15 -ാം കേരള നിയമസഭ

<u>5 –ാം സമ്മേളനം</u>

നക്ഷത്ര ചിഹ്നം ഇല്ലാത്ത ചോദ്യം നം. 5296

<u>21-07-2022 - ൽ മറുപടിയ്ക്</u>

കാലിക്കറ്റ് യൂണിവേഴ്സിറ്റിയിലെ വിവിധ പഠന വകപ്പുകളിലേക്കുള്ള നിയമനം

	ചോദ്യം		ഉത്തരം
	പ്രൊഫ . ആബിദ് ഇസൈൻ തങ്ങൾ		ഡോ. ആർ ബിന്ദു (ഉന്നതവിദ്യാഭ്യാസ-സാമൂഹ്യനീതി വകുപ്പ് മന്ത്രി)
(എ)	കാലിക്കറ്റ് യൂണിവേഴ്ലിറ്റിയിലെ വിവിധ പഠന വകപ്പുകളിലേക്കുള്ള അസോസിയേറ്റ് പ്രൊഫസർ, പ്രൊഫസർ തസ്തികകളിലേക്ക് നിയമനം നടത്തുന്നതിന് വേണ്ടി 31.12.2019 ന് പുറത്തിറക്കിയ GA-II/C1/162156/2019/Admn , GA- II/C1/104750/2019/Admn എന്നീ വിജ്ഞാപനങ്ങൾ അനസരിച്ച് ഉദ്യോഗാർത്ഥികളെ ഷോർട്ട് ലിസ്റ്റ് ചെയ്യുന്നതിന് ആധാരമാക്കിയ മാനദണ്ഡം എന്താണെന്ന് വിശദമാക്കുമോ; പ്രസ്തുത നിയമനത്തിന്റെ മാർക്കിംഗ് നിർണ്ണയിക്കുന്ന രീതി വിവരിക്കുന്ന ഉത്തരവ് ലഭ്യമാക്കുമോ?	(A)	31.12.2019 നു പുറത്തിറക്കിയ GA- II/C1/162156/2019/Admin വിജ്ഞാപനങ്ങൾ പ്രകാരമുള്ള അസ്സോസിയേറ്റ് പ്രൊഫസർ, പ്രൊഫസർ തസ്ത്തികകളിലേക്കുള്ള അപേക്ഷകളിൽ യു.ജി.സി. റഗുലേഷൻസ് 2018 ലും വിജ്ഞാപനത്തിലും നിഷ്ടർഷിച്ച പ്രകാരം ഓരോ തസ്തികയിലേക്കും ആവശ്യമായ യോഗ്യതകൾ അപേക്ഷയിൽ അവകാശപ്പെട്ടിട്ടുള്ള എല്ലാ ഉദ്യോഗാർത്ഥികളെയും അഭിമുഖത്തിനായി ക്ഷണിച്ചിട്ടുണ്ട്. ഓരോ ഉദ്യോഗാർത്ഥികളുടെയും അവകാശവാദങ്ങൾ വിശദമായി പരിശോധിച്ച ശേഷം അവരുടെ യോഗ്യതയിൽ അന്തിമ തീരുമാനം കൈകൊണ്ടിട്ടുള്ളത് അതാത് സെലക്ഷൻ കമ്മിറ്റികൾ ആണ്. യു.ജി.സി. റെഗുലേഷൻസ് 2018 പ്രകാരം അസിസ്റ്റെറ്റ് പ്രൊഫസർ തസ്തികയിലേക്ക് ഉദ്യോഗാർത്ഥികളെ ഷോർട്ട് ലിസ്റ്റ് ചെയ്യന്നതിനായി വ്യക്തമായ നിർദ്ദേശങ്ങൾ ഉൾക്കൊള്ളിച്ചിട്ടുണ്ടെങ്കിലും അസോസിയേറ്റ് പ്രൊഫസർ, പ്രൊഫസർ തസ്തികകളിലേക്ക് അഭിമുഖത്തിനായി ഉദ്യോഗാർത്ഥികളെ ഷോർട്ട് ലിസ്റ്റ് ചെയ്യവാൻ പ്രത്യേകം നിഷ്ടർഷിച്ചതായി കാണ്ടന്നില്ല. ഇതിനാൽ തന്നെ ഷോർട്ട് ലിസ്റ്റ് ചെയ്യന്നതിന് പ്രത്യേകം മാർക്കിംഗ് രീതികൾ ഒന്നും തന്നെ പുറപ്പെടുവിച്ചിട്ടില്ല. പകരം യു.ജി.സി. റെഗുലേഷൻസ് 2018 ൽ ഓരോ തസ്തികകളിലേക്കം നിഷ്ടർഷിച്ചിട്ടുള്ള എല്ലാ മാർക്കിംഗ് രീതികൾ ഒന്നും തന്നെ പുറപ്പെടുവിച്ചിട്ടില്ല. പകരം യു.ജി.സി. റെഗുലേഷൻസ് 2018 ൽ ഓരോ തസ്തികകളിലേക്കം നിഷ്ടർഷിച്ചിട്ടുള്ള എല്ലാ ഉദ്യോഗാർത്ഥികളെയും അപേക്ഷയിൽ പ്രസ്തത യോഗ്യതകൾ അവകാശപ്പെട്ടിട്ടുള്ള എല്ലാ ഉദ്യോഗാർത്ഥികളെയും അഭിമുഖത്തിനായി ക്ഷണിക്കുകയും ചെയ്തിട്ടണ്ട്. ഇത്തരം

കുറവായതിനാൽ കൂടി ഷോർട്ട് ലിസ്റ്റ് ചെയ്യുന്നതിനായി പ്രത്യേകം മാനദണ്ഡങ്ങൾ ഒന്നും തന്നെ രൂപീകരിച്ചിട്ടില്ല.

