

15 -ാം കേരള നിയമസഭ

5 -ാം സമ്മേളനം

നക്ഷത്ര ചിഹ്നം ഇല്ലാത്ത ചോദ്യം നം. 5223

21-07-2022 - ൽ മറുപടിയ്ക്ക്

അസിസ്റ്റന്റ് പ്രൊഫസ്സർ നിയമനം

ചോദ്യം		ഉത്തരം	
ശ്രീ . ഐ .സി .ബാലകൃഷ്ണൻ		ഡോ. ആർ ബിന്ദു (ഉന്നതവിദ്യാഭ്യാസ-സാമൂഹ്യനീതി വകുപ്പ് മന്ത്രി)	
(എ)	<p>കേരള, കാലിക്കറ്റ്, മഹാത്മാഗാന്ധി, കണ്ണൂർ, സംസ്കൃത, കൊച്ചി സർവ്വകലാശാലകളിലെ അസിസ്റ്റന്റ് പ്രൊഫസ്സർ നിയമനത്തിന് അപേക്ഷകരെ കൂടിക്കാഴ്ചയ്ക്ക് ക്ഷണിക്കുന്നതിനുള്ള ഹ്രസ്വപട്ടിക തയ്യാറാക്കുന്നതിന് നിശ്ചയിച്ചിട്ടുള്ള മാനദണ്ഡങ്ങൾ വിശദമാക്കാമോ?</p>	(എ)	<p>“UGC Regulation on Minimum Qualifications for Appointment of Teachers and others Academic Staff in Universities and Colleges and Measures for the Maintenance of Standards in Higher Educations 2018 ” ലെ Appendix II, Table 3A-യിൽ നൽകിയിട്ടുള്ള മാനദണ്ഡങ്ങൾക്കനുസൃതമായിട്ടാണ് കേരള, കാലിക്കറ്റ്, മഹാത്മാ ഗാന്ധി, കണ്ണൂർ, സംസ്കൃത, കൊച്ചി സർവ്വകലാശാലകളിലെ അസിസ്റ്റന്റ് പ്രൊഫസ്സർ നിയമനത്തിന് അപേക്ഷ കരെ കൂടിക്കാഴ്ചയ്ക്ക് ക്ഷണിക്കുന്ന തിനുള്ള ഹ്രസ്വപട്ടിക തയ്യാറാക്കുന്നത്. പ്രസ്തുത മാനദണ്ഡത്തിന്റെ പകർപ്പ് അനുബന്ധം I ആയി ചേർത്തിരിക്കുന്നു. ഇതേ വിഷയത്തിൽ കേരള, കാലിക്കറ്റ്, കൊച്ചി സർവ്വകലാശാലകൾ പ്രത്യേകമായി പുറപ്പെടുവിച്ച ഉത്തരവുകളുടെ പകർപ്പുകൾ അനുബന്ധം II ആയി ചേർത്തിരിക്കുന്നു.</p> <p>അദ്ധ്യാപക തസ്തികകളിലെ ഒരു ഒഴിവിലേക്ക് 30 ഉദ്യോഗാർത്ഥികളെയും തുടർന്ന് വരുന്ന ഓരോ ഒഴിവിലേക്കും 15 വീതം ഉദ്യോഗാർത്ഥികളെ അധികമായും ഉൾപ്പെടുത്തി കൂടിക്കാഴ്ചക്കുള്ള ഹ്രസ്വപട്ടിക തയ്യാറാക്കുന്നതിന് കണ്ണൂർ സർവ്വകലാശാല തീരുമാനം കൈക്കൊണ്ടിട്ടുണ്ട്.</p>

സെക്ഷൻ ഓഫീസർ

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: 3 A

Criteria for Short-listing of Candidates for Interview for the Post of Assistant Professors in Universities

S.N.	Academic Record	Score			
		1.	Graduation	80% & Above = 15	60% to less than 80% = 13
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 Organisations/ Government of India / Government of India recognised 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) Number of candidates to be called for interview shall be decided by the concerned universities.

