

**15 -ാം കേരള നിയമസഭ**

**5 -ാം സമ്മേളനം**

**നക്ഷത്ര ചിഹ്നം ഇല്ലാത്ത ചോദ്യം നം. 5296**

**21-07-2022 - ൽ മറുപടിയ്ക്ക്**

**കാലിക്കറ്റ് യൂണിവേഴ്സിറ്റിയിലെ വിവിധ പഠന വകുപ്പുകളിലേക്കുള്ള നിയമനം**

| ചോദ്യം  |  | ഉത്തരം  |  |
|---|--|---|--|
| പ്രൊഫ. ആബിദ് ഹുസൈൻ തങ്ങൾ  |  | ഡോ. ആർ ബിന്ദു<br>(ഉന്നതവിദ്യാഭ്യാസ-സാമൂഹ്യനീതി വകുപ്പ് മന്ത്രി) |  |
| <p>(എ) കാലിക്കറ്റ് യൂണിവേഴ്സിറ്റിയിലെ വിവിധ പഠന വകുപ്പുകളിലേക്കുള്ള 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 അനുസരിച്ച് ഉദ്യോഗാർത്ഥികളെ ഷോർട്ട് ലിസ്റ്റ് ചെയ്യുന്നതിന് ആധാരമാക്കിയ മാനദണ്ഡം എന്താണെന്ന് വിശദമാക്കുമോ; പ്രസ്തുത നിയമനത്തിന്റെ മാർക്കിംഗ് നിർണ്ണയിക്കുന്ന രീതി വിവരിക്കുന്ന ഉത്തരവ് ലഭ്യമാക്കുമോ?</p> | <p>(എ) 31.12.2019 നു പുറത്തിറക്കിയ GA-II/C1/162156/2019/Admn, GA-II/C1/104750/2019/Admin വിജ്ഞാപനങ്ങൾ പ്രകാരമുള്ള അസോസിയേറ്റ് പ്രൊഫസർ, പ്രൊഫസർ തസ്തികകളിലേക്കുള്ള അപേക്ഷകളിൽ യു.ജി.സി. റെഗുലേഷൻസ് 2018 ലും വിജ്ഞാപനത്തിലും നിഷ്കർഷിച്ച പ്രകാരം ഓരോ തസ്തികയിലേക്കും ആവശ്യമായ യോഗ്യതകൾ അപേക്ഷയിൽ അവകാശപ്പെട്ടിട്ടുള്ള എല്ലാ ഉദ്യോഗാർത്ഥികളെയും അഭിമുഖത്തിനായി ക്ഷണിച്ചിട്ടുണ്ട്. ഓരോ ഉദ്യോഗാർത്ഥികളുടെയും അവകാശവാദങ്ങൾ വിശദമായി പരിശോധിച്ച ശേഷം അവരുടെ യോഗ്യതയിൽ അന്തിമ തീരുമാനം കൈക്കൊണ്ടിട്ടുള്ളത് അതാത് സെലക്ഷൻ കമ്മിറ്റികൾ ആണ്.</p> <p>യു.ജി.സി. റെഗുലേഷൻസ് 2018 പ്രകാരം അസിസ്റ്റന്റ് പ്രൊഫസർ തസ്തികയിലേക്ക് ഉദ്യോഗാർത്ഥികളെ ഷോർട്ട് ലിസ്റ്റ് ചെയ്യുന്നതിനായി വ്യക്തമായ നിർദ്ദേശങ്ങൾ ഉൾക്കൊള്ളിച്ചിട്ടുണ്ടെങ്കിലും അസോസിയേറ്റ് പ്രൊഫസർ, പ്രൊഫസർ തസ്തികകളിലേക്ക് അഭിമുഖത്തിനായി ഉദ്യോഗാർത്ഥികളെ ഷോർട്ട് ലിസ്റ്റ് ചെയ്യുവാൻ പ്രത്യേകം നിഷ്കർഷിച്ചതായി കാണുന്നില്ല. ഇതിനാൽ തന്നെ ഷോർട്ട് ലിസ്റ്റ് ചെയ്യുന്നതിന് പ്രത്യേകം മാർക്കിംഗ് രീതികൾ ഒന്നും തന്നെ പുറപ്പെടുവിച്ചിട്ടില്ല. പകരം യു.ജി.സി. റെഗുലേഷൻസ് 2018 ൽ ഓരോ തസ്തികകളിലേക്കും നിഷ്കർഷിച്ചിട്ടുള്ള യോഗ്യതകൾ അതേപടി പരിഗണിക്കുകയും അപേക്ഷയിൽ പ്രസ്തുത യോഗ്യതകൾ അവകാശപ്പെട്ടിട്ടുള്ള എല്ലാ ഉദ്യോഗാർത്ഥികളെയും അഭിമുഖത്തിനായി ക്ഷണിക്കുകയും ചെയ്തിട്ടുണ്ട്. ഇത്തരം ഉദ്യോഗാർത്ഥികളുടെ എണ്ണം താരതമ്യേന</p> |   |  |