യു.ജി.സി. റഗുലേഷൻസ് 2018 നു പരാമർശിച്ചിരിക്കുന്ന യോഗ്യതകൾ താഴെ പറയുന്നവയാണ് :

Associate Professor:

Eligibility:

- A good academic record, with a Ph.D.
 Degree in the concerned/allied/relevant disciplines.
- 2. A Master's Degree with at least 55% marks (or an equivalent grade in a point-scale, wherever the grading system is followed).
- 3. 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 seven publications in the peer-reviewed or UGC-listed journals and a total research score of Seventy five (75) as per the criteria given in Appendix II, Table 2.

Professor:

Eligibility (A or B)

A.

- 1. An eminent scholar having 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.
- 2. 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. (ടേബിൾ 2-ന്റെ പകർപ്പ് അനുബന്ധം -1 ആയി ഉള്ളടക്കം ചെയ്യുന്നു).

അഭിമുഖത്തിൽ പങ്കെടുത്ത ഓരോ ഉദ്യോഗാർത്ഥികളുടെയും അവകാശ വാദങ്ങൾ യഥാവിധി രൂപീകരിക്കപ്പെട്ട അതാത് സെലക്ഷൻ കമ്മിറ്റികൾ പരിഗണിക്കുകയും ഓരോ ഉദ്യോഗാർത്ഥിയുടെയും പ്രസ്തൃത തസ്തികകളിലേക്കുള്ള യോഗ്യതകളിൽ അന്തിമ തീരുമാനം കൈക്കൊള്ളുകയും ചെയ്തിട്ടണ്ട്.

അഭിമുഖത്തിൽ മാർക്കുകൾ നൽകുന്നതിന് 2018 യു.ജി.സി.റെഗുലേഷൻസ് ന്റെ അടിസ്ഥാനത്തിൽ ''സ്കോറിങ് ക്രൈറ്റീരിയ'' നിർവ്വചിച്ചകൊണ്ട് പ്രത്യേകം ഉത്തരവും (UO No.3344/2021/Admn പുറപ്പെടുവിച്ചിട്ടുണ്ട്. dated 16.03.2021). (ഉത്തരവിന്റെ പകർപ്പ് അനബന്ധം - 2 ആയി ഉള്ളടക്കം ചെയ്യുന്നു.)

സെക്ഷൻ ഓഫീസർ

Table 2

Methodology for University and College 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	Faculty of Sciences /Engineering / Agriculture / Medical /Veterinary Sciences	Faculty of Languages / Humanities / Arts / Social Sciences / Library /Education / Physical Education / Commerce / Management & other related disciplines
1.	Research Papers in Peer-Reviewed or UGC listed Journals	08 рег рарег	10 per paper
2.	Publications (other than Research papers)		
	(a) Books authored which are published by ;		
	International publishers	12	12
	National Publishers	10	10
	Chapter in Edited Book	05	05
	Editor of Book by International Publisher	10	10
	Editor of Book by National Publisher	08	08
	(b) Translation works in Indian and Foreign Languages by qualified faculties		
	Chapter or Research paper	03	03
	Book	08	08
3.	Creation of ICT mediated Teaching Learning pedagogy and content and development of new and innovative courses and curricula		
	(a) Development of Innovative pedagogy	05	05
	(b) Design of new curricula and courses	02 per curricula/course	02 per curricula/course
-	(c) MOOCs		
	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	05
	Content writer/subject matter expert for each module of MOOCs (at least one quadrant)	02	02
	Course Coordinator for MOOCs (4 credit course)(In case of MOOCs of lesser credits 02 marks/credit)	08	08
	(d) E-Content		
	Development of e-Content in 4 quadrants for a complete course/e-book	12	12
	e-Content (developed in 4 quadrants) per module	05	05
	Contribution to development of e-content module in complete course/paper/e-book (at least one quadrant)	02	02
	Editor of c-content for complete course/ paper /e-book	10	10
4	(a) Research guidance		

	Ph.D.	10 1	
		10 per degree awarded 05 per thesis submitted	10 per degree awarded
\Box	M.Phil./P.G dissertation	02 per degree awarded	05 per thesis submitted
ļ	(b) Research Projects Completed	02 per degree awarded	02 per degree awarded
\vdash	More than 10 lakhs	10	
	Less than 10 lakhs	05	10
	(c) Research Projects Ongoing:		05
	More than 10 lakhs	05	
	Less than 10 lakhs	02	05
\vdash	(d) Consultancy		02
5	(a) Patents	03	03
F	International		
<u> </u>	National	10	10
		07.	07
	(b) *Policy Document (Submitted to an Interr UNO/UNESCO/World Bank/International Mone Government or State Government)	lational body/organisation like etary Fund etc. or Central	
	International	10	10
	National	07	07
_	State	04	04
	(c) Awards/Fellowship		
	International	07	07
	National	05	05
			0.5
<u> </u>	*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)		
	International (Abroad)	07	07
	International (within country)	 	05
	National	 	03
	State/University	1= =	<i>UJ</i> [

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):

- Paper in refereed journals without impact factor i) 5 Points ii) Paper with impact factor less than I 10 Points Paper with impact factor between 1 and 2 iii) 15 Points Paper with impact factor between 2 and 5 iv) 20 Points Paper with impact factor between 5 and 10 v) 25 Points vi) Paper with impact factor >10
- Two authors: 70% of total value of publication for each author. (a)
- More than two authors: 70% of total value of publication for the First/Principal/Corresponding author and 30% of (b) total value of publication for each of the joint authors.

