thesis was supervised by a Supervisor and a Co-supervisor.

iv)     For evaluation of outstanding design works only those works carried out officially may be recognized as additional qualification.

v)      Equivalence of degree, obtained from other University/Institutions, shall be decided by the Academic Council for the purpose of employment at KUET.

vi)     For calculating the length of professional experience, the following duration will be counted:
   (a) time spent on full time professional job or in teaching at degree level in recognized institution; service only in relevant discipline will be counted as professional experience;
   (b) time spent by internal candidate in study leave up to a maximum period of 5 (five) years out of which 2 (two) years in case of Masters, 3.5 (three and half) years in case of Ph. D. and 5 (five) years for Masters and Ph. D.

It should be noted that part time teaching, part time experience and time spent in higher studies [beyond the period mentioned in (vi)b] adjusted by any other leave will not be counted in calculating the length of professional experience.

vii)    Teaching experience at any reputable University/Institution of higher learning shall be recognized. In calculating the length of active teaching experience, (i) the time spent on higher studies, (ii) postdoctoral fellowship, (iii) lien, (iv) deputation, (v) sabbatical leave and (vi) extra-ordinary leave (during which the person was not pursuing full time teaching at any reputable University/Institution) will not be counted.

viii)   For appointment as Associate Professor and Professor, experience of supervision of post-graduate level thesis and research work may be considered as an additional qualification for departments offering post-graduate degrees.

viii)   Exemptions and flexibilities may be allowed in terms of non-attainable academic qualifications (class/divisions) for faculty members already in service at KUET for normal, and upgraded posts only.

x)      The last date of submission of application shall be the date for calculation of requisite experience; any application in which the applicant does not fulfill the requisite qualifications on the last date for submission of application should not be processed.

# Qualification Test for Teaching Post in Engineering Departments

(Approved by 41th meeting of Syndicate on 06/09/12 and confirmed by 42th meeting of Syndicate on 05/12/12. Effective from 05/12/2012)

**For appointment as lecturer**

The candidate must possess a CGPA of minimum 3.5 (in the scale of 4.0) or equivalent in B.Sc. Eng. or equivalent degree in relevant branch of engineering from a recognized University/Institution.

(Amendment by 51th meeting of Syndicate on 21/11/15)

**For appointment as Assistant Professor**

The candidate must possess a CGPA of minimum 3.0 (in the scale of 4.0) or equivalent in B.Sc. Eng. or equivalent degree in relevant branch of engineering from a recognized University/Institution plus 4 (four) years of professional experience plus at least I (one) publication;

Or

The candidate must possess a CGPA of minimum 3.0 (in the scale of 4.0) or equivalent in B.Sc. Eng. or equivalent degree in relevant branch of engineering from a recognized, University/Institution plus 3 (three) years of professional experience of which I (one) year in active teaching plus at least 1 (one) publication;

Or

The candidate must possess a CGPA of minimum 3.0 (in the scale of 4.0) or equivalent in B.Sc. Eng. or equivalent degree and an M.Sc. Eng. or equivalent degree in relevant branch of engineering from a recognized University/Institution plus 3 (three) years of professional experience plus at least I (one) publication;

Or

The candidate must possess a CGPA of minimum 3.0 (in the scale of 4.0) or equivalent in B.Sc. Eng. or equivalent degree and an M.Sc. Eng. or equivalent degree in relevant branch of engineering from a recognized University/Institution plus 2 (two) years of professional experience ofwhich one year in active teaching plus at least I (one) publication;

Or

The candidate must possess a CGPA of minimum 3.0 (in the scale of 4.0) or equivalent in B.Sc. Eng. or equivalent degree in relevant branch of engineering and a Ph. D. or equivalent degree in the relevant discipline from a recognized University/Institution.

**For appointment as Associate Professor**

The candidate must possess a CGPA of minimum 3.0 (in the scale of 4.0) or equivalent in B.Sc. Eng. or equivalent degree and an M.Sc. Eng. or equivalent degree in relevant branch from a recognized University/Institution plus 12 (twelve) years of professional experience of which 6 (six) years in active teaching in the post of Assistant Professor and/or above with at least 5 (five) publications of which at least 3 (three) in referred journals;

Or

The candidate must possess a CGPA of minimum 3.0 (in the scale of 4.0) or equivalent in B.Sc. Eng. or equivalent degree in relevant branch of engineering and a Ph. D. or equivalent degree in relevant discipline from a recognized University/Institution plus 7 (seven) years of professional experience of which 3 (three) years in active teaching in the post of Assistant Professor and/or above with at least 5 (five) publications of which at least 3 (three) in referred journals.

