

## Screening and Selection Criteria for various Teaching Positions

(In accordance with Governor Secretariat, U.P. Order Nos. 3019/32-G.S./2020 dt. 18.05.2021; E-4229/G.S. dt. 02.07.2021 E-5862/G.S dt. 03.09.2021 and UGC-Regulations 2018)

A candidate will be considered for the merit indexing for the vacant teaching positions only when he/she fulfills the minimum eligibility requirements for post of Assistant Professor/ Associate Professor/ Professor (as applicable) as per AICTE Gazette notification 2019.

The details of the weightage/points to be assigned for various components/criteria for recruitment to various teaching positions are given in Table-I and Table-II below.

### Weightage of different criteria for recruitment to various teaching positions

**Table-I**

Screening/Selection Components	Assistant Professor	Associate Professor	Professor
Basic Academic Score and API Score	100	80	80
Written test to assess subject knowledge	40	-	-
<b>Total</b>	<b>140</b>	<b>80</b>	<b>80</b>

**Table-II**

Teaching Skill & Interview component	Assistant Professor	Associate Professor	Professor
Assessment of teaching skills (presentation to assess teaching skills in class and ability to take on line classes on computer)	20	-	-
Interview	10	20	20
<b>Total</b>	<b>30</b>	<b>20</b>	<b>20</b>

### **Assistant Professor**

- The selection process shall be conducted in two parts (i) short-listing based on the marks obtained in written test and API & basic Academic Score and (ii) Assessment of teaching skills and interview. A merit list shall be prepared by the Controller of Examination based on the combined score of 'Basic Academic Score and API score' as per Table-III AND 'Written Test'. From this merit list appropriate number of candidates (10 candidates against the first vacancy and thereafter 05 candidates for each incremental vacancy) will be called for assessment of teaching skills and interview.
- Only those candidates will be called for the interview who get shortlisted on the basis

of the merit prepared from the marks obtained as per the Table-I.

- c) **The final selection will be Exclusively based upon the marks obtained in Table-II.**
- d) The committee will calculate the 'Basic Academic Score and API score' in accordance with UGC regulations 2018.
- e) There shall be a written objective examination of the relevant discipline/branch of 40 marks.
- f) The syllabi for written examination, in sciences/ humanities & social sciences will be syllabi of NET and in Engineering/technology will be syllabi of GATE.
- g) The candidates shall be intimated about his/her aggregate for Basic Academic score and Research score through Institute website. Candidates will be given a time of at least seven days from the date of such intimation to file representation with respect to the calculation of above mentioned score for inviting objections, if any.
- h) If objection from any candidate is received within the above mentioned time limit, Objection received will be resolved and communicated back.
- i) The written examination (Objective type) will be conducted. The answer key of the written examination will be published on the Institute website and will be available to the candidate for browsing after the examination.
- j) As per the AICTE letter No. 27/P&AP/PAY/01/2021-22/35(OCT) dated 28/10/2021, a relaxation of 5% shall be allowed at the Bachelor's as well as at the Master's level for the candidates belonging to Schedule Caste/Schedule Tribe/Other Backward Classes(OBC)(Non-creamy Layer)/EBC/PWD/WOMEN.
- k) The candidate will be intimated about his/her score of written examination through institute website. The candidates shall be given a time of at least three days from the date of publication of written examination score, for inviting objections. If objections from any candidate is received within the above mentioned time limit, the office of examination controller will address the objections received from the candidate and ensure the publication of revised result.
- l) A merit List shall be prepared by the Controller of Examination based on the combined score of 'Basic Academic Score and API score' AND 'written test'. From this merit list appropriate number of candidates (10 candidates against the first vacancy and thereafter five candidates for each incremental vacancy) will be called for assessment of teaching skills and interview.