30 Points

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: 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	55% to less 45% to than 60% = less than 10 55% = 05
2.	Post-Graduation	80% & Above = 25	60% to less than 80% = 23	55% (50% in case of SC/ST/OBC (non-creamy layer)/PWID) to less than 60% = 20
3.	M.Phil.	60% & above = 07	55% to less than 60%	<u> </u>
4.	Ph.D.	30	·····I	
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		<u> </u>	
	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.

അനുപ്പുപ്പം-

rde Ref No 104750/GA-II-C1/2019/Admn



UNIVERSITY OF CALICUT

Abstract

General and Academic - The recruitment process to the teaching posts in the University Teaching Departments - The resolution of the meeting of the Syndicate held on 19.2 2021 vide item No 2021.221 * implemented - Orders issued

G&A-11-C

U.O.No 3344/2021/Admn

Dated, Calicut University P.O. 16.03 2021

Read:-1 Notification Nos. GAII/C1/16156/2019/Admn and GAII/C1/104750/2019/Admn dated

2. The extract of the urgent item of the minutes of the meeting of the Syndicate held on

ORDER

As per paper read as first above, applications were invited from eligible candidates for appointment to permanent posts of Associate Professors and Professors in the University Teaching Departments .

- (2) As per paper read as Second above, the Vice chancellor presented the revised selection criteria(Appended) for recruitment of Associate Professor/Professor in accordance with the UGC Regulations 2018 as entrusted with him by the Syndicate(Vide Item No.2021, 181* dated 12.2.2021) in the syndicate meeting held on on 19 02.2021. vide item No 2021,221 *
- (3). The Syndicate meeting held on on 19.02.2021 vide item No.2021.221*, considered the matter and resolved to approve the revised selection criteria (Appended) presented by the Vice chancellor for recruitment of Associate Professor/Professor in accordance with the UGC Regulations
- (4)The resolution of the meeting of the Syndicate held on 19.02.2021. vide item No 2021.221* is

Orders are issued accordingly.

Abdul Sathar P.P

Assistant Registrar

To

PS to VC/PA to PVC /PA to Registrar/Legal cell Recruitment section

Forwarded / By Order

Section Officer

Selection criteria for recruitment of Associate Professors/Professors

(Format for Faculty recruitment as per provisions contained in UGC regulations 2018)

Associate Professor

l. All the candidates who have the qualification as per Clause 41 (II) 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 (In short UGC Regulations 2018) shall be shortlisted after verifying whether the applicants have a minimum of seven publications in peer reviewed or UGC listed journals and also a total Research Score of 75 as per the criteria methodology laid in Table I annexed. It shall also be seen whether the applicants have satisfactory teaching / research record as well as involvement in the University/College Students related activities/research activities in University/College/ Institution/Industry as per the criteria shown in

2 All the shortlisted candidates mentioned above will be called for the interview.

3. The maximum mark allotted will be out of IOO and the allotment of marks shall be

SL No.	Description	Maximum Marks
I.	Table l (a) (appended)	Allotted
2.	Table II (appended)	60
3.	Ability for teaching	10
	Ability for teaching and/or research aptitude through a seminar or lecture as envisaged in the UGC Regulations 2018	10
4.	Interview	
	TOTAL	20
		100

- 4. Candidates who have scored less than 55 (for SC/ST candidates it is 50) shall not be ranked. However, the respective selection committee can fix a higher cut-off for preparing the rank list, if required.
- 5. On the basis of the marks obtained as per (3) above, a Rank list will be drawn and appointment will be made from the Rank list after approval of the Rank list by the Syndicate,
- 6. The interview will be conducted by a Selection Committee as prescribed in Clause 5.1(II) of the UGC Regulations 2018.

PROFESSOR

- i. All the candidates who have the qualification as per Clause 4.1 (III) 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 (In short UGC Regulations 2018) shall be shortlisted after verifying whether the applicants have a minimum of ten publications in peer reviewed or UGC listed journals and also a total Research Score of 120 as per the criteria methodology laid in Table I attached. It shall also be seen whether the applicants have satisfactory teaching/research record as well as involvement in the University/College Students related activities/ research activities in University/ College/ Institution/ Industry as per the criteria shown in the Table II.
- 2. All the shortlisted candidates will be called for the interview.

 $\mathbf{1}^{-1}$

3. The maximum marks allotted will be out of 100 and the allotment of marks shall be as given below:-

SL No.	. Description	Maximum Marks
L	Table 1 (b) (appended)	Allotted
2.	Table II (appended)	60
З.	Ability for teaching and/or research aptitude	10
	through a seminar or lecture as envisaged in the UGC regulations 2018,	10
4.	Interview	
	TOTAL	20
		100

- 4. Candidates who have scored less than 55 (for SC/ST candidates it is 50) shall not be ranked. However, the respective selection committee can fix a higher cut-off for preparing the rank list, if required.
- 5. On the basis of the marks obtained as per (3) above, a Rank list will be drawn and appointment will be made from the Rank list after approval of the Rank list by the Syndicate.
- 6. The interview will be conducted by a Selection Committee as prescribed in Clause 5.1 (III) of the UGC Regulations 2018.

ANNEXURES

<u>Table I</u> (For the post of Associate Professor/Professor)

(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, student's Ph.D award letter etc.)