കുറവായതിനാൽ കൂടി ഷോർട്ട് ലിസ്റ്റ് ചെയ്യുന്നതിനായി പ്രത്യേകം മാനദണ്ഡങ്ങൾ ഒന്നും തന്നെ രൂപീകരിച്ചിട്ടില്ല.

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

**Associate Professor :**

**Eligibility:**

1. 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. (ഭേദിൾ 2-ൻ്റെ പകർപ്പ് അനുബന്ധം -1 ആയി ഉള്ളടക്കം ചെയ്യുന്നു).

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

അഭിമുഖത്തിൽ മാർക്കുകൾ നൽകുന്നതിന് യു.ജി.സി.റെഗുലേഷൻസ് 2018 ന്റെ അടിസ്ഥാനത്തിൽ "സ്റ്റോറിങ് ക്രെറ്റീരിയ" നിർവ്വചിച്ചുകൊണ്ട് പ്രത്യേകം ഉത്തരവും പുറപ്പെടുവിച്ചിട്ടുണ്ട്. (UO No.3344/2021/Admn dated 16.03.2021). (ഉത്തരവിൻ്റെ പകർപ്പ് അനുബന്ധം - 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 per paper  | 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 (420 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 e-content for complete course/ paper /e-book  | 10  | 10   |
| 4    | (a) Research guidance   |   |  |

|    |   |  |  |
|----|---|--|--|
|    | Ph.D.   | 10 per degree awarded<br>05 per thesis submitted | 10 per degree awarded<br>05 per thesis submitted |
|    | M.Phil./P.G dissertation  | 02 per degree awarded                            | 02 per degree awarded                            |
|    | <b>(b) Research Projects Completed</b>  |  |  |
|    | More than 10 lakhs  | 10   | 10   |
|    | Less than 10 lakhs  | 05   | 05   |
|    | <b>(c) Research Projects Ongoing :</b>  |  |  |
|    | More than 10 lakhs  | 05   | 05   |
|    | Less than 10 lakhs  | 02   | 02   |
|    | <b>(d) Consultancy</b>  | 03   | 03   |
| 5  | <b>(a) Patents</b>  |  |  |
|    | International   | 10   | 10   |
|    | National  | 07   | 07   |
|    | <b>(b) *Policy Document (Submitted to an International body/organisation like UNO/UNESCO/World Bank/International Monetary Fund etc. or Central Government or State Government)</b>   |  |  |
|    | International   | 10   | 10   |
|    | National  | 07   | 07   |
|    | State   | 04   | 04   |
|    | <b>(c) Awards/Fellowship</b>  |  |  |
|    | International   | 07   | 07   |
|    | National  | 05   | 05   |
|    |   |  |  |
|    |   |  |  |
| 6. | <b>*Invited lectures / Resource Person/ paper presentation in Seminars/ Conferences/full paper in Conference Proceedings (Paper presented in Seminars/Conferences and also published as full paper in Conference Proceedings will be counted only once)</b> |  |  |
|    | International (Abroad)  | 07   | 07   |
|    | International (within country)  | 05   | 05   |
|    | National  | 03   | 03   |
|    | State/University  | 02   | 02   |