(C)

Academic Score	-	80
Research Publications	-	10
Teaching Experience	-	10
Total	-	100

(D) Score shall be valid for appointment in respective State SLET/SET Universities/ Colleges/ Institutions only

Table: 3 B

Criteria for Short-listing of candidates for Interview for the Post of Assistant Professors in Colleges


S.N.	Academic Record	Score			
		80% & Above = 21	60% to less than 80% = 19	55% to less than 60% = 16	45% to less than 55% = 10
1.	Graduation				
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.	25			
5.	NET with JRF	10			
	NET	08			
	SLET/SET	05			
6.	Research Publications (2 marks for each research publications published in Peer-Reviewed or UGC-listed Journals)	06			
7.	Teaching / Post Doctoral Experience (2 marks for one year each)#	10			
8.	Awards				
	International / National Level (Awards given by International Organisations/ Government of India / Government of India recognised 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	-	25 Marks
(ii)	JRF/NET/SET	Maximum	-	10 Marks
(iii)	In awards category	Maximum	-	03 Marks


സംസ്ഥാന വിദ്യാഭ്യാസ വകുപ്പ്

UNIVERSITY OF KERALA

(Abstract)

UGC Regulations 2018 – Implementation- Norms and criteria for Direct Recruitment of Assistant Professors in University Teaching Departments and Aided Colleges - Modified -Orders issued.

Academic F II Section

No.Ac.F II/General/UGC-R-2018/2019

Dated, Thiruvananthapuram, 09.09.2021

Read: 1. Notification of the University Grants Commission No.F.1/2017(EC/PS) dated 18.07.2018

2. U.O No.Ac.F II/General/UGC-R-2018/2019 Dated, 02.09.2019

3. UO No AC FII/General/UGC-R-2018/2019 dated 20.03.2020

4. University Circular No. AcF II/16432/2021/UOK dated 19.05.2021

5. UO No.Ad DII/General/UGC-R-2018/2021 dated 07.05.2021

6. Item No:32 of the minutes of the Meeting of the Special Syndicate held on 02.09.2021.

ORDER

The UGC had promulgated the UGC Regulations 2018 which includes the regulations for the Direct Appointment and CAS promotion of Teaching staff of University Departments and Affiliated Colleges, on 18th July 2018. The said Regulations were placed before the Academic Council held on 13.03.2019 and was approved in toto with some modifications and additions.

With regard to the selection of Assistant Professors in University Teaching Departments and Affiliated Colleges, the Academic Council resolved that 'a maximum of 20 marks be allotted for interview in addition to the maximum of 100 marks allocated in the regulations for shortlisting of candidates.' Accordingly UO read as paper (2) was issued along with templates.

As per UGC Regulations 2018, for the purpose of selection of Assistant Professor, the score as prescribed in Appendix III, Table 3 A for Universities and 3 B for Colleges, shall be considered for short-listing of candidates for interview only and the selections shall be based only on performance in the interview. Vide paper read as (3) above University issued order implementing the UGC Regulations, 2018 as such w.e.f 18.07.2018

Since the University Orders read as paper (2) and (3) issued created ambiguity among the Educational Agencies of Affiliated Colleges regarding the criteria to be followed in the selection of Assistant Professors and also considering the fact that several complaints were received in the University in this regard, the Syndicate at its meeting held on 08.05.2021 resolved to issue a circular directing the Managements of Arts and Science Colleges affiliated to this University, to temporarily keep the selection process for the appointment of Assistant Professors in hold, until further orders are issued. As such a circular was issued vide paper read as (4) above.

The modified criteria for promotions under Career Advancement Scheme based on Performance Based Appraisal System (PBAS) for Teachers in the University Teaching Departments and Affiliated Colleges were issued vide paper read as (5) above.

In the above circumstances, in order to bring a clarity and uniformity in the selection process of Assistant Professors in the University Teaching Departments as well as in Affiliated Colleges within the ambit of the UGC Regulations 2018, the Syndicate at its meeting held on 02.09.2021, vide paper read as (6) above, considered the same, along with the report of the Sub Committee of the Syndicate and the Legal opinion obtained in this regard, and resolved to approve the report of Sub Committee with modifications.

