



**UNIVERSITY OF CALICUT**

**Abstract**

University of Calicut - Private Aided Colleges affiliated to the University - Selection of Assistant Professors - Revision of guidelines based on the UGC Regulations, 2018 - Sanctioned - Orders issued.

---

**General and Academic II - 'F' Section**

U.O.No. 13084/2021/Admn

Dated, Calicut University.P.O, 26.10.2021

---

*Read:-*(1) U.O. No.8660/2016/Admn dated 16.07.2016.  
(2) Notification No.72431/GA-II-F-SO/2019/Admn dated 26.02.2020.  
(3) U.O. No.5583/2020/Admn dated 17.06.2020.  
(4) U.O. No.5828/2021/Admn dated 01.06.2021.  
(5) Extract of the urgent item of the minutes of the meeting of the Syndicate held on 22.09.2021, vide item No. 2021.909\*.  
(6) Orders of the Vice Chancellor dated 22.10.2021.

**ORDER**

1. As per University Order read as (1), orders were issued approving the guidelines for the selection of Assistant Professors in the Private Aided Colleges affiliated to the University.
2. The Academic Council at its meeting held on 05.10.2019 resolved vide item No. I.37 to approve the draft amendment to the regulations incorporating the University Grants Commission (Minimum Qualifications for Appointment of Teachers and other Academic Staff in Universities and Colleges and Measures for the Maintenance of Standards in Higher Education) Regulations, 2018. The Senate at its meeting held on 16.11.2019 resolved vide item No. III.16 to approve the draft amendment to the regulations incorporating the University Grants Commission (Minimum Qualifications for Appointment of Teachers and other Academic Staff in Universities and Colleges and Measures for the Maintenance of Standards in Higher Education) Regulations, 2018. The process of amending the University Regulations in accordance with UGC Regulations, 2018, was completed by the publication of Notification as per paper read as (2), in the Gazette dated 02.06.2020.
3. As per paper read as (3), orders were issued implementing the resolution of the Syndicate held on 07.03.2020 vide item No.250\* (Emended on 18.03.2020 as per item No.2020.324), which was decided to modify the guidelines related to the appointment of teachers in the affiliated colleges in accordance with the UGC Regulations, 2018 and to continue the existing guidelines till its preparation.
4. As per paper read as (4), orders were issued implementing the resolution, item No.2021.392\* of the Syndicate held on 17.05.2021, to constitute a subcommittee to study the matter of modifying the existing guidelines for the selection of Assistant Professors in Private Aided Colleges in accordance with the UGC Regulations, 2018.
5. As per paper read as (5), the Syndicate held on 22.09.2021 resolved to accept the guidelines recommended by the Subcommittee, appointed by the Syndicate which determined the criteria for appointment to the post of Assistant Professor in the affiliated private aided colleges as per the UGC Regulations, 2018.
6. Under the circumstance, sanction has been accorded by the Vice Chancellor, as per orders

read as (6), to approve the following guidelines submitted by the subcommittee for the selection of Assistant Professors in Private Aided Colleges, approved by the Syndicate, exercising the powers conferred under Section 10 (13), Chapter III of the Calicut University Act, 1975:

### **Criteria for Selection of Assistant Professor in Affiliated Colleges**

#### **(based on the UGC Regulations 2018)**

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

All the candidates for the post of Assistant Professor who have prescribed qualifications as per the relevant sub clause under clause 4.0 of the UGC Regulations on Minimum Qualifications for Appointment of Teachers and other Academic Staff in Universities and Colleges and Measures for the Maintenance of Standards in Higher Education, 2018 shall be shortlisted on the basis of the criteria given below:

#### **Assistant Professor (In Affiliated Colleges)**

<b>Sl No.</b>	<b>Academic Record</b>	<b>Score</b>	<b>Score Obtained</b>
1	Graduation	80% and above = 21 60% to Less than 80% = 19 55% to less than 60% = 16 45% to Less than 55% = 10	
2	Post Graduation	80% and above = 25 60% to Less than 80% = 23 55% (50% in the case of SC/ST/OBC(non-creamy layer)/PwD) to less than 60% = 20	
3	M.Phil.	60% and above = 07 55% to less than 60% = 05	
4	Ph.D.	25	
5	NET with JRF	10	
	NET	08	
	SLET/SET (as per UGC)	05	
6	<b>Research Publications</b> (2 marks for each Research Publication published in Peer Reviewed or UGC listed journals)	06	
7	<b>Teaching /Post-Doctoral experience</b> (2 marks for one year each. If the period of teaching / Post- doctoral experience is less than one year then marks shall be reduced proportionately)	10	
8	<b>Awards</b>		
	International /National level (Awards given by International Organizations /Govt. of India/ Govt. of India Recognized National Level Bodies)	03	
	State Level ( Awards given by State Government)	02	