**For appointment as Professor**

The candidate must possess a CGPA of minimum 3.0 (in the scale of 4.0) or equivalent in B.Sc. Eng. or equivalent degree in relevant branch of engineering and a Ph. D. or equivalent degree in relevant discipline from a recognized University/Institution plus I 0 (ten) years of professional experience of which at least 5 (five) years in active teaching in the post of Assistant Professor and/or above (of which at least one year must be in the post of Associate Professor and/or above) plus at least 8 (eight) publications of which at least 5 (five) in referred journals;

# Qualification Test for Teaching Post in Physics, Chemistry and Mathematics Departments

(Approved by 41th meeting of Syndicate on 06/09/12 and confirmed by 42th meeting of Syndicate on 05/12/12. Effective from 05/12/2012)

## For appointment as Lecturer

The candidate must possess a CGPA of minimum 3.5 (in the scale of 4.0) or equivalent both in B.Sc. (Hons) and M.Sc. or equivalent degrees in relevant branch from a recognized University/Institution.

(Amendment by 51th meeting of Syndicate on 21/11/15)

## For appointment as Assistant Professor

The candidate must possess a Master's degree with First Class or equivalent CGPA both in B.Sc. (Hons) and M.Sc. or equivalent degrees in relevant branch from a recognized University/Institution plus 4 (four) years of professional experience plus at least I (one) publication;

Or

The candidate must possess a Master's degree with First Class or equivalent CGPA both in B.Sc. (Hons) and M.Sc. or equivalent degrees in relevant branch from a recognized University/Institution and 3 (three) years of professional experience of which l (one) year in active teaching plus at least 1 (one) publication;

Or

The candidate must possess a Master's degree with First Class or equivalent CGPA both in B.Sc. (Hons) and M.Sc. or equivalent degrees in relevant branch and an M. Phil obtained from a recognized University/Institution plus 3 (three) years of professional experience plus at least l (one) publication;

Or

The candidate must possess a Master's degree with First Class or equivalent CGPA both in B.Sc. (Hons) and M.Sc. or equivalent degrees in relevant branch and an M. Phil or equivalent degree from a recognized University/Institution plus 2 (two) years of professional experience of which 1 (one) year in active teaching plus at least 1 (one) publication;

Or

The candidate must possess a Master's degree with First Class or equivalent CGPA both in B.Sc. (Hons) and M.Sc. or equivalent degrees in relevant branch from a recognized University/Institution and a Ph. D. or equivalent degree in relevant discipline from a recognized University/Institution plus at least 1 (one) publication.

## For appointment as Associate Professor

The candidate must possess a Master's degree with First Class or equivalent CGPA both in B.Sc. (Hons) and M.Sc. or equivalent degrees in relevant branch and an M. Phil or equivalent degree from a recognized University/Institution plus 12 (twelve) years of professional experience of which 6 (six) years in active teaching in the post of Assistant Professor and/or above with at least 5 (five) publications of which at least 3 (three) in referred journals;

Or

The candidate must possess a Master's degree with First Class or equivalent CGPA both in B.Sc. (Hons) and M.Sc. or equivalent degrees in relevant branch and a Ph.D. or equivalent degree in relevant discipline from recognized University/Institution plus 7 (seven) years of professional experience of which 3 (three) years in active teaching in the post of Assistant Professor and/or above with at least 5 (five) publications of which at least 3 (three) in referred journals.

## For appointment as Professor

The candidate must possess a Master's degree with First Class or equivalent CGPA both in B.Sc. (Hons) and M.Sc. or equivalent degrees and a Ph.D. or equivalent degree in relevant discipline from a recognized University/Institution plus 10 (ten) years of professional experience of which at least 5 (five) years in active teaching in the post of Assistant Professor and/or above (of which at least one year must be in the post of Associate Professor and/or above) plus at least 8 (eight) publications of which at least 5 (five) in referred journals;

# Qualification Test for Teaching Post in Humanities Department

(Approved by 41th meeting of Syndicate on 06/09/12 and confirmed by 42th meeting of Syndicate on 05/12/12. Effective from 05/12/2012)

## For appointment as lecturer

The candidate must possess a CGPA of minimum 3.5 (in the scale of 4.0) or equivalent both in B.A. (Hons) and M.A. or equivalent degrees in relevant branch from a recognized University/ Institution.

