#### 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**

l. 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
l.	Table l (a) (appended)	60
2.	Table II (appended)	10
<i>3</i> .	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**

- l. 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
l.	Table l (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 Candidat e		
1.	Research Papers in peer	08 per	10 Per paper			
	reviewed or UGC listed	paper				
	journals					
2.	Publications (other than Research papers)					
	(a) Books authored which are	<u> </u>				
	International publishers National Publishers	12	12			
		10	10	<del></del>		
	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 Tea	ching Learning peo	lagogy and content and			
	development of new and innovative courses and curricula					
	(a) Development of Innovative pedagogy	05	05			
	(b) Design of new curricula	02 per curricula/	02 per curricula/ courses	· · · · · · · · · · · · · · · · · · ·		
	and courses	courses	•			
			,			
	(c) MOOCs			<u> </u>		
	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	02	02	
	expert for each module		02	
	of MOOCs (at least one			
	· '			
	quadrant)	<u></u>		
	Course Co-ordinator for	-08	08	
	MOOCs (4 credit course) (In			
	case of MOOCs of lesser			-
].	credits 02 marks/credit)			
1	(d) E-Content			
1	Development of E-Content in	12	12	
	4 quadrants for a complete			
] 1	course/e-book			
	e-Content (developed in 4	05	05	
	quadrants) per module		, %	1
	1			
	Contribution to development	02	02	
	of e- content module in			
	complete course/paper/e-book			
	(at least	•		
	one quadrant)			
	Editor of e-content for	10	10	
	complete			
	course/paper/e-book	<u> </u>		
4.	(a) Research Guidance			
			10 per degree awarded.	
1		awarded.	05 per thesis submitted	
		05 per thesis		]
		submitted		
				· ·
	M.Phil., P.G. dissertation	02 per degree	02 per degree	
	1 · · · · · · · · · · · · · · · · · · ·	awarded	awarded	
	(b) Research Projects complete		<u> </u>	
	More than 10 lakhs	10	10	
	Less than 10 lakhs	05	05	
	(c) Research Projects Ongoing:	1		
	More than 10 lakhs	05	05	*
-	Less than 10 lakhs	02	02	<del>- </del>
		02	02	
	(d) Consultancy	U3	U3	
5.	(a) Patents	1.0		
	International	10	10	
	National	07	07	
				•

٠:

	(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	<del></del>	
	National	05	05		
б.	*Invited Lectures/Resour	ce Person/paper	presentation in		
	Seminars/Conferences/full paper seminars/ conferences and also Conference Proceedings will be	published as full paper in			
	seminars/ conferences and also	published as full paper in			
	seminars/ conferences and also Conference Proceedings will be	published as full paper in counted only once)	1		
	seminars/ conferences and also Conference Proceedings will be International (Abroad)	published as full paper in counted only once)	07		

# 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.

\* <u>12</u> . .

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.)

ŧ	Academic/ Research Activity	Faculty of Sciences/ and other related disciplines (Points)	Faculty of Languages/Humanities/Arts/ Social Sciences/Library Sciences/Education/Physical Education/Commerce/	,	Maximum Marks Scored by the Candidate
1	Research	Each paper without	Each paper without any	1-50	
1.	Papers in Peer –	any impact factor	impact factor	(4 marks)	
	Reviewed or UGC listed Journals	(5 points)	(5 points)	51-100	
	Journais.	Impact factor:-	Impact factor:-	(6 marks)	
		Less than 0.5	Less than 0.5	101-150	
		(10 points)	(10 points)	(8 marks)	
		0.5-1 (20 points)	0.5-1 (20 points)	151-200	
		1-2 (30 points)	1-2 (30 points)	(10 marks)	20
	,	2-3 (35 points)	2-3 (35 points)	201-250	:
	,	3-4 (40 points)	3-4 (40 points)	(12 marks)	
	·	4-5 (45 points)	4-5 (45 points)	251-300	
		Greater than 5	Greater than 5	(16 marks)	
		(50 points)	(50 points)	Above 300	
<u> </u>	Bublications (other than D			(20 marks)	<u> </u>
2.	Publications (other than R (a) Books authored which				
	International publishers	12 per book	12 per book		
	National Publishers	10 per book	10 per book	0-10	
•	Chapter in Edited Book	05 per chapter	05 per chapter	(1 mark) 11-20	
	Editor of book by International Publisher with one chapter authored	10 per book	10 per book	(2 marks) 21-30 (3 marks) 31-40	. 5