Sanction has therefore been accorded by the Vice Chancellor to the following guidelines and criteria for the Selection of Assistant Professors in University Teaching Departments and Arts and Science Colleges affiliated to this University:

1. UGC Regulations, 2018, Section 4.1 specifies that the Academic Score as stated in Appendix II (Table 3A) for Universities, and Appendix II (Table 3B) for Colleges, shall be considered only for short-listing of the candidates for interview only, and that the selection shall be based only on the performance of the candidate in the interview. The score attained by the candidate in the interview alone shall be considered for selection. The constitution of the selection committee shall be in accordance with Section 5.1 of UGC Regulations 2018.

2. Applicants shall be shortlisted based on the Academic Score as specified in Appendix I for Universities, and Appendix II for Affiliated colleges.

3. In the case of University Teaching Departments, 10 candidates are to be shortlisted category wise (open or reserved) based on the academic performance for each vacant post. For every additional vacant post in the same category 5 more candidates per vacancy shall be added to the list. When 'Open' and 'Reserved' posts are notified simultaneously, the cut-off score for open post and that for reserved post shall be fixed separately. If there are more candidates with the same Academic Score that fall within the minimum cut-off score, all such candidates shall also be called for interview. All applicants including those belonging to reserved communities should be considered against 'Open' vacancies if they satisfy the cut-off score fixed for the Open vacancies. If the total number of applicants are less than 10 for 'Open' or 'Reserved' posts, all the eligible candidates belonging to that category should be shortlisted for interview.

4. In the case of Affiliated Colleges, the number of candidates to be shortlisted for interview shall be decided by the College concerned. However, it is suggested that the Colleges may adopt the procedure formulated for selection of Assistant Professors in para 3 above, to ensure credibility.

5. The eligible candidates short listed as per the criteria mentioned in para (3) and para (4) only shall be called for the interview. The maximum marks fixed for the interview shall be 50 (fifty).

The split-up of marks awarded in the interview shall be as follows:

a) Teaching aptitude	- 10 marks
b) Research aptitude	- 10 marks
c) Domain Knowledge	- 16 marks
d) Presentation/Discussion Skills	- 10 marks
e) Ability to use latest technology for teaching	- 04 marks
Total	- 50 marks

6. Ranking/Selection shall be purely based on the marks obtained in the interview.

7. Awards obtained for best paper presentation in Seminar/Conferences, fellowships, etc. will not be considered.

8. Interview shall be conducted by a Selection Committee as prescribed in Clause 5.1(I) and clause 5.1.(V) in the UGC Regulations 2018, for appointments in University Teaching Departments and in Affiliated Colleges respectively.

9. The academic score sheet containing the scores obtained by all the applicants, before shortlisting for interview, and the interview score sheet of short listed candidates, duly signed by all the members of the Selection Committee present, shall be forwarded to the University along with the proposal for the approval of Initial Appointment of Assistant Professors.

10. The whole process of interview shall be recorded (Both audio and video) for future verification and scrutiny. A footage of recorded Audio and Video shall be submitted by the Educational Agency as and when required by the University or any other competent authorities.

The Rank list published and the subsequent appointments of Assistant Professors made by the Educational Agencies of Affiliated Colleges, based on the interview marks alone after shortlisting of applicants in accordance with the UGC Regulations 2018, prior to issue of this UO shall be considered for approval, if they are otherwise qualified for the same as per the norms of UGC/University/Government.

12. The Rank list published and subsequent appointments of Assistant Professors in Affiliated Colleges already made in accordance with the templates included in the UO No. Ac F II/General/ UGC-R- 2018/2019 dated 02.09.2019, prior to issue of this UO, shall be considered for approval, provided the candidates selected for appointment shall be otherwise qualified for the same as per the norms of UGC / University/Government.

13. The modified templates for the Direct Recruitment of Assistant Professors in University Teaching Departments (Appendix I) and Affiliated Colleges (Appendix II) are appended .