(Amendment by 51th meeting of Syndicate on 21/11/15)

## For appointment as Assistant Professor

The candidate must possess a Master's degree with First Class or equivalent CGPA both in B.A. (Hons) and M.A. or equivalent degrees in relevant branch from a recognized University/Institution plus 4 (four) years of professional experience plus at least 1(one) publication;

Or

The candidate must possess a Master's degree with First Class or equivalent CGPA both in B.A. (Hons) and M.A. or equivalent degrees in relevant branch from a recognized University/Institution and 3 (three) years of professional experience of which 1 (one) year in active teaching plus at least 1 (one) publication;

Or

The candidate must possess a Master's degree with First Class or equivalent CGPA both in B.A. (Hons) and M.A. or equivalent degrees in relevant branch and a Ph.D. degree in relevant discipline from a recognized University/Institution plus at least I (one) publication;

Or

The candidate must possess a Master's degree with First Class or equivalent CGPA both in B.A. (Hons) and M.A. or equivalent degrees in relevant branch and an M. Phil or equivalent degree from a recognized University/Institution plus 3 (three) years of professional experience plus at least 1 (one) publication;

Or

The candidate must possess a Master's degree with First Class or equivalent CGPA both in B.A. (Hons) and M.A. or equivalent degrees in relevant branch from a recognized University/Institution and an M. Phil. or equivalent degree in relevant discipline from a recognized University/lnstitution plus 2 (two) years of professional experience of which 1 (one) year in active teaching plus at least 1 (one) publication.

## For appointment as Associate Professor

The candidate must possess a Master's degree with First Class or equivalent CGPA both in B.A. (Hons) and M.A. or equivalent degrees in relevant branch and an M. Phil or equivalent degree from a recognized University/ Institution plus 12 (twelve) years of professional experience of which 6 (six) years in active teaching in the post of Assistant Professor and/or above with at least 5 (five) publications of which at least 3 (three) in referred journals;

Or

The candidate must possess a Master's degree with First Class or equivalent CGPA both in B.A. (Hons) and M.A. or equivalent degrees in relevant branch and a Ph.D. or equivalent degree in relevant discipline from recognized University/Institution plus 7 (seven) years of professional experience of which 3 (three) years in active teaching in the post of Assistant Professor and/or above with at least 5 (five) publications of which at least 3 (three) in referred journals.

## For appointment as Professor

The candidate must possess a Master's degree with First Class or equivalent CGPA both in B.A. (Hons) and M.A. or equivalent degrees and a Ph.D. or equivalent degree in relevant discipline from a recognized University/Institution plus 10 (ten) years of professional experience of which at least 5 (five) years in active teaching in the post of Assistant Professor and/or above (of which at least one year must be in the post of Associate Professor and/or above) plus at least 8 (eight) publications of which at least 5 (five) in referred journals;

**NB:** Exemption and flexibilities may be allowed in terms of non-attainable academic qualifications (class/division/CGPA) for faculty members already in service at KUET for the Upgradation.

# Qualification Test of Teaching Post of Urban & Regional Planning (URP)

**For appointment of Lecturer**

The candidate must possess a CGPA of minimum 3.5 (in the scale of 4.0) or equivalent in Bachelor of Urban & Regional Planning (BURP) or equivalent degree in relevant branch from a recognized University/Institution.

Or

The candidate must possess a a CGPA of minimum 3.5 (in the scale of 4.0) or equivalent in Engineering/Architecture or equivalent degree and an Master of Urban & Regional Planning (MURP) or equivalent degree in relevant branch with a CGPA of minimum 3.5 (in the scale of 4.0) from a recognized University/Institution.

**For appointment of Assistant Professor**

The candidate must possess a CGPA of minimum 3.0 (in the scale of 4.0) or equivalent in BURP or equivalent degree in relevant branch from a recognized University/Institution plus 4 years of professional experience.

Or

The candidate must possess a CGPA of minimum 3.0 (in the scale of 4.0) or equivalent in BURP or equivalent degree in relevant branch from a recognized University/Institution plus 3 years of professional experience of which one year in active teaching.

Or

The candidate must possess a CGPA of minimum 3.0 (in the scale of 4.0) or equivalent in BURP or equivalent degree and an MURP or equivalent degree in relevant branch from a recognized University/Institution plus 3 years of professional experience.

Or

The candidate must possess a CGPA of minimum 3.0 (in the scale of 4.0) or equivalent in BURP or equivalent degree and an MURP or equivalent degree in relevant branch from a recognized University/Institution plus 2 years of professional experience of which one year in active teaching.

 Or

The candidate must possess a CGPA of minimum 3.0 (in the scale of 4.0) or equivalent in Engineering/Architecture or equivalent degree and an MURP or equivalent degree in relevant branch with a CGPA of minimum 3.0 (in the scale of 4.0) or equivalent from a recognized University/Institution plus 4 years of professional experience.

Or

The candidate must possess a CGPA of minimum 3.0 (in the scale of 4.0) or equivalent in Engineering/Architecture or equivalent degree and an MURP or equivalent degree in relevant branch with a CGPA of minimum 3.0 (in the scale of 4.0) or equivalent from a recognized University/Institution plus 3 years of professional experience of which one year in active teaching.