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

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

- i) Paper in refereed journals without impact factor - 5 Points
  - ii) Paper with impact factor less than 1 - 10 Points
  - iii) Paper with impact factor between 1 and 2 - 15 Points
  - iv) Paper with impact factor between 2 and 5 - 20 Points
  - v) Paper with impact factor between 5 and 10 - 25 Points
  - vi) Paper with impact factor >10 - 30 Points
- (a) Two authors: 70% of total value of publication for each author.
- (b) More than two authors: 70% of total value of publication for the First/Principal/Corresponding author and 30% of total value of publication for each of the 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 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 than 60% = 10   | 45% to less than 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)/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<br>(Awards given by International Organisations/ Government of India / Government of India recognised National Level Bodies) | 03               |                           |   |                           |
|      | State-Level<br>(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.

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അനുമതി - II

File 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

U.O.No 3344/2021/Admn

G & A - II - C

Dated, Calicut University P O, 16.03 2021

Read-1 Notification Nos. GAII/C1/16156/2019/Admn and GAII/C1/104750/2019/Admn dated 31.12.2019

2. The extract of the urgent item of the minutes of the meeting of the Syndicate held on 19.02.2021.

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 2018.

(4) The resolution of the meeting of the Syndicate held on 19.02.2021. vide item No 2021.221\* is therefore implemented

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

**UNIVERSITY OF CALICUT**

**Selection criteria for recruitment of Associate Professors/Professors**

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

**Associate Professor**

1. 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 Table II annexed.

2. All the shortlisted candidates mentioned above will be called for the interview.
3. The maximum mark allotted will be out of 100 and the allotment of marks shall be as given below:-

| Sl No. | Description   | Maximum Marks Allotted |
|--------|---|------------------------|
| 1.     | Table I (a) (appended)  | 60                     |
| 2.     | Table II (appended)   | 10                     |
| 3.     | Ability for teaching and/or research aptitude through a seminar or lecture as envisaged in the UGC Regulations 2018 | 10                     |
| 4.     | Interview   | 20                     |
|        | <b>TOTAL</b>  | <b>100</b>             |

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**

1. 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.
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 Allotted |
|---------|--|------------------------|
| 1.      | Table I (b) (appended)   | 60                     |
| 2.      | Table II (appended)  | 10                     |
| 3.      | Ability for teaching and/or research aptitude through a seminar or lecture as envisaged in the UGC regulations 2018. | 10                     |
| 4.      | Interview  | 20                     |
|         | <b>TOTAL</b>   | <b>100</b>             |

4. Candidates who have scored less than 55 (for SCIST 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.

ANNEXURESTable I

(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.)

| Sl. No. | Academic/Research Activity  | Faculty of Sciences and other related disciplines | Faculty of Languages/Humanities/Arts/Social Sciences/Library Sciences/Education/Physical Education/Commerce/Management and other related disciplines. | Scores Obtained by the Candidate |
|---------|---|---|---|----------------------------------|
| 1.      | Research Papers in peer reviewed or UGC listed journals   | 08 per paper                                      | 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 & 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/courses                          | 02 per curricula/courses  |                                  |
|         | (c) MOOCs   |   |   |                                  |
|         | Development of complete MOOCs in 4 quadrants (4 credit course) (In case of MOOCs of lesser credits 05 marks/credit)         | 20  | 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 Co-ordinator for MOOCs (4 credit course) (In case of MOOCs of lesser credits 02 marks/credit)     | 08  | 08  |  |
| <b>(d) E-Content</b>                   |  |   |   |  |
|  | 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 e-content for complete course/paper/e-book   | 10  | 10  |  |
| 4.                                     | <b>(a) Research Guidance</b>   |   |   |  |
|  | Ph.D.  | 10 per degree awarded.<br>05 per thesis submitted | 10 per degree awarded.<br>05 per thesis submitted |  |
|  | M Phil., P.G. dissertation   | 02 per degree awarded                             | 02 per degree awarded                             |  |
| <b>(b) Research Projects completed</b> |  |   |   |  |
|  | More than 10 lakhs   | 10  | 10  |  |
|  | Less than 10 lakhs   | 05  | 05  |  |
| <b>(c) Research Projects Ongoing:</b>  |  |   |   |  |
|  | More than 10 lakhs   | 05  | 05  |  |
|  | Less than 10 lakhs   | 02  | 02  |  |
|  | <b>(d) Consultancy</b>   | 03  | 03  |  |
| 5.                                     | <b>(a) Patents</b>   |   |   |  |
|  | International  | 10  | 10  |  |
|  | National   | 07  | 07  |  |