S1. No.	Academic/Research Activity Research Papers in peer reviewed or UGC listed	Faculty of Sciences and other related disciplines ity 08 per	Faculty of Languages/Humanities/Arts/ Social Sciences/Library Sciences/Education/Physical Education/Commerce/ Management and other related disciplines.	Scores Obtaine by the Candida e
2,	Journals	paper		
2.	Publications (other than Res	earch papers)		
1 }	(a) Books authored which ar	e published by:		
} }	International publishers National Publishers	12	12	
}		10	10	
}	Chapter in Edited Book	05	-05	
	Editor of book by International Publisher	10	10	
J	Editor of Book by National			
	Publisher	08	08	
<u> </u>	(b) Translation works in Indian & Foreign Languages by qualified faculties			
\rightarrow \rightarrow	Chapter or Research paper Book	03	03	
	· · · · · · ·	08		
1	Creation of ICT mediated Tea	ching Learning ped		
	evelopment of new and innov	ative courses and cr	rricula	}
I	movative pedagogy	05	05	
) Design of new curricula and courses	02 per curricula/ courses	02 per curricula/ courses	
	MOOCs			
cre Mo	ovelopment of complete OOCs in 4 quadrants (4 dit course) (In case of OOCs of Ser credits 05 marks/credit)	20	20	

ł	MOOCs (developed	in		
- 1	4 quadrant) per module/Lec	ture		
1	1	05	05	1
- 1	Contraction	ľ	1	1
- 1	Content writer/subject matte	r 02	02	
- 1	expert for each modul	le	02	
- 1	of MOOCs (at least one			- 1
- {	quadrant)			
l	Course Co-ordinator for	08		1
- 1	MOOCs (4 credit course) (In	00	. 08	
- 1	case of MOOCs of lesser	1		- 1
1.	credits 02 marks/credit)			- 1
- 1	(d) E-Content			
}	Development of E-Content in	12		
1	4 quadrants for a complete	12	. 12	
1.	conze,e-pook			j
	e-Content (developed in 4	- 25	· · · · · · · · · · · · · · · · · · ·	1
	quadrants) per module	05	05	
		1_		
	Contribution to development	02	02	
-	of e- content module in		02	
ļ	complete course/paper/c-book]		.
1	i least	1		- 1
1	one quadrant)			j
	Editor of e-content for complete	10	10	
	course/paper/e-book			
4.	(a) Research Guidance			
	Ph D	10		
		10 per degreen	10 per degree awarded.	
1 1			100 per thesis submitted	- 1
1 1		us per thesis ubmitted		
1	1	•		• [
1 1	M Phil., P.G. dissertation		•	-
1	l'''	2 per degree	02 per degree	
-	(b) Research Passard	warded	awarded	İ
 	(b) Research Projects completed More than 10 lakhs		•	
1	ess than 10 lakhs	10	10	
1	Passan I D Iakhs	05	05	
(C)	Research Projects Ongoing:			
1	More than 10 lakhs	05	05	
	ess than 10 lakhs	02	02	
	i) Consultancy	03		
	Patents		03	
	ternational .	10		
И	ational	07	07	
	· •		117	

•

	(b) *Policy Document (Subn UNO/UNESCO/World Bank Central Government or State		etary Fund etc. or	
	International	10		
	National	07	10	
	State		07	
	(c) Awards/Fellowship	04	04	
	International			
	National	07	07	
6		05	05	
б.	Seminars/Conferences/full pa seminars/ conferences and als	per in conference pr	oceedings (paper presented in	<u> </u>
	- Toceedings will b	e counted only once]	
	Conference Proceedings will be International (Abroad)			
	international (Abroad)	07	07	
	International (Abroad) International (within country) National			

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 Reuter's list of current year):

i) Paper in referred journals without impact factor ii) Paper with impact factor less than 1 iii) Paper with impact factor between 1 and 2 iv) Paper with impact factor between 2 and 5 v) Paper with impact factor between 5 and 10 vi) Paper with impact factor > 10	- 5 Points - 10 Points - 15 Points - 20 Points - 25 Points - 30 Points
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- 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 joint authors.

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 the 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
- The research score shall be from the minimum of three categories out of six categories

Table I (a)

(Assessment will 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, student's Ph.D award letter, etc.)

SI. No	Academic/ Research Activity	Faculty of Science and other related disciplines (Points)	Faculty of Languages/Humanities/Arts Social Sciences/Library Sciences/Education/Physical Education/Commerce/ Management and other related disciplines (Points)	Distribution of Marks for	Maximum Marks Scored by the Candidate
	Research Papers in Peer — Reviewed or UGC listed Journals.	3-4 (40 points) 4-5 (45 points) Greater than 5 (50 points)	Each paper without any impact factor (5 points) Impact factor: Less than 0.5 (10 points) 0.5-1 (20 points) 1-2 (30 points) 2-3 (35 points) 3-4 (40 points) 4-5 (45 points) Greater than 5 (50 points)	1-50 (4 marks) 51-100 (6 marks) 101-150 (8 marks) 151-200 (10 marks) 201-250 (12 marks) 251-300 (16 marks) Above 300	20
Int	ublications (other than Re) Books authored which a ternational publishers auonal Publishers	search papers) re published by: 12 per book	12 per book	(20 marks)	
Ch Edi Edi	apter in ited Book iter of book	10 per book 05 per chapter	10 per book 05 per chapter	0-10 (1 mark) 11-20	
Pub	International Disher with one pter authored	10 per book	10 per book	(2 marks) 21-30 (3 marks) 31-40	5