Or

The candidate must possess a CGPA of minimum 3.0 (in the scale of 4.0) or equivalent in BURP or equivalent degree in relevant branch or MURP with Bachelor degree in Engineering/Architecture or equivalent degree and a Ph.D or equivalent degree in Urban & Regional Planning (URP) from a recognized University/Institution.

**For appointment of Associate Professor**

The candidate must possess a CGPA of minimum 3.0 (in the scale of 4.0) or equivalent in BURP and an MURP or equivalent degree in relevant branch from a recognized University/Institution plus 12 years of professional experience of which 6 years in active teaching in the post of Assistant Professor and/or above with at least three publications.

Or

The candidate must possess a CGPA of minimum 3.0 (in the scale of 4.0) or equivalent in BURP or equivalent degree and a Ph.D. in URP or equivalent degree from a recognized University/Institution plus 7 years of professional experience of which 3 years in active teaching in the post of Assistant Professor and/or above with at least three publications.

Or

The candidate must possess a CGPA of minimum 3.0 (in the scale of 4.0) or equivalent in Engineering/Architecture or equivalent degree and an MURP or equivalent degree in relevant branch with a CGPA of minimum 3.0 (in the scale of 4.0) or equivalent from a recognized University/Institution plus 12 years

professional experience of which 6 years in active teaching in the post of Assistant Professor and/or above with at least three publications.

Or

The candidate must possess a CGPA of minimum 3.0 (in the scale of 4.0) or equivalent in Engineering/Architecture or equivalent degree and an MURP or equivalent degree in relevant branch with a CGPA of minimum 3.0 (in the scale of 4.0) or equivalent and a Ph.D. in URP or equivalent degree from a recognized University/Institution plus 7 years professional experience of which 3 years in active teaching in the post of Assistant Professor and/or above with at least three publications.

**For appointment of Professor**

The candidate must possess a CGPA of minimum 3.0 (in the scale of 4.0) or equivalent in BURP or equivalent degree in relevant branch and a Ph. D. in URP or equivalent degree in relevant branch from a recognized University/Institution plus 10 years professional experience of which 5 years in active teaching in the post of Assistant Professor and/or above (of which at least one year must be in the post of Associate Professor and/or above) plus at least five publications.

# Qualification Test of Teaching Post of Institute of Disaster Management (IDM)

(Approved on 26/06/2014 in 47th Syndicate meeting and Confirmed on 22/11/2014 in 48th Syndicate meeting)

**For appointment of Lecturer**

The candidate must possess a First Class with a CGPA of minimum 3.5 in the scale of 4.0 in B.Sc. Honors' or B.Sc. Engineering or equivalent degree in Environment, Civil, Architecture, URP, Geology, Geography, Social Science or relevant discipline from any recognized University/Institution.

Or

The candidate must possess a Masters degree in Disaster Management or M.Sc. Engineering or an equivalent degree in Environment, Civil, Architecture, URP, Geology, Geography, Social Science, Economics or relevant discipline with a CGPA of at least 3.5 in the scale of 4.0 and a First Class (a CGPA of minimum 3.5 in the scale of 4.0) in B.Sc. Honors' or B.Sc. Engineering or equivalent degree in relevant discipline from any recognized University /Institution.

**For appointment of Assistant Professor**

The candidate must possess a First Class (with a CGPA of minimum 3.0 in the scale of 4.0) in B.Sc. Honors' or equivalent degree in Environment, Civil, Architecture, URP, Geology, Geography, Social Science, Economics or relevant discipline from any recognized University/Institution plus 3 years of professional experience of which at least 1 year in active teaching and / or research plus at least 2 (two) publications.

Or

The candidate must possess a First Class (with a CGPA of minimum 3.0 in the scale of 4.0) in B.Sc. Honors' or B.Sc. Engineering or equivalent degree in Environment, Civil, Architecture, URP, Geography, Social Science, Economics or relevant discipline from any recognized University/Institution and a Masters or equivalent degree in Disaster Management or relevant discipline with a CGPA of at least 3.0 in the scale of 4.0 plus 2 years of professional experience of which at least 1 year in active teaching and / or research plus at least 2 (two) publications.

Or

The candidate must possess a First Class (with a CGPA of minimum 3.0 in the scale of 4.0) in B.Sc. Honors' or B.Sc. Engineering or equivalent degree in Environment, Civil, Architecture, URP, Geology, Geography, Social Science or relevant discipline from any recognized University/Institution and a Ph.D. or an equivalent degree in relevant discipline obtained from a recognized University/Institution.