14. The ban imposed for the conduct of Selection Committees for the appointment of Assistant Professors vide paper read as (4) above stands lifted from the date of issue of this order.

The University Order read as paper (2) above stands modified to the above extent.

Orders are issued accordingly.

Sd/-
Dr K S Anil Kumar
Registrar

To

1. The Principal Secretary, Higher Education Department (with C/L)
2. The Director of Collegiate Education, Thiruvananthapuram (with C/L)
3. The Deputy Director of Collegiate Education, Kollam
4. The Deputy Director of Collegiate Education, Kottayam
5. The Deputy Director of Collegiate Education, Ernakulam
6. The Government Auditor
7. PS to VC/PVC
8. PA to Registrar/F.O/DPD
9. The Managers/Principals of all Colleges
10. The Sections concerned(Ad.DII/Ad.HI/Ac.D/Legal/Finance/AcL)
11. Stock file / File copy

Forwarded/By Order


Section Officer

The Rank list published and the subsequent appointments of Assistant Professors made by the Educational Agencies of Affiliated Colleges, based on the interview marks alone after shortlisting of applicants in accordance with the UGC Regulations 2018, prior to issue of this UO shall be considered for approval, if they are otherwise qualified for the same as per the norms of UGC/University/Government.

12. The Rank list published and subsequent appointments of Assistant Professors in Affiliated Colleges already made in accordance with the templates included in the UO No. Ac F II/General/ UGC-R- 2018/2019 dated 02.09.2019, prior to issue of this UO, shall be considered for approval, provided the candidates selected for appointment shall be otherwise qualified for the same as per the norms of UGC / University/Government.

13. The modified templates for the Direct Recruitment of Assistant Professors in University Teaching Departments (Appendix I) and Affiliated Colleges (Appendix II) are appended .

14. The ban imposed for the conduct of Selection Committees for the appointment of Assistant Professors vide paper read as (4) above stands lifted from the date of issue of this order.

The University Order read as paper (2) above stands modified to the above extent.

Orders are issued accordingly.

Sd/-
Dr K S Anil Kumar
Registrar

To

1. The Principal Secretary, Higher Education Department (with C/L)
2. The Director of Collegiate Education, Thiruvananthapuram (with C/L)
3. The Deputy Director of Collegiate Education, Kollam
4. The Deputy Director of Collegiate Education, Kottayam
5. The Deputy Director of Collegiate Education, Ernakulam
6. The Government Auditor
7. PS to VC/PVC
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9. The Managers/Principals of all Colleges
10. The Sections concerned (Ad. Dir/Ad. H/Ac. D/Legal/Finance/AcL)
11. Stock file / File copy

Forwarded/By Order


Section Officer

UNIVERSITY OF KERALA

**ACADEMIC SCORE SHEET - ASSISTANT PROFESSOR-
DIRECT RECRUITMENT (UNIVERSITY DEPARTMENTS)**

A. CRITERIA FOR SHORTLISTING OF CANDIDATES FOR INTERVIEW

Academic Record, Research Publications and Teaching Experience – Max.:100 marks

Sl. No	Criteria	Max. Marks	Marks Obtained
1.	Graduation		
	80% & Above	15 marks	
	60% to less than 80%	13 marks	15
	55% to less than 60%	10 marks	
	45% to less than 55%	05 marks	
2.	Post-Graduation		
	80% & Above	25 marks	
	60% to less than 80%	23 marks	25
	55% to less than 60%	20 marks	
	(50% in case of SC/ST/OBC (non- creamy layer)/PWD)		
3.	M.Phil & PhD		
	M.Phil (60% & above)/A Grade	07 marks	
	M.Phil (55% to less than 60%)/B Grade	05 marks	30
	PhD/(M.Phil + PhD)	30 marks	
4.	NET with JRF	07 marks	07
	NET	05 marks	
	SLET/SET *	03 marks	
5.	Research Publications ** (2 marks for each research publications published in Peer Reviewed or UGC-listed Journals) **	10	
6.	Teaching/Post Doctoral Experience (2 Marks for one year each ,if the period of teaching /post-doctoral experience is less than one year then the marks will be reduced proportionately .Teaching Experience after acquiring UGC qualification only will be considered. Experience in different institutions will be added together	10	
7.	Awards #		
	International/National Level : 03 marks (Awards given by International Organisations /Government of India/ Government of India recognised National Level Bodies)	03	
	State Level : 02 marks (Awards given by State Government)		
	Total		100

* SLET/SET score shall be valid for appointment in respective State Universities/ Colleges/ Institutions only.