	•	~	7	;	
<u> </u>	Editor of Book by National Publisher with one chapter authored	08 per book	08 per book	(4 marks) Above40 (5 marks)	<u> </u>
-	(b) Translation works in	Indian and Foreig	Languages	1	
·	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 T development of new and in				
	(a) Development of Innovative pedagogy	05	05		
	(b) Design of new curricula & courses	02 per curricula/ course	02 per curricula/ course	1-10	
	(c) MOOCs	<del></del>	1	(1 mark)	
	Development of complete MOOCs in 4 quadrants (4 credit course) (In case of MOOCs of lesser credits 05 marks/credit)	20	20	11-20 (2 marks) 21-30	5
	MOOCs (developed in 4 quadrant) per module/lecture	05	05	(3 marks) 31-40 (4 marks) Above 40	
	Content writer/ subject matter expert for each module of MOOCs (at least one quadrant)	02	. 02	(5 marks)	-
	Course Co- ordinator for MOOCs (4 credit course) ( In case of MOOCs of lesser credits 02 marks/credit).	08	. 08		
	(d) E-Content			<b>」</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	02	- 02		
	quadrant)				

•	,	8		
Editor of e- content for			<del>-                                    </del>	
1	10	10		
	10	. 10		
	search Projects / Consu	ltancv	<del> </del>	
(a) Research guidance			1	
Ph.D	10 per degree	10 per degree	1 · · ·	
}		• •		
İ	1		1	
	1 "		(4 marks)	
M Phil P G	<del></del>		26-50	
_	~		(6 marks)	
		awarded	1 '. ' 1	
		OE non musicat	1	
<u> </u>			_ `	
10-30 Lania	10 per project	To per project	1	
30-50 Lakhs	15 per project	15 per project	1 ' ' 1	
50-100 Lakhs	20 per project	20 per project	1	
>100 Lakhs	25 per project	25 per project	(12 marks)	
			Above	
(c) Receased projects On	anina		125 (15	
l .	Roma	,	marks)	
01-10 Lakhs	02 per project	02 per project	]	
		- • ·		
10-30 Lakhs	04 per project	04 per project	<b></b>	
	- Par Project	L L Jan-		
30-50 Lakhs	Of per project	06 per project	<b>-</b>	
JO JO LAMB	oo par project	oo par project		
50-100 Labba	00 ==========	' Og nor meningt	-	
JU-100 Lamis	Oo per project	oo per project	1	
\$100 Lal-b-	10 ==	10	4	
>100 Lakns	10 per project	10 per project		,
(1) (1)			1	
(d) Consultancy	03 per consultancy	03 per consultancy	'	
			<u>, , , , , , , , , , , , , , , , , , , </u>	
<b>1</b>	nts / Awards / Fellowshi	ips ·	1-10	
1 · · · · · · · · · · · · · · · · · · ·			_ ` ' [	
L ·	10 per patent	10 per patent	11-20	
<u></u>				
(b) Policy Document (Sul	bmitted to an Internation	onal body/organisation like	1	
UNU/UNESCO/World B	ank/ International Moi	netary Fund etc or Central	1 ' '	1
		10 per dogument		
National	07 per document	07 per document	above 40	
State	04 per document	04 per document	(10 marks)	
	or per decennent	or per document	(47 minutes)	
1	_		1 1.	
(c) Awards/Fellowship	07 per award	07 per award		
1	07 per award 05 per award	07 per award 05 per award		
	(a) Research guidance Ph.D  M.Phil.P.G dissertation (b) Research Projects condition 01-10 Lakhs 10-30 Lakhs 50-100 Lakhs >100 Lakhs  (c) Research projects On 01-10 Lakhs  10-30 Lakhs  10-30 Lakhs  30-50 Lakhs  50-100 Lakhs  >100 Lakhs    Value of the projects of the pro	course/paper/ e-book  Research Guidance / Research Projects / Consu  (a) Research guidance  Ph.D  10 per degree Awarded. 05 per thesis submitted  M.Phil.P.G dissertation  (b) Research Projects completed  01-10 Lakhs 05 per project  10-30 Lakhs 15 per project  30-50 Lakhs 20 per project  >100 Lakhs 25 per project  (c) Research projects Ongoing  01-10 Lakhs 02 per project  (c) Research projects Ongoing  01-10 Lakhs 04 per project  10-30 Lakhs 05 per project  10-30 Lakhs 06 per project  10-30 Lakhs 06 per project  10-30 Lakhs 07 per project  10-30 Lakhs 10 per project  10-40 Lakhs 10 per project   course/paper/ e-book Research Guidance / Research Projects / Consultancy  (a) Research guidance Ph.D 10 per degree Awarded. O5 per thesis submitted M.Phil.P.G 02 per degree awarded awarded M.Phil.P.G 02 per degree awarded 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 50-100 Lakhs 25 per project 25 per project  (c) Research projects Ongoing  01-10 Lakhs 04 per project 04 per project 10-30 Lakhs 05 per project 05 per project 10-30 Lakhs 10 per project 10 per project 10-30 Lakhs 15 per project 15 per project 15 per project 25 per project 20 per project 25 per project 25 per project 25 per project 26 per project 27 per project 27 per project 28 per project 29 per project 20 per project 20 per project 20 per project 30-10 Lakhs 30-50 Lakhs 30-50 Lakhs 30-50 Lakhs 30-50 Lakhs 30-50 Lakhs 30-50 per project 30-50 per project 30-50 Lakhs 30-50 Lakhs 30-50 per project 30-	Course/paper/e-book   Research Guidance / Research Projects / Consultancy	