Or

The candidate must possess a Masters or equivalent degree in Disaster Management or relevant discipline (with a CGPA of at least 3.0 in the scale of 4.0) and a First Class (with a CGPA of minimum 3.0 in the scale of 4.0) in B.Sc. Honors' or B.Sc. Engineering or equivalent degree in Environment, Civil, Architecture, URP, Geology, Geography, Social Science or relevant discipline from any recognized University/Institution and Postgraduate Diploma in Disaster Management or equivalent discipline obtained from a recognized University/Institutions and a Ph.D. or an equivalent degree in relevant discipline obtained from a recognized University/Institution.

Or

The candidate must possess a Masters or equivalent degree in Disaster Management or relevant discipline (with a CGPA of at least 3.5 in the scale of 4.0) and a First Class (with a CGPA of minimum 3.5 in the scale of 4.0) in B.Sc. Honors' or B.Sc. Engineering or equivalent degree in Environment, Civil, Architecture, URP, Geology, Geography, Social Science or relevant discipline from any recognized University/Institution and Postgraduate Diploma in Disaster Management or equivalent discipline obtained from a recognized University/Institutions plus 3 years of professional experience plus at least 2 (two) publications.

Or

The candidate must possess a First Class with a CGPA of minimum 3.5 in the scale of 4.0 in B.Sc. Honors' or B.Sc. Engineering or equivalent degree in Environment, Civil, Architecture, URP, Geology, Geography, Social Science, Economics or relevant discipline from any recognized University/Institution and a Masters or equivalent degree in Disaster Management or relevant discipline with a CGPA of at least 3.5 in the scale of 4.0 plus 3 years of professional experience plus at least 2 (two) publications.

Or

The candidate must possess in a First Class with a CGPA of minimum 3.5 in the scale of 4.0 in B.Sc. Honors' or B.Sc. Engineering or equivalent degree in Environment, Civil, Architecture, URP, Geology, Geography, Social Science, Economics or relevant discipline from any recognized University/Institution plus 4 years of professional experience plus at least 2 (two) publications.

**For appointment of Associate Professor**

The candidate must possess in a First Class (with a CGPA of minimum 3.5 in the scale of 4.0) in B.Sc. Honors' or B.Sc. Engineering or equivalent degree in Environment, Civil, Architecture, URP, Geography, Social Science, Economics or relevant discipline from any recognized University/Institution and a Masters or equivalent degree in Disaster Management or relevant discipline with a CGPA of at least 3.0 in the scale of 4.0 and a Ph.D. or an equivalent degree in relevant discipline obtained from a recognized University/Institution plus 7 years of professional experience of which at least 3 year in active teaching and/or research in the post of Assistant Professor and/or above. The candidate must have at least 5 (five) publications of which at least 3 (three) in referred journals.

Or

The candidate must possess a Masters or equivalent degree in Disaster Management or relevant discipline (with a CGPA of at least 3.5 in the scale of 4.0) and a First Class (with a CGPA of minimum 3.5 in the scale of 4.0) in B.Sc. Honors' or B.Sc. Engineering or equivalent degree in Environment, Civil, Architecture, URP, Geology, Geography, Social Science or relevant discipline from any recognized University/Institution and Postgraduate Diploma in Disaster Management or equivalent discipline obtained from a recognized University/Institutions and a Ph.D. or an equivalent degree in relevant discipline obtained from a recognized University/Institution plus 7 years of professional experience of which at least 3 year in active teaching and/or research in the post of Assistant Professor and/or above. The candidate must have at least 5 (five) publications of which at least 3 (three) in referred journals.

Or

The candidate must possess in a First Class (with a CGPA of minimum 3.5 in the scale of 4.0) in B.Sc. Honors' or B.Sc. Engineering or equivalent degree in Environment, Civil, Architecture, URP, Geology, Geography, Social Science, Economics or relevant discipline from any recognized University/Institution and a Masters or equivalent degree in Disaster Management or relevant discipline (with a CGPA of at least 3.0 in the scale of 4.0) plus 12 years of professional experience of which at least 6 year in active teaching and / or research in the post of Assistant Professor and/or above with proven experience of conducting independent research. The candidate must have at least 5 (five) publications of which at least 3 (three) in referred journals.

**For appointment of Professor**

The candidate must possess in a First Class (with a CGPA of minimum 3.5 in the scale of 4.0) in B.Sc. Honors' or B.Sc. Engineering or equivalent degree in Environment, Civil, Architecture, URP, Geology, Geography, Social Science, Economics or relevant discipline from any recognized University/Institution and a Ph.D. or an equivalent degree in relevant discipline obtained from a recognized University/Institution plus 10 years of professional experience of which at least 5 year in active teaching and/or research in the post of Assistant Professor and/or above (of which at least 1 (one) year must be in post of Associate Professor and/or above). The candidate must have at least 8 (eight) publications of which at least 5 (five) in referred journals.