- ** For single author – 02 marks
For two authors- 1.4 marks for each author
For more than two authors – 1.4 marks for first/Principal/corresponding author and 0.6 marks for each author.
- # Awards obtained for best paper presentation in Seminar/Conferences, fellowships etc will not be considered.

The Total Score will be calculated as follows: -

Description	Score
Academic Score	80
Research Publications	10
Teaching/Post- Doctoral Experience	10
Total	100

B. INTERVIEW

The maximum marks fixed for the interview shall be **50 (fifty)**.

The split-up of marks awarded in the interview shall be as follows:

a) Teaching aptitude	- 10 marks
b) Research aptitude	- 10 marks
c) Domain Knowledge	- 16 marks
d) Presentation/Discussion Skills	- 10 marks
e) Ability to use latest technology for teaching	- <u>04 marks</u>
Total	- 50 marks

UNIVERSITY OF KERALA

**ACADEMIC SCORE SHEET - ASSISTANT PROFESSOR-
DIRECT RECRUITMENT (COLLEGES)**

A. CRITERIA FOR SHORTLISTING OF CANDIDATES FOR INTERVIEW

Academic Record, Research Publications and Teaching Experience – Max.:100 marks

Sl.No	Criteria	Max. Marks	Marks Obtained
1.	Graduation 80% & Above : 21 marks 60% to less than 80% : 19 marks 55% to less than 60% : 16 marks 45% to less than 55% : 10 marks	21	
2.	Post-Graduation 80% & Above : 25 marks 60% to less than 80% : 23 marks 55% to less than 60% : 20 marks (50% in case of SC/ST/OBC (non- creamy layer)/PWD)	25	
3.	M.Phil & PhD M.Phil (60% & above)/A Grade : 07 marks M.Phil (55% to less than 60%)/B Grade : 05 marks PhD/(M.Phil + PhD)dd : 25 marks	25	
4.	NET with JRF : 10 marks NET : 08 marks SLET/SET * : 05 marks	10	
5.	Research Publications (2 marks for each research publications published in Peer Reviewed or UGC-listed Journals) **	06	
6.	Teaching/Post Doctoral Experience (2 Marks for one academic year each (10 months),if the period of teaching /post-doctoral experience is less than one academic year then the marks will be reduced proportionately .Teaching Experience after acquiring UGC qualification only will be considered. Experience in different institutions will be added together	10	
7.	Awards # International/National Level : 03 marks (Awards given by International Organisations/Government of India/ Government of India recognised National Level Bodies) State Level : 02 marks (Awards given by State Government)	03	
	Total	100	

* SLET/SET score shall be valid for appointment in respective State Universities/ Colleges/institutions only.

** For single author – 02 marks

For two authors- 1.4 marks for each author

For more than two authors – 1.4 marks for first/Principal/corresponding author
and 0.6 marks for each author.

#- Awards obtained for best paper presentation in Seminar/Conferences, fellowships etc will not be considered.