• .		·	7		0
1 277 1			•		
Pul aut	itor of Book by Nation blisher with one chapte hored	r 08 per book	08 per book	(4 marks) Above40	 -
(b)	Translation work qualified faculties	s in Indian and Fore	eign Languages	(5 marks)	
Cha	pter /Research paper	03 Chapter			
Boo		/Research paper	03 Chapter /Research paper		
J		08 per book	08 per book		
Nun	Conference papers lished with ISBN uber	5 per paper	5 per paper		
		l Teaching Learning anovative courses ar	pedagogy and content and ad curricula		
of	evelopment Innovative pedagog	y 05	05	-	
_ 05 C0	Design of new curriculurses	a 02 per curricula/ course	02 per curricula/ course	-	
				1-10	
MOC credit MOO 05 ma	lopment of complete DCs in 4 quadrants (4 course) (In case of DCs of lesser credits arks /credit)	20	20	(1 mark) 11-20 (2 marks) 21-30	
modu]	oped in 4 ant) per e/lecture	05	05	(3 marks) 31-40 (4 marks)	5
matter module one qu	nt writer/ subject expert for each e of MOOCs (at least adrant)	02	02	Above 40 (5 marks)	ı
In case credits	Co- ordinator for s (4 credit course) (of MOOCs of lesser 02 marks/credit).	. 08	. 08		
(d) E-C				1	
omplet	oment of e-Content idrants for a le course/e-book	12	12		
in 4 qua module	nt (developed drants) per	05	05		
complete	nent of e- nochile in course/paper/e- least one	02	02		
dnaquant)) One		•		•

	Editor of e- content	t for			•
	complete	10	•		
	course/paper/ e-	1	10	1	
4	book		1	1	Į.
1.	Kesearch Guidanc	e / Research Projects / Co	nsultanev		_ {
	(a) vement cu Smith	ince	·		
	Ph.D	10 per degree	10		1
		Awarded.		- 1	1
			Awarded.		ļ
		05 per thes	is 05 per thesis	1-25	
	2672	submitted	submitted	(4 marks)	1
	M.Phil.P.G	02 per degree	02 per degree	26-50	
	dissertation	02210-4		(6 marks)	٠, ,,,
į	(b) Research Project	cts completed	awarded	1	15
5 10	VI-IU Lakhs		0.5	51-75	
015	10-30 Lakhs	. 05 per proje		(8 marks)	
10		10 per proje	ect 10 per project	76-100	
Ţ	30-50 Lakhs.	- 15 per proje	15 per	(10 marks)	1
L	50-100 Lakhs.	20 per proje			1.
	>100 Lakhs			101-125	-
	<u> </u>	25 per proje	ect 25 per project	(12 marks)	
1	con :			Above	į
	(c) Research project	s Ongoing		125 (15	1
	01-10 Lakhs			marks)	
	AT IN LOVIE	02 per proje	ct 02 per project	-	
,10 -	*0.00		1	1	
	10-30 Lakhs	04 per projec	ct 04 per project	 {	1
Ü	<u> </u>	Froley	or two broleer]	
	30-50 Lakhs	06 non maria			
	v	06 per projec	06 per project		
-	0-100 Lakhs				
-	20 TOU LAME	08 per projec	t 08 per project	-	
_			1	1	
- >	100 Lakhs .	10 per projec	10 per project	-	
- [1- 1-0,00	- 10 her brolect	1 1	
16	d) Consultancy	102	-	_	•
1	, - ,	03 per consultancy	03 per consultancy	7 .	
5 P	Stente / Police: D.		-	1 . 1	
	TOUCY DOCU	nents / Awards / Fellowsh	tips		
(a	i) Patents			1-10	
	iternational	10 per patent	10 per patent	(2 marks)	
	ational	O7 por metant		11-20 (4 marks)	
(b) Policy Document (Policy Document (Submitted to Y			
U	NO/UNESCO/World	Bank/ International X	onal body/organisation like netary Fund etc or Central	21-30	
G	overnment or State (30verament)	netary rund etc or Central	(6 marks)	10
In	ternational [10 per document		31-40	¥0
Na	ational	07 per document	10 per document	(8 marks)	
	ate		07 per document	above 40	
	Awards/Fellowship	04 per document	04 per document	(10 marks)	
Int	ernational			/	
	tuonal	07 per award	07 per award		
	ite / University /	05 per award	05 per award		
	140 / 1 / 1	03 per award			

addituit.

addition

6,	(d) Start-ups Mentor Invited Lectures	10 per Start-up	10 per Start-up		
	Seminars/Conference	Resource Person/pa s/full paper in confer / conferences and also pu gs will be counted only or	ence proceedings (noner	1-25 (1 mark) 26-50	
	International (Abroad) International (within country)	07 05	07 05	(2 marks) 51-75 (3 marks) 76-100	5
	National . State/University	03	03	(4marks) Above 100	
	Note 1	6 duplication	02	(5 marks)	•

Note I

- 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 joint authors.

Joint Projects: Principal Investigator and Co-investigator would get 50 % each.

Note 2 ·

- 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 the 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

Table I (b)

For the post of Professor

(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, student's Ph.D. award letter, etc.)

