

GUIDELINES FOR SHORTLISTING APPLICANTS TO BE CALLED FOR INTERVIEW FOR TEACHING POSITIONS IN THE UNIVERSITY (Except for the Faculties of Performing Arts and Visual Arts)

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 for candidates who have submitted their Ph.D. theses after 31.12.2002 in the subjects of Arts, Commerce, Science, Social Sciences, Education, Law, Performing Arts, Visual Arts and Agricultural Sciences. 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 **I Div. ($\geq 60\%$) or CGPA ≥ 6.5 on 10 Point Grade Scale**

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

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

Candidate will be rejected, if he/she has Cat. III in PG/UG or if he/she has more than one Cat. III in the career.

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	0
Post Graduate**	4	3	0
M.Phil	2		
D.Mus.	3		
Ph.D./***	5	(M.Phil/D.Mus to be ignored)	
D.Phil.			
JRF(CSIR-UGC, MHRD, ICAR, AICTE)	2		

* *In case of candidates who have undergone a UG course after high school without Intermediate, the marks for high school shall be doubled.*

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

*** *In the Faculty of Management Studies, for the candidates of allied subject the marks in Ph.D. shall be given if it is in the relevant filed i.e. Management.*

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

Teaching Experience

Only for regular appointment on substantive post as Lecturer/Reader/Professor in recognized institution. (No marks for teaching High School/Intermediate/Coaching classes/Part-time teaching on fixed salary/per lecture basis/honorary). Only one programme UG or PG to be considered for any one period. The marks are subject to following maximum marks:

- (i) For applicants for the post of Lecturer, 5 marks for teaching experience at the level of Lecturer
- (ii) For applicants for the post of Reader, 5 and 8 marks for teaching experience at the level of Lecturer and Reader respectively.
- (iii) For applicants for the post of Professor, 5 and 8 marks for teaching experience at the level of Lecturer and Reader/Professor respectively.

<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

Research Experience[†]

- (a) Post-Doctoral Research Experience under formal association with a University : 0.5 per year (subject to a maximum of 2.5)

The marks are subject to following limit of maximum marks:

- (i) For applicants for the post of Lecturer, 2.5 marks for research experience at the level of Lecturer
 - (ii) For applicants for the post of Reader, 2.5 and 4 marks for research experience at the level of Lecturer and Reader respectively.
 - (iii) For applicants for the post of Professor, 2.5 and 4 marks for research experience at the level of Lecturer and Reader/Professor respectively.
- (b) Post - Ph.D. Research Experience in National Labs./Govt. Labs (on substantive post in Lecturer/Reader scale)/Foreign Institutions : 0.5 per year

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

Projects : 1 per project (as Principal Investigator or Co-P.I.)
(Only for Projects sanctioned by the Govt. Department/Major Scientific Organizations)

The maximum marks under each category are separate and additive. The maximum marks mentioned at (i), (ii) & (iii) under Research Experience be made applicable after adding marks for (a) Post doctoral research experience (such as PDF) and (b) Post-Ph.D. Research Experience on substantive post subject to the maximum ceiling of 5 or as the case may be.

[†]For concurrent Teaching and Research Experience marks will be allotted only for one category. This will be the one which corresponds to higher marks.

Research Publications including reviews**(Refereed Journals)**

Define Scale = 1	for publications between	2001-2005
= 0.75	for publications between	1991-2000
= 0.5	for publications between	1981-1990
= 0.25	for publications before	1981

For subjects where Impact Factors are available, the marks allotted to publications are

$$0.5 \times \sum (\text{Scale} \times \text{Impact Factor}) \text{ for papers published or accepted}$$

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.

In those subjects where Impact Factors are not available, Impact Factor will be replaced by 0.2 per publication. The departments can exercise latter option if and only if the Impact Factors do not exist.

For the case of accepted papers, the marks will be allotted only if proof of acceptance is submitted
Books only in relevant subject
Authores or edited Books or Chapters in Books in relevant subject only.

For Chapters in Books (excluding proceedings of seminar/conferences) and edited books	0.5 mark per Chapter	} Subject to a maximum of 5
For authored books	1 mark per Book	

Inventions/Discoveries

National Patent/Copy right (except for Books)	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	

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	

For Institute of Technology (Engineering Departments and Pharmaceutics) & Faculty of Management Studies**Industrial Experience (IT)**

Experience in a technical position at a level equivalent to Lecturer or above 1 per year

Industrial Experience (Management)

Experience in executive position at the level equivalent to Lecturer or above 1 per year

Consultancy (IT)

Consultancy Amount of Rs.1,00,000 or above per consultant 1 mark each