The Total Score will be calculated as follows:

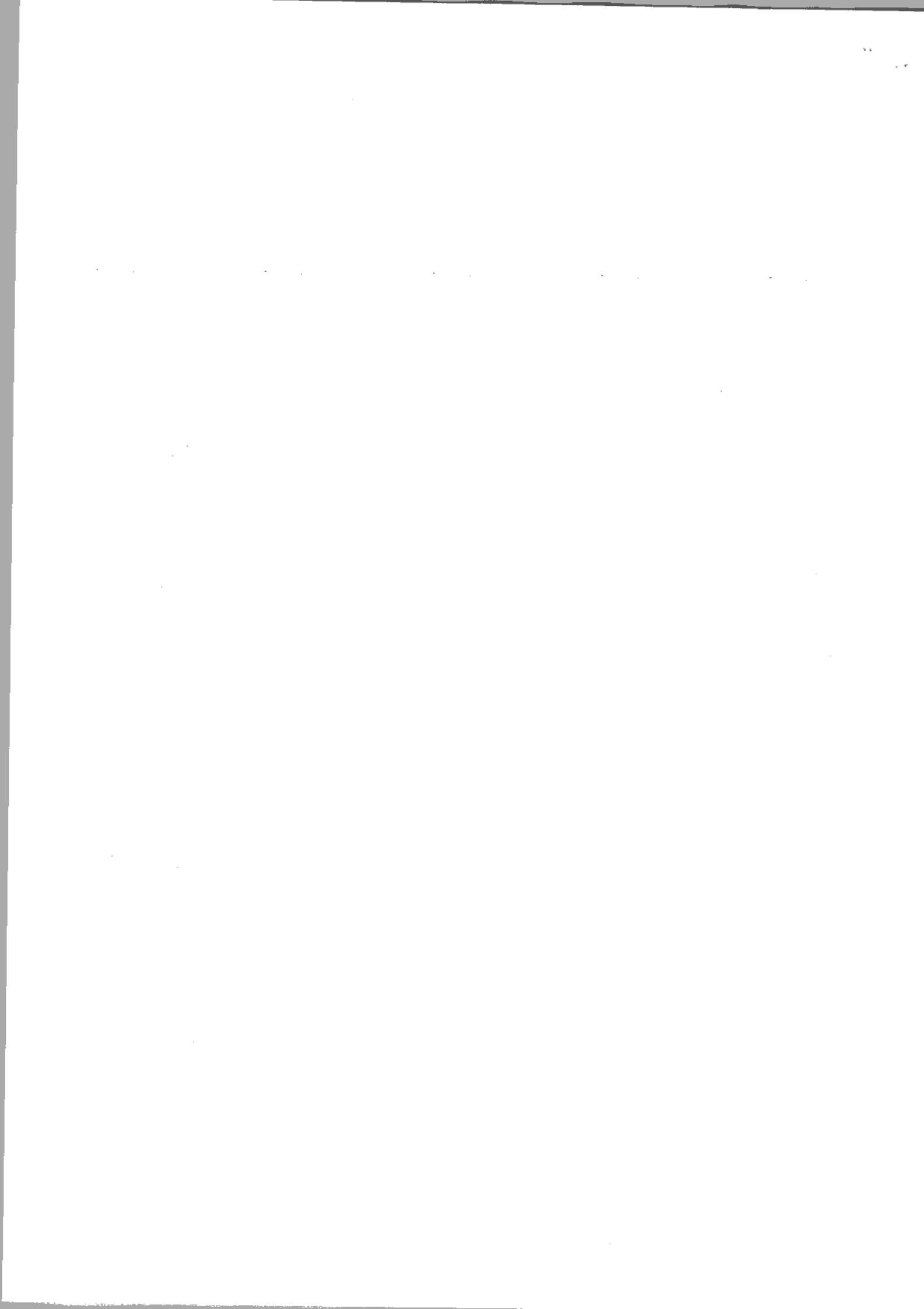
Description	Score
Academic Score	84
Research Publications	06
Teaching/Post- Doctoral Experience	10
Total	100

B. INTERVIEW

The maximum marks fixed for the interview shall be **50 (fifty)**.

The split-up of marks awarded in the interview shall be as follows:

a) Teaching aptitude	- 10 marks
b) Research aptitude	- 10 marks
c) Domain Knowledge	- 16 marks
d) Presentation/Discussion Skills	- 10 marks
e) Ability to use latest technology for teaching	- <u>04 marks</u>
Total	- 50 marks





UNIVERSITY OF CALICUT

Abstract

General and Academic - Recruitment process of teaching staff in the University teaching departments - Minutes of the meeting of the Syndicate Sub Committee-approved-orders issued.