SI. No.	Academic/ Research Activity	and other related disciplines	oval letters, student's Ph.D. award letter Faculty of Languages/Humanities/Art s/ Social Sciences/Library Sciences/Education/Physic al Education/Commerce/ Management and other related disciplines		Maximum Marks Scored by the Candidate
	Research Papers in Peer- reviewed or UGC listed Journals	Each paper without Impact factor (5 points) Impact factor: Less than 0.5 (10 points) 0.5-1 (20 points) 1-2 (30 points) 2-3 (35 Points) 3-4 (40 points) 4-5 (45 points) Greater than 5 (50 points)	Each paper without Impact factor (5 points) Impact factor: Less than 0.5 (10 points) 0.5-1 (20 points) 1-2 (30 points) 2-3 (35 Points) 3-4 (40 points) 4-5 (45 points) Greater than 5 (50 points)	1-50 (4 marks) 51-100 (6 marks) 101-150 (8 marks) 151-200 (10 marks) 201-250 (12 marks) 251-300 (16 marks) Above 300 (20 marks)	20
2. Pt	ublications (other tha	an Research papers)		0-10	
Ini	ternational publishers	ich are published by: 12 per book	12 per book	(1 mark) 11-20 (2 marks)	5

National Publishers	10 per bool	10 per book	21-30	
Chapter in Edited Book	05		(3 marks)	
	05 per chapter	05 per chapter	31-40	
Editor of book by International Publisher with one chapter authored	10	10 per book	(4marks) Above 40 (5marks)	
Editor of Book by National Publisher with one chapter authored	08 per book	00 pa 000k	-	
(b) Translation works in by qualified faculties	Indian and For	eign Languages		
Chapter or Research paper	03 per Chapter or Research paper	03 per Chapter or Research paper		
Book	08 per book	08 per book	4	1
(c) Conference papers	05 per paper	05 per paper	_	
published with ISBN Number				
Creation of ICT mediated Te	Sching Learning	, pada asserti		
and development of new and	innovative com	es and content		
···	COM2	⇔ and chllichia	1	1
(a) Development of	05			[
Innovative pedagogy	33	05		
	. 1		ı i	
	} I		1	
(b) Design of	02 ner	02 000 000	.	
new curricula and	02 per curricula/ course	02 per curricula/ course		
new curricula and	02 per curricula/ course	02 per curricula/ course		
new curricula and courses		02 per curricula/ course		
new curricula and courses (c) MOOCs Development of complete	curricula/ course		7-10	
new curricula and courses (c) MOOCs Development of complete MOOCs in 4 quadrants (4		02 per curricula/ course	1-10	
new curricula and courses (c) MOOCs Development of complete MOOCs in 4 quadrants (4 credit course) (In case of	curricula/ course		(1 mark)	
new curricula and courses (c) MOOCs Development of complete MOOCs in 4 quadrants (4 credit course) (In case of MOOCs of lesser credits 05	curricula/ course		(1 mark) 11-20	
new curricula and courses (c) MOOCs Development of complete MOOCs in 4 quadrants (4 credit course) (In case of	curricula/ course		(1 mark) 11-20 (2 marks)	
new curricula and courses (c) MOOCs Development of complete MOOCs in 4 quadrants (4 credit course) (In case of MOOCs of lesser credits 05	curricula/ course		(1 mark) 11-20 (2 marks) 21-30	
new curricula and courses (c) MOOCs Development of complete MOOCs in 4 quadrants (4 credit course) (In case of MOOCs of lesser credits 05 marks/credit)	curricula/ course		(1 mark) 11-20 (2 marks) 21-30 (3 marks)	
new curricula and courses (c) MOOCs Development of complete MOOCs in 4 quadrants (4 credit course) (In case of MOOCs of lesser credits 05 marks/credit) MOOCs (developed in 4	curricula/ course	20	(1 mark) 11-20 (2 marks) 21-30 (3 marks) 31-40	
new curricula and courses (c) MOOCs Development of complete MOOCs in 4 quadrants (4 credit course) (In case of MOOCs of lesser credits 05 marks/credit) MOOCs (developed in 4 quadrant) per module/lecture	curricula/ course		(1 mark) 11-20 (2 marks) 21-30 (3 marks) 31-40 (4 marks)	5
new curricula and courses (c) MOOCs Development of complete MOOCs in 4 quadrants (4 credit course) (In case of MOOCs of lesser credits 05 marks/credit) MOOCs (developed in 4 quadrant) per module/lecture Content writer/subject	curricula/ course	20	(1 mark) 11-20 (2 marks) 21-30 (3 marks) 31-40 (4 marks) Above	5
new curricula and courses (c) MOOCs Development of complete MOOCs in 4 quadrants (4 credit course) (In case of MOOCs of lesser credits 05 marks/credit) MOOCs (developed in 4 quadrant) per module/lecture	curricula/ course	20	(1 mark) 11-20 (2 marks) 21-30 (3 marks) 31-40 (4 marks)	5