|   |   |    |    |
|---|---|----|----|
| (b) *Policy Document (Submitted to an International body/organisation like UNO/UNESCO/World Bank/ International Monetary Fund etc. or Central Government or State Government) |   |    |    |
| International   | 10  | 10 |    |
| National  | 07  | 07 |    |
| State   | 04  | 04 |    |
| (c) Awards/Fellowship   |   |    |    |
| International   | 07  | 07 |    |
| National  | 05  | 05 |    |
| 6.  | *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 | 05 |
|   | National  | 03 | 03 |
|   | State/University  | 02 | 02 |

The Research score for research papers would be augmented as follows:  
Peer-Reviewed or UGC listed Journals (Impact factor to be determined as per Thomson Reuter's list of current year):

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

- a) Two authors: 70% of total value of publication for each author.  
b) More than two authors: 70% of total value of publication for the First/Principal/Corresponding author and 30% of total value of publication for each of the 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 teacher concerned.
- 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.)

| Sl. No | Academic/ Research Activity   | Faculty of Sciences/ 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 points scored   | Maximum Marks Scored by the Candidate |
|--------|---|--|--|---|---------------------------------------|
| 1.     | Research Papers in Peer – Reviewed or UGC listed Journals.          | Each paper without any impact factor (5 points)<br>Impact factor:-<br>Less than 0.5 (10 points)<br>0.5-1 (20 points)<br>1-2 (30 points)<br>2-3 (35 points)<br>3-4 (40 points)<br>4-5 (45 points)<br>Greater than 5 (50 points) | Each paper without any impact factor (5 points)<br>Impact factor:-<br>Less than 0.5 (10 points)<br>0.5-1 (20 points)<br>1-2 (30 points)<br>2-3 (35 points)<br>3-4 (40 points)<br>4-5 (45 points)<br>Greater than 5 (50 points) | 1-50 (4 marks)<br>51-100 (6 marks)<br>101-150 (8 marks)<br>151-200 (10 marks)<br>201-250 (12 marks)<br>251-300 (16 marks)<br>Above 300 (20 marks) | 20                                    |
| 2.     | Publications (other than Research papers)                           |  |  |   |                                       |
|        | (a) Books authored which are published by:                          |  |  |   |                                       |
|        | International publishers  | 12 per book  | 12 per book  |   |                                       |
|        | National Publishers   | 10 per book  | 10 per book  |   |                                       |
|        | Chapter in Edited Book  | 05 per chapter   | 05 per chapter   |   |                                       |
|        | Editor of book by International Publisher with one chapter authored | 10 per book  | 10 per book  | 0-10 (1 mark)<br>11-20 (2 marks)<br>21-30 (3 marks)<br>31-40  | 5                                     |