G & A - II - C

U.O.No. 8104/2020/Admn

Dated, Calicut University.P.O, 11.09.2020

- Read:-*1. U.O.No. 13712/2019/Admn Dated,01.10.2019.
2.U.O No.7160/2020/Admn dated 29.7.2020
3. Minutes of the Syndicate Sub Committee Meeting held on 24.8.2020.

ORDER

As per University Order read as first above, a Syndicate Sub Committee has been constituted with Sri. K.K. Haneefa as Convenor and Dr.M. Manoharan and Prof. M. M. Narayanan as members to study the question of filling up of vacancy of teachers in the University teaching departments on the basis of the letters from UGC dated 08/03/2019 and 04/06/2019 .

2.As per University Order read as second above ,the Syndicate Sub Committee has been reconstituted with Sri. K.K. Haneefa as Convenor and Prof. M. M. Narayanan and Dr.Shamshad Hussain K T as members.

3.As per paper read as third above, the Syndicate Sub Committee at its meeting held at 11.30 am on 24.8.2020 at Syndicate Conference Hall has resolved that:

a). Minimum of twenty candidates are to be called for interview for single vacancies.10 candidates each to be called for interview for each additional vacancy.

b).All eligible SC/ST and PH candidates are to be included in the short list.

c).To constitute an academic committee with Vice Chancellor as the chairman ,Pro Vice Chancellor as convenor, concerned Head of the Department, concerned Dean of faculty and concerned PG board chairman to scrutinize the application and prepare the valid Short list of Candidates.

d).Candidates are to be shortlisted as per their percentile score which is arrived from a pool of candidates having minimum average score in each subject.

e).To Constitute a two member committee with Pro Vice Chancellor and Dr.K.K Geethakumari to frame guidelines for the conduct of the interview and also to assess the performance of the interview.

f).To request the Honourable Vice Chancellor to prepare the list of experts for the constitution of selection committee as per Clause (2),(3) and (6) of the UGC regulation 2018.

4The Vice-Chancellor has approved the Minutes of the Syndicate Sub Committee held on 24.8.2020.

5.Orders are issued accordingly.

Abdul Sathar P.P

Assistant Registrar

To

Recruitment Section,Legal cell,PS to VC,PA to PVC,PA to Registrar,Dr.K.K.Geethakumari

Forwarded / By Order

Section Officer

COCHIN UNIVERSITY OF SCIENCE AND TECHNOLOGY

(Abstract)

Establishment - UGC Regulations 2018 - Faculty Recruitment - Selection Criteria-
Recommendations of the Deans Committee - Confirmed Syndicate Resolution - Communicated -
Orders issued

ADMIN D

No.CUSAT/AD(D).D2/1505/2020

Dated,KOCHI-22,06.07.2020

Read:-1) CUSAT/AD(D).D2/1085/2020 dated 27.05.2020

2) Short Minutes on Agenda Item No.676.01 of the meeting of the Syndicate held on
05.06.2020

ORDER

The Syndicate at its meeting held on 05.06.2020, while confirming the Minutes of the meeting of the Syndicate held on 07.05.2020 on Agenda Item No. 675.33, considered along with the recommendations of the Standing Committees of the Syndicate on Staff & Establishment and Academic Matters, the recommendations of the Deans Committee in the matter of Selection Criteria Format for Faculty Recruitment as per the provisions contained in the UGC Regulations 2018 and resolved vide paper read as (2) above to approve the recommendations of the Deans Committee regarding the Selection Criteria Format for Faculty Recruitment, as per the provisions contained in the UGC Regulations 2018, with the following modifications:-

1. Assistant Professor - The number of candidates to be called for the interview is 10 times the number of vacant posts and the number of candidates called for interview will be based on the scores obtained by the candidates as specified in the above table.
2. Associate Professor & Professor - Instead of "Publications in peer-reviewed Journals" "Publications in Scopus/SCI indexed peer reviewed or UGC-CARE listed Journals"
3. In respect of Associate Professor posts coming under AICTE Regulations the minimum number of research publications will be six as specified in accordance with the AICTE regulations/faculty recruitment notification.
4. In respect of Professor posts coming under AICTE Regulations minimum number of Research Publications will be six for candidates who have successfully guided two Ph.D students as Supervisor/Co-Supervisor.

