

GUIDELINES FOR SHORTLISTING APPLICANTS TO BE CALLED FOR INTERVIEW FOR TEACHING POSITIONS IN THE UNIVERSITY

1. INTRODUCTION

Applications submitted by candidates who do not satisfy minimum eligibility criteria as advertised shall be rejected. NET is a prerequisite for appointment as Lecturer. However, exemption from NET 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 shortlisting.

Academic Career

Career is classified under following four categories:

Cat. I ($\geq 60\%$) or CGPA ≥ 6.5 on 10 Point Grade Scale

Cat. II ($\geq 45\%$ but $< 60\%$) or CGPA ≥ 5.0 but < 6.5

Cat. III ($< 45\%$) or CGPA < 5.0

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

Note:- (2): CGPA only will be considered in cases where the marksheet (Transcript) provides CGPA.

2. MARKS ALLOTTED TO EACH CATEGORY

	Cat. I	Cat. II	Cat. III
High School	2	1	0
Intermediate	2	1	0
OR			
Higher Secondary (only)	4	2	0
Under Graduate	3	2	
Post Graduate*	4	3	
D Mus **	4		
Ph.D./D.Phil.	4		
JRF(On the basis of a nationally conducted test)	2		
NET (LS)	1		

* If marks/grade points are not awarded in the PG Course [e.g.MD/MS(Ay)], 4 points will be Awarded

** In case a candidate has both Ph.D and D Mus, marks for only Ph.D. will be counted

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

2. In case a candidate has qualified NET-LS 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 on substantive post as Lecturer/Reader /Professor in recognized institution. (No marks will be awarded for teaching High School/Intermediate/Coaching classes/Part-time teaching on fixed salary/per lecture basis/honorary). Only one programme 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:
- (i) 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[‡]

- (a) Post-Doctoral Research Experience under formal association with a University or a National Research Institute/Govt. Labs : 0.5 per year
- (b) Post - Ph.D. Research Experience in National Labs./Govt. Labs (on substantive post in Lecturer/Reader scale)/Foreign Institutions : 0.5 per year
- (c) SRF (Ministry of Culture) for Faculties of Performing Arts and Visual Arts. 0.5 per year

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

Note: For concurrent teaching and research experience marks will be allotted only for one category which has higher marks. The marks for teaching and research experiences are separate and additive.

5. GUIDING RESEARCH 1 per Ph.D. (as supervisor) subject to maximum of 7 marks

6. PROJECTS 1 per 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	for publications between the last date for receipt of application and upto 10 years before that
0.75	for publications between 10 and 20 years before the last date
0.5	for publications 20 years or earlier before the last date

(A) For subjects where Impact Factors are available, the marks allotted to publications are $0.5 \times \sum(\text{Scale} \times \text{Impact Factor})$ for papers published or accepted

Note 1. Impact factors are published in the Journal of Citation Research. However, in the Faculty of Agriculture, the rating of Scientific Journals prepared by National Academy of Agricultural Sciences (and available on their website) will be used. There will be no mixing of the 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 by 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

Publications in State or Local Journals in the field or Articles in news papers related to the subject having all India circulation 0.1

(C) For Faculties of Visual Arts and Performing Arts :

(i) Visual Arts

One-man shows held in art galleries of the country (list enclosed)/abroad.

For one-man shows During past 10 years 1.0

For one-man shows Between 10 and 20 years 0.75

For one-man shows Before past 20 years 0.5

Marks = \sum (Scale x number of one man shows held in Arts Galleries of the country (List enclosed)/Abroad

Participation in major exhibition 1 as per participation Subject to a maximum of 5

(ii) Performing Arts

1. Performance –Solo, duet, lead role in group performance (only for dance) organized by State/ Centre Governments / established professional international/ national bodies along with performances organized by All India radio, Doordarshan, I.T.C. Spic Macay,NCPA may be considered as per the following scale:

For performance For one man shows During past 10 years 1.0

For performance For one man shows Between past10 and 20 years 0.75

For performance For one man shows Before past 20 years 0.5

2. Release of CDs (Audio/Video) of reputed companies like HMV, Music, India, T-series,

For recording For performance During past 10 years 1.0

For recording For performance Between past10 and 20 years 0.75

For recording For performance Before past 20 years 0.5

Marks = \sum (Scale x number of release of CDs (Audio/Video))

8. BOOKS ONLY IN RELEVANT SUBJECT

For Chapters in books (excluding proceedings of seminar/conferences) and in edited books	0.5 mark per Chapter	} Subject to a maximum of 7
For authored/coauthored/edited books/translated book(including novel, drama, collection of poems, collection of stories)	1 mark per Book	

9. INVENTIONS/DISCOVERIES

<u>National Patent/Copyright (except for Books)</u>	0.5 mark each	} Subject to a maximum of 5
International Patent/Copyright (except for Books)	1 mark each	
Developing each new variety of crops notified by Central/State Govt. in gazette for the purpose of production	0.5 each	

10. AWARDS/FELLOWSHIPS

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

11. CONSULTANCY

For each project that yields Consultancy Fee of Rs.1,00,000 or above per consultant 1 mark each subject to maximum of 7

12. INDUSTRIAL EXPERIENCE

For Institute of Technology (Engineering Departments and Pharmaceutics) , Institute of Agricultural Sciences, Faculty of Management Studies and Faculty of Science

(a) IT , Science and Agriculture

Experience in a technical position at a level equivalent to Lecturer or above	1 per year	} Subject to the maximum of 3 marks
(b) Management Studies Experience in executive position at the level equivalent to Lecturer or above	1 per year	