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 4.1 (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 1 (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
	TOTAL	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

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
	TOTAL	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

Table 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	
	(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. 05 per thesis submitted	10 per degree awarded. 05 per thesis submitted	
	M.Phil., P.G. dissertation	02 per degree awarded	02 per degree awarded	
	(b) Research Projects completed			
	More than 10 lakhs	10	10	
	Less than 10 lakhs	05	05	
	(c) Research Projects Ongoing:			
	More than 10 lakhs	05	05	
	Less than 10 lakhs	02	02	
	(d) Consultancy	03	03	
5.	**(a) Patents**			
	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 than1	-	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) 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 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 marks)	20
2.	Publications (other than Research papers)				
	(a) Books authored which are published by:			0-10 (1 mark) 11-20 (2 marks) 21-30 (3 marks) 31-40	5
	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		

				(4 marks) Above40 (5 marks)	
	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 /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**				
	(a)Development of Innovative pedagogy	05	05	1-10 (1 mark) 11-20 (2 marks) 21-30 (3 marks) 31-40 (4 marks) Above 40 (5 marks)	5
	(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.	**Research Guidance / Research Projects / Consultancy**			1-25 (4 marks) 26-50 (6 marks) 51-75 (8 marks) 76-100 (10 marks) 101-125 (12 marks) Above 125 (15 marks)	15
	(a) Research guidance				
	Ph.D	10 per degree Awarded. 05 per thesis submitted	10 per degree Awarded. 05 per thesis submitted		
	M.Phil.P.G dissertation	02 per degree awarded	02 per degree awarded		
	(b) Research Projects completed				
	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		
	(c) Research projects Ongoing				
	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		
5.	**Patents / Policy Documents / Awards / Fellowships**			1-10 (2 marks) 11-20 (4 marks) 21-30 (6 marks) 31-40 (8 marks) above 40 (10 marks)	10
	(a) Patents				
	International	10 per patent	10 per patent		
	National	07 per patent	07 per patent		
	(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 per document	10 per document		
	National	07 per document	07 per document		
	State	04 per document	04 per document		
	(c) Awards/Fellowship				
	International	07 per award	07 per award		
	National	05 per award	05 per award		
	State / University /	03 per award	03 per award		

	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 (1 mark) 26-50 (2 marks) 51-75 (3 marks) 76-100 (4marks) Above 100 (5 marks)	5
	International (Abroad)	07	07		
	International (within country)	05	05		
	National	03	03		
	State/University	02	02		

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

- 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) 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.	Publications (other than Research papers)			0-10 (1 mark)	
	(a) Books authored which are published by:			11-20 (2 marks)	5
	International publishers	12 per book	12 per book		

	National Publishers	10 per book	10 per book	21-30 (3 marks) 31-40 (4marks) Above 40 (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				
	(a) Development of Innovative pedagogy	05	05		
	(b) Design of new curricula and courses	02 per curricula/ course	02 per curricula/ course		
	(c) MOOCs			1-10 (1 mark) 11-20 (2 marks) 21-30 (3 marks) 31-40 (4 marks) Above 40 (5 marks)	5
	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.	**Research Guidance / Research Projects / Consultancy**			1-25 (4 marks) 26-50 (6 marks) 51-75 (8 marks) 76-100 (10 marks) 101-125 (12 marks) Above 125 (15marks)	15
	(a) Research guidance				
	Ph.D.	10 per degree awarded. 05 per thesis submitted	10 per degree awarded. 05 per thesis submitted		
	M.Phil.P.G dissertation	02 per degree awarded	02 per degree awarded		
	(b) Research Projects completed				
	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		
	(c) Research projects Ongoing				

	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		
5.	**Patents / Policy Documents / Awards / Fellowships**			1-10 (2 marks) 11-20 (4 marks) 21-30 (6 marks) 31-40 (8 marks) Above 40 (10 marks)	**10**
	(a) Patents				
	International	10 per patent	10 per patent		
	National	07 per patent	07 per patent		
	(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 per document	10 per document		
	National	07 per document	07 per document		
	State	04 per document	04 per document		
	(c) Awards/ Fellowship				
	International	07 per award	07 per award		
	National	05 per award	05 per award		
	State/University /Institution	03 per award	03 per award		
	(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 (1 mark) 26-50 (2 marks) 51-75 (3 marks) 76-100 (4 marks) Above 100 (5 marks)	**5**
	International (Abroad)	07	07		
	International (within country)	05	05		
	National	03	03		
	State/University	02	02		

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

- 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 II

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% (Classes taught includes sessions on tutorials, lab and other teaching related activities)	80% & above - Good Below 80% but 70% & above - Satisfactory Less than 70% - Not Satisfactory	Good – 4 Marks Satisfactory –2 marks Not satisfactory - 0 marks	
2.	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,	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 – 6 marks Satisfactory – 4 marks. Not satisfactory – 0 marks	10

	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.

<div align="center">Or</div>

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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