I I Ollred I'd and c				
Course Co- ordinator for MOOCs (4 credit cours				•
(In case of MOOCs of	(e) (08		
lesser)	-	
credits 02 marks/credit)		i		- 1
(d) E-Content				- 1
Development of e-				
Content Content				
1	12	12	ł	
in 4 quadrants for a	1	1		
complete course/e-	1	1		
book	Ì		.	
e-Content (developed				
in 4 quadrants) per	0.5			
module	05	05		
modifie	1	1		
	l	1		
Contribution to developm	ent of			1
e-content module in com	olete			
course/paper/e-book (at l	east 02	02		1.
one quadrant)	Cast °-	02	1	1
4	}			1
		1		
Editor of e- content for			}	1
complete course/	10			1
panerla best	10	10		1
paper/e-book				i
•				1
	i	1 .		1
Research Guidance / Res	earch Projects / Cox			
The same of the sa	earch Projects / Cor	sultancy	100	
Research Guidance / Res (a) Research guidance			1-25	
(n) research guidance	10 per degree	10 per degree awarded	1-25 (4 marks)	
Research Guidance / Res (a) Research guidance Ph.D.	10 per degree awarded.		(4 marks)	
(n) research guidance	10 per degree awarded. 05 per	10 per degree awarded, 05 per thesis submitted	(4 marks) 26-50	
(n) research guidance	10 per degree awarded. 05 per thesis submitted	10 per degree awarded, 05 per thesis submitted	(4 marks) 26-50 (6 marks)	
Ph.D.	10 per degree awarded. 05 per thesis submitted 02 per degree	10 per degree awarded, 05 per thesis submitted	(4 marks) 26-50	
(n) research guidance	10 per degree awarded. 05 per thesis submitted	10 per degree awarded, 05 per thesis submitted	(4 marks) 26-50 (6 marks) 51-75	
Ph.D. M.Phil.P.G dissertation	10 per degree awarded. 05 per thesis submitted 02 per degree awarded	10 per degree awarded, 05 per thesis submitted	(4 marks) 26-50 (6 marks) 51-75 (8 marks)	
Ph.D. M.Phil.P.G dissertation (b) Research Projects com	10 per degree awarded. 05 per thesis submitted 02 per degree awarded	10 per degree awarded, 05 per thesis submitted	(4 marks) 26-50 (6 marks) 51-75 (8 marks) 76-100	15
Ph.D. M.Phil.P.G dissertation	10 per degree awarded. 05 per thesis submitted 02 per degree awarded	10 per degree awarded, 05 per thesis submitted 02 per degree awarded	(4 marks) 26-50 (6 marks) 51-75 (8 marks) 76-100 (10 marks)	15
Ph.D. M.Phil.P.G dissertation (b) Research Projects com 01-10 lakhs	10 per degree awarded. 05 per thesis submitted 02 per degree awarded	10 per degree awarded, 05 per thesis submitted	(4 marks) 26-50 (6 marks) 51-75 (8 marks) 76-100 (10 marks) 101-125	15
Ph.D. M.Phil.P.G dissertation (b) Research Projects com	10 per degree awarded. 05 per thesis submitted 02 per degree awarded pleted	10 per degree awarded. 05 per thesis submitted 02 per degree awarded 05 per project	(4 marks) 26-50 (6 marks) 51-75 (8 marks) 76-100 (10 marks) 101-125	15
Ph.D. M.Phil.P.G dissertation (b) Research Projects com 01-10 lakhs	10 per degree awarded. 05 per thesis submitted 02 per degree awarded pleted 05 per project	10 per degree awarded, 05 per thesis submitted 02 per degree awarded	(4 marks) 26-50 (6 marks) 51-75 (8 marks) 76-100 (10 marks) 101-125 (12 marks)	15
Ph.D. M.Phil.P.G dissertation (b) Research Projects com 01-10 lakhs	10 per degree awarded. 05 per thesis submitted 02 per degree awarded 05 per project 10 per project	10 per degree awarded. 05 per thesis submitted 02 per degree awarded 05 per project	(4 marks) 26-50 (6 marks) 51-75 (8 marks) 76-100 (10 marks) 101-125 (12 marks) Above 125	15
Ph.D. M.Phil.P.G dissertation (b) Research Projects com 01-10 lakhs 10-30 lakhs 30-50 lakhs	10 per degree awarded. 05 per thesis submitted 02 per degree awarded pleted 05 per project 10 per project 15 per	10 per degree awarded. 05 per thesis submitted 02 per degree awarded 05 per project	(4 marks) 26-50 (6 marks) 51-75 (8 marks) 76-100 (10 marks) 101-125 (12 marks)	15
Ph.D. M.Phil.P.G dissertation (b) Research Projects com 01-10 lakhs	10 per degree awarded. 05 per thesis submitted 02 per degree awarded pleted 05 per project 10 per project 15 per project	10 per degree awarded. 05 per thesis submitted 02 per degree awarded 05 per project 10 per project 15 per project	(4 marks) 26-50 (6 marks) 51-75 (8 marks) 76-100 (10 marks) 101-125 (12 marks) Above 125	15
Ph.D. M.Phil.P.G dissertation (b) Research Projects com 01-10 lakhs 10-30 lakhs 30-50 lakhs	10 per degree awarded. 05 per thesis submitted 02 per degree awarded pleted 05 per project 10 per project 15 per project 20 per	10 per degree awarded. 05 per thesis submitted 02 per degree awarded 05 per project	(4 marks) 26-50 (6 marks) 51-75 (8 marks) 76-100 (10 marks) 101-125 (12 marks) Above 125	15
Ph.D. M.Phil.P.G dissertation (b) Research Projects com 01-10 lakhs 10-30 lakhs 30-50 lakhs	10 per degree awarded. 05 per thesis submitted 02 per degree awarded 05 per project 10 per project 15 per project 20 per project	10 per degree awarded. 05 per thesis submitted 02 per degree awarded 05 per project 10 per project 15 per project 20 per project	(4 marks) 26-50 (6 marks) 51-75 (8 marks) 76-100 (10 marks) 101-125 (12 marks) Above 125	15
Ph.D. M.Phil.P.G dissertation (b) Research Projects com 01-10 lakhs 10-30 lakhs 30-50 lakhs	10 per degree awarded. 05 per thesis submitted 02 per degree awarded 05 per project 10 per project 15 per project 20 per project 25 per	10 per degree awarded. 05 per thesis submitted 02 per degree awarded 05 per project 10 per project 15 per project	(4 marks) 26-50 (6 marks) 51-75 (8 marks) 76-100 (10 marks) 101-125 (12 marks) Above 125	15
Ph.D. M.Phil.P.G dissertation (b) Research Projects com 01-10 lakhs 10-30 lakhs 30-50 lakhs	10 per degree awarded. 05 per thesis submitted 02 per degree awarded pleted 05 per project 10 per project 15 per project 20 per project 25 per project	10 per degree awarded. 05 per thesis submitted 02 per degree awarded 05 per project 10 per project 15 per project 20 per project	(4 marks) 26-50 (6 marks) 51-75 (8 marks) 76-100 (10 marks) 101-125 (12 marks) Above 125	15