**Notes:**

- i. Candidates with M.Phil. + Ph.D. will be awarded a maximum of 25 Marks.
- ii. Candidates with JRF/NET/SET will be awarded a maximum of 10 Marks.
- iii. In item-8 'Awards' category, maximum score is 03 marks. Awards obtained for best paper presentation in Seminar/Conference or Fellowship Grants will not be considered against this item.
- iv. SLET/SET score shall be valid for appointment in the respective State Universities / Colleges / Institutions only.
- v. Teaching experience in University Departments, approved teaching services in Govt./Aided Colleges/ All Collegiate Services under PSC/DD Approved Teaching Services as Guest Teacher in Affiliated Colleges (other than those Teaching for Unaided courses) and Govt. Colleges will be considered in item no.7 in the short listing criteria.

The **Total Academic Score (TAS)** will be calculated as follows:

	Max.Score	Score obtained
Academic Score (vide items 1-5 & 8)	84	
Research Publications (vide item 6)	06	
Teaching /Post-Doctoral experience (vide item 7)	10	
<b>Total Academic Score (TAS)</b>	100	

UGC Regulations, 2018 Section 4.1 stated that Academic Score as specified in Appendix II (Table 3 B) for colleges shall be considered for shortlisting of the candidates (both open & reservation post) for interview only, and the selection shall be based only on the performance of the candidate in the interview. The score attained by the candidate in the interview alone shall be considered for selection. The constitution of the selection committee shall be in accordance with section 5.1 of the UCC Regulations 2018.

The number of candidates to be called for interviews shall be decided by the college based on the following common guidelines and instructions, for ensuring credibility and for fulfilling the selection process most efficiently and transparently keeping up the quality standards envisaged in the University/UGC Laws.

**Common Guidelines and Instructions to Colleges**

- The applicants shall be shortlisted for the interview based on the TAS detailed above. Twenty (20) candidates are to be shortlisted category wise (open or reserved) for each vacant post of Assistant Professor. For every additional vacant post in the same category ten (10) more candidates per vacancy shall be added to this list. While setting the cut off score in this manner, if there are more candidates with same TAS that equals this cut off score, all such candidates shall also be included in the list of shortlisted candidates for interview.
- All eligible Scheduled Caste (SC) / Scheduled Tribe (ST) and Differently-abled (PwD) candidates are to be included in the shortlist for interview.
- If the total number of eligible candidates is less than 20 for 'open' or 'reserved' post, all those candidates belonging to that category shall be shortlisted for interview.
- All the eligible candidates shortlisted as per the above criteria will be called for interview. The Maximum marks fixed for the interview shall be Fifty (50). The split up of marks awarded in the interview shall be based on the following components as envisaged in the UGC Regulations: a) Teaching Aptitude, b) Research Aptitude, c) Domain Knowledge d) Presentation /Communication /Discussion skills, and e) Ability to use latest Technology for Teaching.
- Ranking/Selection shall be purely based on the marks obtained in the interview.

- The Academic Score sheet containing the scores obtained by all the applicants, before shortlisting for interview and the interview score sheet of shortlisted candidates duly signed by all the Members of the Selection Committee present shall be forwarded by the college to the University along with the proposal for the approval of initial appointment of Assistant Professors.
- The ranklist published for the appointment of Assistant Professors or the interview process under-way as per University Order No.5583/2020/Admn dated 17.06.2020 by the Educational Agencies of Affiliated Colleges prior to the issue of this order shall be considered for approval, if the candidates are otherwise qualified for the same as per Norms of UGC / University / Government.

Abdul Sathar P.P

Assistant Registrar

To

The Educational Agencies and Principals of all Private Aided Colleges affiliated to the University.

Copy to:

PS to VC/PA to PVC/PA to Registrar/GA II A/GA II C/GA II Special Cell/GA II H/Joint Director, KSAD.

Forwarded / By Order

Section Officer