Or

The candidate must possess a Masters or equivalent degree in Disaster Management or relevant discipline (with a CGPA of at least 3.5 in the scale of 4.0) and a First Class (with a CGPA of minimum 3.5 in the scale of 4.0) in B.Sc. Honors' or B.Sc. Engineering or equivalent degree in Environment, Civil, Architecture, URP, Geology, Geography, Social Science or relevant discipline from any recognized University/Institution and Postgraduate Diploma in Disaster Management or equivalent discipline obtained from a recognized University/Institutions and a Ph.D. or an equivalent degree in relevant discipline obtained from a recognized University/Institution plus 10 years of professional experience of which at least 5 year in active teaching and / or research in the post of Assistant Professor and/or above (of which at least 1 (one) year must be in post of Associate Professor and/or above). The candidate must have at least 8 (eight) publications of which at least 5 (five) in referred journals.

Or

The candidate must possess in a First Class (with a CGPA of minimum 3.5 in the scale of 4.0) in B.Sc. Honors' or B.Sc. Engineering or equivalent degree in Environment, Civil, Architecture, URP, Geology, Geography, Social Science or relevant discipline from any recognized University/Institution plus 24 (twenty four) years of professional experience of which at least 15 (fifteen) year in active teaching and/or research in the post of Assistant Professor and above including 8 (eight) years in the post of Associate Professor and/or above plus at least 8 (eight) publications of which at least 5 (five) in referred journals.

# Qualification Test for Lecturer (Architecture)

(Approved by 58th meeting of Syndicate on 24/12/2017)

**For appointment as Lecturer (Arch.)**

The candidate must possess a CGPA of minimum 3.25 (in the scale of 4.0) or equivalent in B.Arch. (Hons) degrees in relevant branch from a recognized University/ Institution.

# Qualification Test of Teaching Post of Institute of Information and Communication Technology (IICT)

(Approved on 05/09/2013 in 45th Syndicate meeting and Confirmed on 24/02/2014 in 46th Syndicate meeting)

**For appointment of Lecturer**

The candidate must possess a minimum of B.Sc. Eng. or equivalent degree in Information & Communication Technology or Computer Science & Engineering or Electrical & Electronic Engineering or Electronics & Communication Engineering or relevant branch of engineering with a minimum CGPA of 3.5 (in the scale of 4.0 or equivalent) from a recognized University/Institution.

Candidate having professional experience in the field of software development, networking, and server systems may be given preference.

**For appointment of Assistant Professor**

The candidate must possess a B.Sc. Eng. or equivalent degree in Information & Communication Technology or Computer Science & Engineering or Electrical & Electronic Engineering or Electronics & Communication Engineering or relevant branch of engineering with a minimum CGPA of 3.5 (in the scale of 4.0 or equivalent) from a recognized University/Institution plus 3 (three) years of professional experience of which 1 (one) year in active teaching plus at least 1 (one) publication.

Candidate having professional experience in the field of software development, networking, and server systems may be given preference.

Or

The candidate must possess a B.Sc. Eng. or equivalent degree in Information & Communication Technology or Computer Science & Engineering or Electrical & Electronic Engineering or Electronics & Communication Engineering or relevant branch of engineering with a minimum CGPA of 3.5 (in the scale of 4.0 or equivalent) from a recognized University/Institution and a M.Sc. Eng. or equivalent degree in Information & Communication Technology or Computer Science & Engineering plus 2 (two) years of professional experience of which 1 (one) year in active teaching plus at least 1 (one) publication.

Candidate having professional experience in the field of software development, networking, and server systems may be given preference.

Or

The candidate must possess a B.Sc. Eng. or equivalent degree in Information & Communication Technology or Computer Science & Engineering or Electrical & Electronic Engineering or Electronics & Communication Engineering or relevant branch of engineering with a minimum CGPA of 3.5 (in the scale of 4.0 or equivalent) from a recognized University/Institution and a Ph.D. or equivalent degree in the relevant discipline from a recognized University/Institution.

Candidate having professional experience in the field of software development, networking, and server systems may be given preference.

Or

The candidate must possess a B.Sc. Eng. or equivalent degree in Information & Communication Technology or Computer Science & Engineering or Electrical & Electronic Engineering or Electronics & Communication Engineering or relevant branch of engineering with a minimum CGPA of 3.5 (in the scale of 4.0 or equivalent) from a recognized University/Institution and a M.Sc. Eng. or equivalent degree in Information & Communication Technology or Computer Science & Engineering from a recognized University/Institution plus 3 (three) years of professional experience plus at least 1 (one) publication.