					<u> </u>
	01-10 Lakhs	02 per project	02 per project		
	10-30 Lakhs	04 per project	04 per project		
	30-50 Lakhs	06 per project	06 per project		
	50-100 Lakhs	08 per project	08 per project		
	>100 Lakhs	10 per project	10 per project		
	(d) Consultancy	03 per	03 per consultancy		
5.	Patents / Policy Documents	consultancy Awards / Fellows	hips		
느	(H) X HILLES			 ∤	
L	International	10 per patent	10 per patent	1-10	
-	National (b) Policy Document (Submike UNO/UNESCO/World	07 per patent	07 per patent	(2 marks) 11-20	
I	like UNO/UNESCO/World Central Government or Sta	10 per document	10 per document	(6 marks) 31-40 (8 marks) Above 40	10
	Vational	07 per document	07 per document	(10 marks)	
L	tate	04 per document	04 per document		
(c) Awards/ Fellowship				
In	ternational	07 per award	07 per award	_	
L	ational	05 per	05 per award	-	
Str	ate/University	award		-	
/Inc	titution .	03 per	03 per award	7 /	
		award		1 1	
(d) Me	Start-ups enter	10 per Start-Up	10 per Start-Up		
(d) Me Inv Ser pre	Start-ups	10 per Start-Up rson/paper presents per in conference p	10 per Start-Up ation in roceedings (paper	1-25 (1 mark) 26-50	-
(d) Me Inv Ser pre Cor	Start-ups entor vited Lectures/Resource Pe minars/Conferences/full pa esented in seminars/ conferences/full but mference Proceedings will but mational	10 per Start-Up rson/paper presents per in conference p	10 per Start-Up ation in roceedings (paper ished as full paper in	(1 mark) 26-50 (2 marks)	
(d) Me Inv Ser pre Cor Inte	Start-ups entor vited Lectures/Resource Pe minars/Conferences/full pa esented in seminars/ conference inference Proceedings will be mational road)	10 per Start-Up rson/paper presente per in conference per ences and also publice counted only once	10 per Start-Up ation in roceedings (paper ished as full paper in e) 07	(1 mark) 26-50	5
(d) Me Inv Ser pre Cor Inte	Start-ups entor vited Lectures/Resource Pe minars/Conferences/full pa esented in seminars/ conferences/full but mference Proceedings will but mational	10 per Start-Up rson/paper presents per in conference prences and also publice counted only once 07	10 per Start-Up ation in roceedings (paper ished as full paper in e) 07	(1 mark) 26-50 (2 marks) 51-75	5
(d) Me Inv Ser pre Cor Inte (Abr	Start-ups entor vited Lectures/Resource Pe minars/Conferences/full pa esented in seminars/ conference Proceedings will b mational road) mational (within country)	10 per Start-Up rson/paper presente per in conference per ences and also publice counted only once	10 per Start-Up ation in roceedings (paper ished as full paper in e) 07	(1 mark) 26-50 (2 marks) 51-75 (3 marks)	5

Note 1

- 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 joint authors.

Joint Projects: Principal Investigator and Co-investigator would get 50 % each.

Note 2

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- *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.

Table H For the post of ASSOCIATE PROFESSORS/PROFESSORS

SLNe	Activity	Grading Criteria	Marks	Maximum
2 (0	Teaching: (Number of classes taught/total classes assigned)*100% (Classes taught includes sessions on tutorials, lab and other teaching related activities) Involvement in the University/College students related activities/research activities in University / College / Institution / Industry: (a) Administrative responsibilities such as Head, Chairperson/Dean/Director/Co-ordinator/Warden etc. (b) Examination and evaluation duties assigned by the College, University or attending the examination paper evaluation. (c) Student related co-curricular, extension and field based activities such as student clubs, career counseling, study visits,	80% & above Good Below 80% but 70% & above Satisfactory Less than 70% - Not Satisfactory Good-Involved in at least 3 activities. Satisfactory 1-2 activities Not satisfactory Not involved/ undertaken any of the activities Note: Number of activities can be within or across the broad categories of activities.	Good – 4 Marks Satisfactory –2 marks Not satisfactory – 0 marks Good – 6 marks Satisfactory – 4 marks. Not satisfactory – 0 marks	Marks

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student seminars and other events, cultural, sports, NCC, NSS and community services. (d) Organising seminars/conferences/ workshop, other College/ University activities (e) Evidence of actively involved in guiding Ph.D students. (f) Conducting minor or major research project sponsored by national or international agencies (g) At least one single or joint publication in peer-reviewed or UGC list of Journals. (h) Involvement in Student Internship / Dissertation / Mentoring / Apprenticeship / Trainees.		

Overall Grading:

Good: Good in teaching and satisfactory or good in activity at Sl.No.2.

Satisfactory: Sausfactory in teaching and good or satisfactory in activity at SI.No 2. 0r

Not Satisfactory: If neither good nor satisfactory in overall grading.

Note: For the purpose of assessing the grading of Activity at Serial No.1 and Serial No.2, all such periods of duration which have been spent by the teacher/scientist or different kinds of paid leaves such as Maternity Leave, Child Care Leave, Study Leave, Medical Leave, Extraordinary Leave and Deputation shall be excluded from the grading assessment. The teacher/scientist shall be assessed for the remaining period of duration and the same shall be extrapolated for the entire period of assessment to arrive at the grading of the teacher/scientist.