|   |   |                            |                            |   |   |
|---|---|----------------------------|----------------------------|---|---|
|   | Editor of Book by National Publisher with one chapter authored  | 08 per book                | 08 per book                | (4 marks)<br>Above 40<br>(5 marks)  |   |
|   | (b) Translation works in Indian and Foreign Languages by qualified faculties  |                            |                            |   |   |
|   | Chapter /Research paper   | 03 Chapter /Research paper | 03 Chapter /Research paper |   |   |
|   | Book  | 08 per book                | 08 per book                |   |   |
|   | (c) Conference papers published with ISBN Number  | 5 per paper                | 5 per paper                |   |   |
| 3 | Creation of ICT mediated Teaching Learning pedagogy and content and development of new and innovative courses and curricula |                            |                            | 1-10<br>(1 mark)<br>11-20<br>(2 marks)<br>21-30<br>(3 marks)<br>31-40<br>(4 marks)<br>Above 40<br>(5 marks) | 5 |
|   | (a) Development of Innovative pedagogy  | 05                         | 05                         |   |   |
|   | (b) Design of new curricula & 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                         | 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 Co-ordinator 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 e- content for complete course/paper/ e-book   | 10  | 10  |                        |    |
| 4.   | <b>Research Guidance / Research Projects / Consultancy</b>   |   |   |                        |    |
|      | <b>(a) Research guidance</b>   |   |   |                        |    |
|      | Ph.D   | 10 per degree Awarded.<br>05 per thesis submitted | 10 per degree Awarded.<br>05 per thesis submitted | 1-25<br>(4 marks)      | 15 |
|      | M.Phil.P.G dissertation  | 02 per degree awarded                             | 02 per degree awarded                             | 26-50<br>(6 marks)     |    |
|      | <b>(b) Research Projects completed</b>   |   |   | 51-75<br>(8 marks)     |    |
| ≤ 10 | 01-10 Lakhs  | 05 per project                                    | 05 per project                                    | 76-100<br>(10 marks)   |    |
| > 10 | 10-30 Lakhs  | 10 per project                                    | 10 per project                                    | 101-125<br>(12 marks)  |    |
|      | 30-50 Lakhs  | 15 per project                                    | 15 per project                                    | Above 125 (15 marks)   |    |
|      | 50-100 Lakhs   | 20 per project                                    | 20 per project                                    |                        |    |
|      | >100 Lakhs   | 25 per project                                    | 25 per project                                    |                        |    |
|      | <b>(c) Research projects Ongoing</b>   |   |   |                        |    |
| ≥ 10 | 01-10 Lakhs  | 02 per project                                    | 02 per project                                    |                        |    |
| > 10 | 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                                    |                        |    |
|      | <b>(d) Consultancy</b>   | 03 per consultancy                                | 03 per consultancy                                |                        |    |
| 5.   | <b>Patents / Policy Documents / Awards / Fellowships</b>   |   |   |                        |    |
|      | <b>(a) Patents</b>   |   |   | 1-10<br>(2 marks)      | 10 |
|      | International  | 10 per patent                                     | 10 per patent                                     | 11-20<br>(4 marks)     |    |
|      | National   | 07 per patent                                     | 07 per patent                                     | 21-30<br>(6 marks)     |    |
|      | <b>(b) Policy Document (Submitted to an International body/organisation like UNO/UNESCO/World Bank/ International Monetary Fund etc or Central Government or State Government)</b> |   |   | 31-40<br>(8 marks)     |    |
|      | International  | 10 per document                                   | 10 per document                                   | above 40<br>(10 marks) |    |
|      | National   | 07 per document                                   | 07 per document                                   |                        |    |
|      | State  | 04 per document                                   | 04 per document                                   |                        |    |
|      | <b>(c) Awards/Fellowship</b>   |   |   |                        |    |
|      | International  | 07 per award                                      | 07 per award                                      |                        |    |
|      | National   | 05 per award                                      | 05 per award                                      |                        |    |
|      | State / University /   | 03 per award                                      | 03 per award                                      |                        |    |

addition

Additional

|    |  |                 |                 |  |   |
|----|--|-----------------|-----------------|--|---|
|    | Institution  |                 |                 |  |   |
|    | (d) Start-ups Mentor   | 10 per Start-up | 10 per Start-up |  |   |
| 6. | 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) |                 |                 | 1-25<br>(1 mark)<br>26-50<br>(2 marks)<br>51-75<br>(3 marks)<br>76-100<br>(4marks)<br>Above 100<br>(5 marks) | 5 |
|    | International (Abroad)   | 07              | 07              |  |   |
|    | International (within country)   | 05              | 05              |  |   |
|    | National   | 03              | 03              |  |   |
|    | State/University   | 02              | 02              |  |   |

Note 1 2c = 6 duplicates

- 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 teacher concerned.



