

Guidelines to short-list applicants for interview for positions of Assistant Professor in the University

1. Introduction

Applications submitted by candidates who do not satisfy minimum eligibility criteria as advertised shall be rejected. NET/SLET is a prerequisite for appointment as Assistant Professor. However, exemption from NET/SLET shall be granted as per UGC norms. Marks will be allotted to each of the otherwise eligible candidates using the following guidelines. The final marks obtained by the candidates will be used to rank them for short-listing.

Academic Career is classified under following three categories:

Cat. I ($\geq 60\%$) or equivalent Cumulative Grade Point Average (CGPA)

Cat. II ($\geq 45\%$ but $< 60\%$) or equivalent CGPA

Cat. III ($< 45\%$) or equivalent CGPA

Note: - (1) Candidate will be rejected, if he/she has Cat. III in UG or if he/she has Cat. III in Intermediate.

(2) CGPA only will be considered in cases where the mark-sheet (Transcript) provides CGPA.

(3) **However, at PG level a candidate should qualify 55% marks (50% for SC/ST Candidates as per UGC norms)**

2. Marks allotted to each category

	Cat. I	Cat. II	Cat. III
Intermediate	3	2	0
OR			
Sr. Sec. School (only)	3	2	0
Under Graduate	4	2	
Post Graduate*	4	2	
Ph.D./D. Phil.	4		
JRF (on the basis of a Nationally conducted test)	2		
NET (LS)	1		

Note: 1. If a candidate has UG/PG/Ph. D. degree in more than one subject, only the data for the relevant subject will be considered.

2. In case a candidate has qualified NET/SLET and has been awarded a JRF through a nationally conducted test as well, marks shall be given for JRF only.

3. Teaching Experience

Marks for teaching experience shall be considered only when appointment is against substantive post as Assistant Professor/Associate Professor/Professor (Lecturer/ Reader/Professor in old scale) in UGC recognized institution. (No marks will be awarded for teaching High School/Intermediate/Coaching classes/Part-time teaching on fixed salary/per lecturer basis/honorary). Only one program UG or PG is to be considered for any given period.

<u>For teaching in</u>	<u>University</u>	<u>Colleges</u>
Undergraduate*	1 per year	0.5 per year
Postgraduate*	1.5 per year	0.75 per year

- (1) These marks are subject to the following maximum marks:
- For applicants for the post of Lecturer, maximum 3 marks for teaching experience at the level of Lecturer.
- (2) For concurrent teaching at UG and PG level only one category, whichever is higher, will be counted.

4. Research Experience*

- Post-Doctoral Research Experience under : 0.5 per year
Formal association with a University or a National Research Institute/Govt. Labs
- Post-Ph. D. Research Experience in : 0.5 per year
National Labs./Govt. Labs. (on substantive Post in Lecturer/Reader scale)
- SRF (Ministry of Culture) for Faculties of : 0.5 per year
Performing Arts and Visual Arts.
- Ph. D. from renowned Foreign Institution : 1.5 per year (subject to the the decision of the Screening Committee.

The marks for (a), (b), and (c) are additive if not concurrent, and are subject to maximum 1.5 marks.

Notes: (1). *For concurrent teaching and research experience marks will be allotted only for one category which has higher marks. The marks for teaching and research experience are separate and additive.*

- However, a candidate having Ph. D. Degree or post doctoral experience from renowned foreign University may be preferred over others.**

5. Guiding Research : 1 mark per Ph.D. (as supervisor) subject to maximum of 7 marks

6. Projects : 1 mark per major project (as Principal Investigator or Co-Investigator) (Only for Extra-mural projects funded by Govt. Department/Major Scientific Organizations, International/ National Funding Agencies)

7. Research publications including reviews (Refereed Journals)

Define Scale = 1.0 mark for publications between the last date for receipt of application and up to 10 years before that

0.75 mark for publications between 10 & 20 years before the last date

0.5 mark for publications 20 years or earlier before the last date

Note: A maximum of 5 marks will be given for paper(s) with impact factor of 3 or above.

(A) For subjects where Impact Factors are available, the marks allotted for publications are $0.5 \times \Sigma$ (Scale x Impact Factor) for papers published or accepted.

- Notes
1. Impact factors published in the Journals of Citation Research (JCR) will be taken. There will be no mixing of impact factors of JCR (ISI) and the rating of NAAS.
 2. In case ratings are available for a given subject but are not listed in JCR or NAAS Ratings for a specific journal of that subject, then the Impact Factor for that journal will be taken as Zero.
 3. For the case of accepted papers, the marks will be allotted only if proof of acceptance is submitted.

(B) In those subjects where Impact Factors are not available, Impact Factor will be replaced as per following:

(i) Arts, SVDV, Performing Arts & Visuals Arts

- Research paper/translation with critical notes/commentaries interpretative discourse etc.**0.2**
- Story/poem/one act play etc.....**0.1**

(ii) Social Sciences, Law, Commerce, Management Studies & Education

- Publications in journals published by national or international professional bodies/Association in the subject.....**0.2**

8. Books only in relevant subject

For Chapters in edited books (excluding proceedings of seminar/ conference)	0.5 per chapter	Subject to a maximum of 7
For authored/ coauthored/ edited books/translated book (including novel, drama, collection of poems, collection of stories other than proceeding volume of Seminar/Conference)	1 mark per Book	

9. Inventions/Discoveries

Inter. Fellowship & Inter. Awards	3.0 mark	Subject to a maximum of 5
National Patent/Copyright (except for Books)	0.5 mark each	
International Patent/ Copyright (except Books)	1 mark each	

10. Awards/Fellowships

National level awards from Govt./Quasi Govt./Autonomous Organization	2 marks each	Subject to a maximum of 6
Fellowship by election in National level Academies	2 marks each	

11. Consultancy

For each project that yields Consultancy Fee of One Lac or above per consultancy, **1 mark each subject to maximum of 7.**

12. Industrial Experience

For science (including pharmacy), information technology, and management

Infor. Tech., & Science	Experience in a technical position at a level equivalent 1 per year to Lecturer or above	Subject to the maximum of 3 marks
Management Studies, Engineering & Technology	Experience in executive position at the level equivalent 1 per year to Lecturer of above	

13. Papers presented in Workshop, Conferences/Seminars/Symposium/Colloquium

Category	Marks	Subject to the maximum of 3 marks
International	1.0	
National	0.5	
State level/regional level	0.1	

Important Notes:

1. Irrespective of the above qualifications, exceptional candidates having quality research paper(s) of international repute shall also be short-listed for interview.
2. Candidates who are running or have completed research projects sponsored by Wellcome Group Foundation/Humboldt/JSPS/Fulbright organizations/societies will be given incentives of 5 marks
3. The applicant has to deliver seminar lecture before the **Departmental Faculty**, followed by interaction with the **Vice Chancellor and Deans** (Research & Development, Faculty Affairs and Academic Affairs), and finally the **Selection Committee**.
4. Candidates who is working abroad may be considered in absentia. They may be interviewed online by the Selection Committee.
5. Reservations policy as per UGC norms will be considered.
6. The University holds the right to accept or reject the candidature of applicants with out giving any reason to the candidate
7. Any other condition not covered here above will be governed by the UGC New Delhi Regulations.

* * *