Candidate having professional experience in the field of software development, networking, and server systems may be given preference.

Or

The candidate must possess a minimum of B.Sc. Eng. or equivalent degree in Information & Communication Technology or Computer Science & Engineering or Electrical & Electronic Engineering or Electronics & Communication Engineering or relevant branch of engineering with a minimum CGPA of 3.5 (in the scale of 4.0 or equivalent) from a recognized University/Institution plus 4 (four) years of professional experience plus at least 1 (one) publication.

Candidate having professional experience in the field of software development, networking, and server systems may be given preference.

**For appointment of Associate Professor**

The candidate must possess a B.Sc. Eng. or equivalent degree in Information & Communication Technology or Computer Science & Engineering or Electrical & Electronic Engineering or Electronics & Communication Engineering or relevant branch of engineering with a minimum CGPA of 3.5 (in the scale of 4.0 or equivalent) from a recognized University/Institution and a Ph.D. or equivalent degree in relevant discipline from a recognized University/Institution plus 7 (seven) years of professional experience of which 3 (three) years in active teaching in the post of Assistant Professor and/or above with at least 5 (five) publications of which at least 3 (three) in referred journals.

Candidate having professional experience in the field of software development, networking, and server systems may be given preference.

Or

The candidate must possess a B.Sc. Eng. or equivalent degree in Information & Communication Technology or Computer Science & Engineering or Electrical & Electronic Engineering or Electronics & Communication Engineering or relevant branch of engineering with a minimum CGPA of 3.5 (in the scale of 4.0 or equivalent) from a recognized University/Institution and an M.Sc. Eng. or equivalent degree in Information & Communication Technology or Computer Science & Engineering from a recognized University/Institution plus 12 (twelve) years of professional experience of which 6 (six) years in active teaching in the post of Assistant Professor and/or above with at least 5 (five) publications of which at least 3 (three) in referred journals.

Candidate having professional experience in the field of software development, networking, and server systems may be given preference.

**For appointment of Professor**

The candidate must possess a B.Sc. Eng. or equivalent degree in Information & Communication Technology or Computer Science & Engineering or Electrical & Electronic Engineering or Electronics & Communication Engineering or relevant branch of engineering with a minimum CGPA of 3.5 (in the scale of 4.0 or equivalent) from a recognized University/Institution and a Ph. D. or equivalent degree in relevant discipline from a recognized University/Institution plus 10 (ten) years of professional experience of which at least 5 (five) years in active teaching in the post of Assistant Professor and/or above (of which at least one year must be in the post of Associate Professor and/or above) plus at least 8 (eight) publications of which at least 5 (five) in referred journals.

Candidate having professional experience in the field of software development, networking, and server systems may be given preference.

Or

The candidate must possess a B.Sc. Eng. or equivalent degree in Information & Communication Technology or Computer Science & Engineering or Electrical & Electronic Engineering or Electronics & Communication Engineering or relevant branch of engineering with a minimum CGPA of 3.5 (in the scale of 4.0 or equivalent) from a recognized University/Institution and an M.Sc. Eng. or equivalent degree in Information & Communication Technology or Computer Science & Engineering from a recognized University/Institution plus 24 (twenty four) years of active teaching of which at least 15 (fifteen) years in the post of Assistant Professor and above including 8 (eight) years in the post of Associate Professor plus at least 8 (eight) publications of which at least 5 (five) in referred journals.

Candidate having professional experience in the field of software development, networking, and server systems may be given preference.

# খুলনা প্রকৌশল ও প্রযুক্তি বিশ্ববিদ্যালয়

## খুলনা ৯২০৩, বাংলাদেশ

### শিক্ষকগণের পোস্ট আপগ্রেডেশন এর নীতিমালা

(১) এই নীতিমালা "খুলনা প্রকৌশল ও প্রযুক্তি বিশ্ববিদ্যালয়ে কর্মরত শিক্ষকবৃন্দের আপগ্রেডেশনের মাধ্যমে উচ্চতর পদে নিয়োগ নীতিমালা ২০১২" নামে অভিহিত হবে।

(২) আপগ্রেডেশন এর মাধ্যমে উচ্চতর পদে সকল পর্যায়ের নিয়োগ স্বতন্ত্র নিয়োগ হিসেবে বিবেচিত হবে।

(৩) আপগ্রেডেশন বলতে অত্র বিশ্ববিদ্যালয়ে কর্মরত প্রভাষক, সহকারী অধ্যাপক ও সহযোগী অধ্যাপকগণের পদের উন্নতীকরণকে বুঝাবে।

(৪) নিয়মিত পদে নিয়োগের সাধারণ নীতিমালা আপগ্রেডেশন পদে নিয়োগের ক্ষেত্রেও প্রযোজ্য হবে।