The modified Selection Criteria Format after incorporating the above modifications is appended.

The University Order read as paper (1) above stands modified to this extent.

Orders are issued communicating the above resolution of the Syndicate.

Dr. Meera V *
Registrar

To:

All Heads of Departments/Directors of Departments/Schools/Centres/Divisions/ All Deans
The Joint Director, Kerala State Audit Department, CUSAT/Finance Officer/Planning and
Development Officer

The Director, Centre for Information Resource Management - for publishing the same in the
University website

Deputy Registrar (Academic / Finance) / Assistant Registrar
(Audit/Accounts/Finance/Cash/Planning)

PS to Vice-Chancellor/PS to Pro-Vice-Chancellor/PA to Registrar

Legal Affairs / Recruitment /Ad.F Sections/ Statistical Officer

Conference Section - to note the follow up action

Day File/Stock File/File Copy

* This is a computer generated document. Hence no signature is required.

COCHIN UNIVERSITY OF SCIENCE AND TECHNOLOGY

CRITERIA FOR SELECTION OF ASSISTANT PROFESSORS, ASSOCIATE PROFESSORS AND PROFESSORS (Based on the UGC Regulations 2018)

The overall selection procedure of the teaching faculty of the University is based on the "UGC Regulations on Minimum Qualifications for Appointment of Teachers and Other Academic Staff in Universities and Colleges and Measures for the Maintenance of Standards in Higher Education, 2018"

ASSISTANT PROFESSOR

- i. All the candidates who have the prescribed qualification as per Clause 4.1 (I) of UGC Regulations on Minimum Qualifications for Appointment of Teachers and Other Academic Staff in Universities and Colleges and Measures for the Maintenance of Standards in Higher Education, 2018 (hitherto mentioned as UGC Regulations 2018) shall be shortlisted on the basis of the criteria given below:-

Sl. No.	Academic Record	Score	Scores Obtained
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 the 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 (as per UGC)	03	
6.	Research Publications (2 marks for each research publications published in Scopus/SC indexed peer reviewed or UGC-CARE listed journals)	10	

7.	Teaching /Post-Doctoral Experience (2 marks for one year each-If the period of teaching/Post-Doctoral Experience is less than one year then the marks will be reduced proportionately)	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	

Note

- (i) Candidates with M.Phil + Ph.D will be awarded a maximum : 30 scores
(ii) Candidates with JRF/NET/SET will be awarded a maximum : 07 scores
(iii) Awards category will be awarded a maximum : 03 scores

The Total Score will be calculated as follows:

	Score
Academic (Sl. No. 1 + 2 + 3 + 4 + 5 + 8)	80
Research Publications (6)	10
Teaching /Post-Doctoral Experience (7)	10
Total	100

- The number of candidates to be called for the interview is 10 times the number of vacant posts and the number of candidates called for interview will be based on the scores obtained by the candidates as specified in the above table.
- The short listed candidates as per the above criteria only will be called for the interview. Ability of teaching and/or research aptitude of the candidates will also be assessed during the interview through a seminar or lecture as envisaged in the UGC Regulations 2018.
- On the basis of the marks obtained in the interview a Rank List will be drawn and appointments will be made from the Rank List after approval of the Rank List by the Syndicate.
- Candidates who have scored less than 40% (for SC/ST candidates it is 35%) shall not be ranked. However, the respective selection committee can fix a higher cut-off for preparing the rank list, if required.
- The interview will be conducted by a Selection Committee as prescribed in Clause 5.1(1) of the UGC Regulations 2018.

Appendix to 675.33 dated 07.05.2020


REGISTRAR

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