	Institution (d) Start-ups Mentor	10 per Start-up	10 per Start-up		
6.	presented in seminars	Resource Person/pap /full paper in conferce / conferences and also pul gs will be counted only on	ence proceedings (paper blished as full paper in	1-25 (1 mark) 26-50 (2 marks) 51-75	5
	International (Abroad)	07	. 07	(3 marks)	
	International (within country)	05	05	76-100 (4marks)	
	National	03	03	Above 100	
	State/University	02	.02	(5 marks)	

#### Note 1

a. Two authors: 70% of total value of publication for each author.

13

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.)

SI. No.	Academic/ Research Activity	Faculty of Sciences/ and other related disciplines	Faculty of Languages/Humanities/Art s/ Social Sciences/Library Sciences/Education/Physic al 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.	(a) Books authored	han Research papers) which are published by:		0-10 (1 mark)	
	International publishe	ers 12 per book	12 per book	11-20 (2 marks)	. 5

<u> </u>				·	
	National Publishers	10 per book	10 per book	21-30	
				(3 marks)	
	Chapter in Edited Book	05 per	05 per chapter	31-40	
	,	chapter		(4marks)	
	Editor of book by	10 per book	10 per book	Above 40	
-	International Publisher with	\$ 5		(5marks)	_
1	one chapter			(Sinarks)	-
	authored				
	Editor of Book by	08 per book	08 per book		
	National Publisher with one				
1	chapter authored	11 11 11	<u></u>	-	
-	(b) Translation works in	Indian and Fore	ign Languages		
	by qualified faculties	lo.		┥	
1	Chapter or	03 per	03 per Chapter or Research	-	
	Research paper	Chapter or	paper		
1		Research paper	20 1	<del> </del>	
1	Book	08 per book	08 per book	-	
	(c) Conference papers	05 per paper	05 per paper		
1	published with ISBN		1		
	Number		<u> </u>		
3	Creation of ICT mediated Te	aching Learning	g pedagogy and content		
	and development of new and	innovative cours	ses and curricula	. [	
<u> </u>	(a) Development of	05	05		
	Innovative pedagogy	}		·	
	Innovative pedagogy				•
				_ ·	•
	(b) Design of	02 per	02 per curricula/ course		•
	new curricula and	curricula/ course	9		
	courses		·		
	(c) MOOCs	<u> </u>		- I	
	Development of complete	20	20	1-10	
	MOOCs in 4 quadrants (4			(1 mark)	
	credit course) (In case of			11-20	
-	MOOCs of lesser credits 05	1		(2 marks)	
	marks/credit)	1	·	21-30	
	I I I I I I I I I I I I I I I I I I I	1		(3 marks)	
				31-40	
		<del></del>		(4 marks)	<b>5</b> ·
	MOOCs (developed in 4	05	. 05	Above	3
	quadrant) per module/lecture	,		1	
1	Content writer/subject	02	02	40	
1	matter expert for each	\ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \	02	(5 marks)	
	module of MOOCs (at least			[	
	one quadrant)			1.	
	· · · · · · · · · · · · · · · · · · ·				_