(৫) নিয়মিত পদে নিয়োগের শিক্ষাগত যোগ্যতা ও চাকুরীকাল সহ অন্যান্য সকল অভিজ্ঞতা আপগ্রেডেশন পদে নিয়োগের ক্ষেত্রেও সমভাবে প্রযোজ্য হবে।

(৬) এই নীতিমালা অনুযায়ী কোন শিক্ষক (খণ্ডকালীন, চুক্তিভিত্তিক ও অবকাশরিক্তিতে নিয়োগ ব্যতীত) নিয়মিত উচ্চতর পদ শূন্য না থাকলে উক্ত পদের জন্য এই নীতিমালায় নির্ধারিত যোগ্যতা ও অভিজ্ঞতা অর্জন করলে তার স্বীয় পদটি কোন প্রকার নিয়োগ বিজ্ঞপ্তি ব্যতিরেকে প্রার্থীর আবেদনের প্রেক্ষিতে বিভাগীয় প্রধানের মতামতসহ নিয়মিত পদের ন্যায় প্রয়োজনীয় পদ্ধতি অনুসরণের পর সংশ্লিষ্ট নির্বাচনী বোর্ডের সুপারিশক্রমে সিন্ডিকেট কর্তৃক আপগ্রেডেশন এর মাধ্যমে উচ্চতর পদে উন্নীত করা হবে।

(৭) এই নীতিমালার আওতায় নিয়োগপ্রাপ্ত শিক্ষকগণ নিয়মিত সমপর্যায়ের রাজস্বখাতে কর্মরত শিক্ষকবৃন্দের ন্যায় বেতন ভাতাদি, শিক্ষাছুটি ও পেনশনসহ যাবতীয়/সকল প্রকার সুযোগ সুবিধা প্রাপ্ত হবেন।

(৮) আপগ্রেডেশন এর মাধ্যমে নিয়োগপ্রাপ্ত শিক্ষকের মূল পদটিই রূপান্তরিত হয়ে উচ্চতর পদে উন্নীত হবে। আপগ্রেডেশনের মাধ্যমে অর্জিত পদটি শূন্য হলে তার মূল পদটি পুনরুজ্জীবিত হবে।

(৯) সংশ্লিষ্ট বিভাগে সমপর্যায়ের রাজস্ব পদ শূন্য হলে আপগ্রেডেড পদে কর্মরত শিক্ষকগণকে জ্যেষ্ঠতার ভিত্তিতে প্রশাসনিক আদেশের মাধ্যমে উক্ত শূন্য পদে স্থানান্তর করা হবে। এক্ষেত্রে উক্ত স্থানান্তরিত শিক্ষকের মূল পদটি শূন্য হবে।

(১০) আপগ্রেডেড পদে থাকা অবস্থায় পুনরায় পরবর্তী উচ্চতর পদের জন্য আপগ্রেডেশন পাওয়ার যোগ্য হবে না। তবে সমপর্যায়ের রাজস্ব খাতের শূন্য পদে স্থানান্তর হওয়ার পর পুনরায় পরবর্তী উচ্চতর পদে আপগ্রেডেশন পাওয়ার যোগ্যতা থাকা সাপেক্ষে আবেদন করতে পারবেন।

(১১) এই নীতিমালার আওতায় আপগ্রেডেশন এর মাধ্যমে নিয়োগপ্রাপ্তির ফলে সংশ্লিষ্ট বিভাগের অর্গানোগ্রামভুক্ত মোট পদ সংখ্যা অপরিবর্তীত থাকবে।

(১২) এই নীতিমালা কার্যকরী হওয়ার সাথে সাথে পার্সোনাল পোস্ট আপগ্রেডেশন সংক্রান্ত এ বিশ্ববিদ্যালয়ের পূর্বের প্রচলিত সকল নীতিমালা/বিধি-বিধান বাতিল বলে গণ্য হবে।

(১৩) এই নীতিমালা চালু হওয়ার পূর্বে পার্সোনাল পোস্ট আপগ্রেডেশন এর মাধ্যমে নিয়োগকৃত শিক্ষকবৃন্দের পদের অবস্থান অপরিবর্তীত থাকবে এবং এই নীতিমালা চালু হওয়ার পর তাদের পদ আপগ্রেডেড পদ হিসেবে গণ্য হবে।

(১৪) আপগ্রেডেড পদে আবেদনের জন্য সংশ্লিষ্ট শিক্ষকের এ বিশ্ববিদ্যালয়ে কমপক্ষে ১ (এক) বছরের সক্রিয় শিক্ষকতার অভিজ্ঞতা থাকতে হবে।