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.)

| Sl. No. | Academic/ Research Activity                             | Faculty of Sciences/ and other related disciplines   | Faculty of Languages/Humanities/Arts/ Social Sciences/Library Sciences/Education/Physical Education/Commerce/ Management and other related disciplines   | Distribution of Marks   | Maximum Marks Scored by the Candidate |
|---------|---|--|--|---|---------------------------------------|
| 1.      | Research Papers in Peer-reviewed or UGC listed Journals | Each paper without Impact factor (5 points)<br>Impact factor:-<br>Less than 0.5 (10 points)<br>0.5-1 (20 points)<br>1-2 (30 points)<br>2-3 (35 Points)<br>3-4 (40 points)<br>4-5 (45 points)<br>Greater than 5 (50 points) | Each paper without Impact factor (5 points)<br>Impact factor:-<br>Less than 0.5 (10 points)<br>0.5-1 (20 points)<br>1-2 (30 points)<br>2-3 (35 Points)<br>3-4 (40 points)<br>4-5 (45 points)<br>Greater than 5 (50 points) | 1-50 (4 marks)<br>51-100 (6 marks)<br>101-150 (8 marks)<br>151-200 (10 marks)<br>201-250 (12 marks)<br>251-300 (16 marks)<br>Above 300 (20 marks) | 20                                    |
| 2.      | Publications (other than Research papers)               |  |  |   |                                       |
|         | (a) Books authored which are published by:              |  |  |   |                                       |
|         | International publishers                                | 12 per book  | 12 per book  | 0-10 (1 mark)<br>11-20 (2 marks)  | 5                                     |

|   |   |                                  |  |   |
|---|---|----------------------------------|--|---|
| National Publishers   | 10 per book   | 10 per book                      | 21-30<br>(3 marks)<br>31-40<br>(4marks)<br>Above 40<br>(5marks)  |   |
| Chapter in Edited Book  | 05 per chapter  | 05 per chapter                   |  |   |
| Editor of book by International Publisher with one chapter authored   | 10 per book   | 10 per book                      |  |   |
| Editor of Book by National Publisher with one chapter authored  | 08 per book   | 08 per book                      |  |   |
| (b) Translation works in Indian and Foreign Languages by qualified faculties  |   |                                  |  |   |
| Chapter or Research paper   | 03 per Chapter or Research paper  | 03 per Chapter or Research paper |  |   |
| Book  | 08 per book   | 08 per book                      |  |   |
| (c) Conference papers published with ISBN Number  | 05 per paper  | 05 per paper                     |  |   |
| 3   | Creation of ICT mediated Teaching Learning pedagogy and content and development of new and innovative courses and curricula |                                  | 1-10<br>(1 mark)<br>11-20<br>(2 marks)<br>21-30<br>(3 marks)<br>31-40<br>(4 marks)<br>Above<br>40<br>(5 marks) | 5 |
| (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  | 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 Co-ordinator for MOOCs (4 credit course)<br>(In case of MOOCs of lesser credits 02 marks/credit) | 08  | 08  |   |    |  |
| <b>(d) E-Content</b>  |   |   |   |    |  |
| Development of e-Content<br>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 e-content for complete course/paper/e-book  | 10  | 10  |   |    |  |
| <b>4. Research Guidance / Research Projects / Consultancy</b>   |   |   |   |    |  |
| <b>(a) Research guidance</b>  |   |   |   |    |  |
| Ph.D.   | 10 per degree awarded.<br>05 per thesis submitted | 10 per degree awarded.<br>05 per thesis submitted | 1-25<br>(4 marks)<br>26-50<br>(6 marks)<br>51-75<br>(8 marks)<br>76-100<br>(10 marks) | 15 |  |
| M.Phil.P.G dissertation   | 02 per degree awarded                             | 02 per degree awarded                             | 101-125<br>(12 marks)<br>Above 125<br>(15marks)                                       |    |  |
| <b>(b) Research Projects completed</b>  |   |   |   |    |  |
| 01-10 lakhs   | 05 per project                                    | 05 per project                                    |   |    |  |
| 10-30 lakhs   | 10 per project                                    | 10 per project                                    |   |    |  |
| 30-50 lakhs   | 15 per project                                    | 15 per project                                    |   |    |  |
| 50-100 lakhs  | 20 per project                                    | 20 per project                                    |   |    |  |
| >100 lakhs  | 25 per project                                    | 25 per project                                    |   |    |  |
| <b>(c) Research projects Ongoing</b>  |   |   |   |    |  |