Course Co- ordinator for MOOCs (4 credit course)	08	08		
In case of MOOCs of	, ,		1	
lesser				
credits 02 marks/credit)			-∤	
) E-Content			-}	
Development of e-		10		
Content	12	12		
in 4 quadrants for a		•		
complete course/e-				
book			_	
e-Content (developed	•			
in 4 quadrants) per	05	05	,	
module	•		1	
Contribution to development of				
e-content module in complete			·	
course/paper/e- book (at least	· 02	. 02	·	
one quadrant)		,		
<b>0 q</b>				
Editor of e-content for			-	
complete course/	10	10	1	
paper/e-book		·		•
Research Guidance / Research	Droinata / Con	International		
MOSCALCH OWNER, 14000000	i Projects / Con	suitancy	1 <sub>-25</sub> ]	
(a) Research guidance			1-25	
	10 per degree	10 per degree awarded.	(4 marks)	
	10 per degree awarded.		(4 marks) 26-50	
(a) Research guidance	10 per degree awarded. 05 per	10 per degree awarded. 05 per thesis submitted	(4 marks)	
(a) Research guidance	10 per degree awarded. 05 per thesis submitted	10 per degree awarded. 05 per thesis submitted	(4 marks) 26-50	
(a) Research guidance 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 (6 marks) 51-75	
(a) Research guidance	10 per degree awarded. 05 per thesis submitted	10 per degree awarded. 05 per thesis submitted	(4 marks) 26-50 (6 marks)	
(a) Research guidance Ph.D.	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)	,
(a) Research guidance Ph.D.  M.Phil.P.G dissertation	10 per degree awarded. 05 per thesis submitted 02 per degree awarded ted	10 per degree awarded. 05 per thesis submitted	(4 marks) 26-50 (6 marks) 51-75 (8 marks) 76-100	
(a) Research guidance Ph.D.  M.Phil.P.G dissertation  (b) Research Projects comple	10 per degree awarded. 05 per thesis submitted 02 per degree awarded  ted  05 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)	,
(a) Research guidance Ph.D.  M.Phil.P.G dissertation  (b) Research Projects comple	10 per degree awarded. 05 per thesis submitted 02 per degree awarded  ted  05 per project 10 per	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	
(a) Research guidance Ph.D.  M.Phil.P.G dissertation  (b) Research Projects completor 10-10 lakhs	10 per degree awarded. 05 per thesis submitted 02 per degree awarded  ted  05 per project 10 per project	10 per degree awarded. 05 per thesis submitted 02 per degree awarded 05 per project 10 per project	(4 marks) 26-50 (6 marks) 51-75 (8 marks) 76-100 (10 marks) 101-125 (12 marks) Above 125	
(a) Research guidance Ph.D.  M.Phil.P.G dissertation  (b) Research Projects completed 101-10 lakhs	10 per degree awarded. 05 per thesis submitted 02 per degree awarded  ted  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)	
(a) Research guidance Ph.D.  M.Phil.P.G dissertation  (b) Research Projects complet 01-10 lakhs  10-30 lakhs	10 per degree awarded. 05 per thesis submitted 02 per degree awarded  ted  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	
(a) Research guidance Ph.D.  M.Phil.P.G dissertation  (b) Research Projects completor 10-10 lakhs	10 per degree awarded. 05 per thesis submitted 02 per degree awarded  ted  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 10 per project	(4 marks) 26-50 (6 marks) 51-75 (8 marks) 76-100 (10 marks) 101-125 (12 marks) Above 125	
(a) Research guidance Ph.D.  M.Phil.P.G dissertation  (b) Research Projects complet 01-10 lakhs  10-30 lakhs  30-50 lakhs  50-100 lakhs	10 per degree awarded. 05 per thesis submitted 02 per degree awarded  ted  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	
(a) Research guidance Ph.D.  M.Phil.P.G dissertation  (b) Research Projects complet 01-10 lakhs  10-30 lakhs	10 per degree awarded. 05 per thesis submitted 02 per degree awarded  ted  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  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	

1	01-10 Lakhs	02 per project	02 per project		
-	10-30 Lakhs	04 per project	04 per project	1	
	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		
	Patents / Policy Documents /		nips		
	(a) Patents				
-	International	10 per patent	10 per patent	1-10 (2 marks)	
-	National	07 per patent	07 per patent	11-20 (4 marks)	
	(b) Policy Document (Submitted to an International body/organisation like UNO/UNESCO/World Bank/ International Monetary Fund etc., or Central Government or State Government)			(6 marks) 31-40 (8 marks) Above 40	10
L	International	10 per document	10 per document	(10 marks)	
	National	07 per document	07 per document		
	State	04 per document	04 per document		
_	(c) Awards/ Fellowship	· · · · · · · · · · · · · · · · · · ·		7	
	International	07 per award	07 per award		
	National	05 per award	05 per award		
	State/University	03 per	03 per award		
	Institution	award			
	(d) Start-ups Mentor	10 per Start-Up	10 per Start-Up		
	Invited Lectures/Resource Pe Seminars/Conferences/full pa presented in seminars/ confe Conference Proceedings will	aper in conference sences and also pu	proceedings (paper blished as full paper in	1-25 (1 mark) 26-50 (2 marks)	
- 1	International	07	07	51-75	5
<b>,</b>	(Abroad)			(3 marks)	
1	International (within country)	<del></del>	05	76-100	
_	National	03	03	(4 marks)	
	State/University	02	02	Above 100	

#### 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

SI.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.	i		
(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		ı	
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.

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.