|  |                    |                    |   |    |
|--|--------------------|--------------------|---|----|
| 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 consultancy | 03 per consultancy |   |    |
| <b>5. Patents / Policy Documents / Awards / Fellowships</b>  |                    |                    |   |    |
| <b>(a) Patents</b>   |                    |                    |   |    |
| International  | 10 per patent      | 10 per patent      | 1-10<br>(2 marks)<br>11-20<br>(4 marks)<br>21-30<br>(6 marks)<br>31-40<br>(8 marks)<br>Above 40<br>(10 marks) | 10 |
| National   | 07 per patent      | 07 per patent      |   |    |
| <b>(b) Policy Document (Submitted to an International body/organisation like UNO/UNESCO/World Bank/ International Monetary Fund etc., or Central Government or State Government)</b>   |                    |                    |   |    |
| International  | 10 per document    | 10 per document    |   |    |
| National   | 07 per document    | 07 per document    |   |    |
| State  | 04 per document    | 04 per document    |   |    |
| <b>(c) Awards/ Fellowship</b>  |                    |                    |   |    |
| International  | 07 per award       | 07 per award       |   |    |
| National   | 05 per award       | 05 per award       |   |    |
| State/University<br>Institution  | 03 per award       | 03 per award       |   |    |
| <b>(d) Start-ups<br/>Mentor</b>  | 10 per Start-Up    | 10 per Start-Up    |   |    |
| <b>6. Invited Lectures/Resource Person/paper presentation in Seminars/Conferences/full paper in conference proceedings (paper presented in seminars/ conferences and also published as full paper in Conference Proceedings will be counted only once)</b> |                    |                    | 1-25<br>(1 mark)<br>26-50<br>(2 marks)<br>51-75<br>(3 marks)<br>76-100<br>(4 marks)<br>Above 100<br>(5 marks) | 5  |
| International<br>(Abroad)  | 07                 | 07                 |   |    |
| International (within country)   | 05                 | 05                 |   |    |
| National   | 03                 | 03                 |   |    |
| State/University   | 02                 | 02                 |   |    |

Note 1

- Two authors: 70% of total value of publication for each author.
- 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 teacher concerned.

Table H

For the post of ASSOCIATE PROFESSORS/PROFESSORS

| Sl.No | Activity   | Grading Criteria  | Marks   | Maximum Marks |
|-------|--|---|---|---------------|
| 1.    | Teaching: (Number of classes taught/total classes assigned)*100%<br>(Classes taught includes sessions on tutorials, lab and other teaching related activities)   | 80% & above<br>- Good<br>Below 80% but 70% & above<br>- Satisfactory<br>Less than 70% - Not Satisfactory  | Good - 4 Marks<br>Satisfactory - 2 marks<br>Not satisfactory - 0 marks  | 10            |
| 2.    | Involvement in the University/College students related activities/research activities in University / College / Institution / Industry:<br>(a) Administrative responsibilities such as Head, Chairperson/Dean/Director/ Co-ordinator/Warden etc.<br>(b) Examination and evaluation duties assigned by the College, University or attending the examination paper evaluation.<br>(c) Student related co- curricular, extension and field based activities such as student clubs, career counseling, study visits, | Good- Involved in at least 3 activities.<br>Satisfactory<br>1-2 activities<br>Not satisfactory<br>Not involved/<br>undertaken<br>any of the activities<br>Note:<br>Number of activities can be within or across the broad categories of activities. | Good - 6 marks<br>Satisfactory - 4 marks.<br>Not satisfactory - 0 marks |               |

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

**Overall Grading:**

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

Or

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

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.

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