### **Associate Professor and Professor**

- m) The selection process shall be conducted in two parts: (i) Short-listing based on the marks obtained in API & Basic Academic Score and (ii) Interview. A merit list shall be prepared by controller of Examination based on the combined score of 'Basic Academic Score and API score' as per table-IV. From this merit list appropriate number of candidates (10 candidates against the first vacancy and thereafter 05 candidates for each incremental vacancy) will be called for interview.
- n) Only those candidates will be called for the interview who get shortlisted on the basis of the merit prepared from the marks obtained as per the Table-IV. The final Selection will be Exclusively based upon the marks obtained in Table-II.
- o) The 'Basic Academic Score and API score' shall be calculated by the committee as per UGC Regulation 2018.

- p) The candidate shall be intimated about his/her score through Institute website. He/She will be given time of at least seven days from the date of such intimation to file representation with respect to the calculation of above mentioned score for inviting objections, if any.
- q) If objection from any candidate is received within the above mentioned time limit, the objections will be resolved and communicated back.
- r) A 'Merit List' shall be prepared by the Controller of Examination based on the combined score of 'Basic Academic Score and API Score'. From this merit list appropriate number of candidates (10 candidates against the first vacancy and thereafter five candidates for each incremental vacancy) will be called for interview.

**Table III. Assessment methodology for calculation of API/Research Score for the post of Assistant Professor**

S. N.	Academic Record	Score			
		1.	<b>Graduation</b>	80% & Above = 15	60% to less than 80% = 13
2.	<b>Post-Graduation</b>	80% & Above = 25	60% to less than 80% = 23	55% (50% in case of SC/ST/OBC (non-creamy layer)/PWD) to less than 60% = 20	
3.	<b>M.Phil.</b>	60% & above = 07	55% to less than 60% = 05		
4.	<b>Ph.D.*</b>	30			
5.	<b>NET with JRF</b>	07			
	<b>NET</b>	05			
	<b>SLET/SET</b>	03			
6.	<b>Research Publications (2 marks for each research publications published in Peer-Reviewed or UGC-listed Journals)</b>	10			
7.	<b>Teaching / Post Doctoral Experience (2 marks for one year each)#</b>	10			
8.	<b>Awards</b>				
	International / National Level (Awards given by International Organizations/ Government of India / Government of India recognized National Level Bodies)	03			
	State-Level (Awards given by State Government)	02			

**#However, if the period of teaching/Post-doctoral experience is less than one year then the marks shall be reduced proportionately.**

**Note:**

- (A) (i) M.Phil + Ph.D Maximum - 30 Marks  
(ii) JRF/NET/SET Maximum - 07 Marks  
(iii) In awards category Maximum - 03 Marks
- (B) Score shall be valid for appointment in Uttar Pradesh SLET/SET Universities/Colleges/ Institutions only.

**\*Note:** University may grade Ph.D. awarded candidates for the ranking of their degree awarding university/institute. Candidate awarded with Ph.D. from NAAC "A" graded / NIRF top hundred ranked institutions, in accordance with UGC-regulations, will be given 30 marks while others may be granted marks in a justified proportion.

**Table IV . Assessment methodology for calculation of API/Research Score for the Post of Associate Professors and Professor (80% weightage).**

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, students' Ph.D. award letter, etc.

(A minimum API/Research Score of Seventy-Five (75) for Associate Professor, and One Hundred Twenty (120) for Professor, is required)

<b>S. N.</b>	<b>Academic/Research Activity</b>	<b>Faculty of Sciences / Engineering / Agriculture/ Medical /Veterinary Sciences</b>	<b>Faculty of Languages / Humanities / Arts / Social Sciences / Library / Education / Physical Education / Commerce / Management &amp; other related disciplines</b>
1.	<b>Research Papers in Peer-Reviewed or UGC listed Journals</b>	08 per paper	10 per paper
2.	<b>Publications (other than Research papers)</b>		
	<b>(a) Books authored which are published by ;</b>		
	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>(b) Translation works in Indian and Foreign Languages by qualified faculties</b>		
	Chapter or Research paper	03	03
	Book	08	08
3.	<b>Creation of ICT mediated Teaching Learning pedagogy and content and development of new and innovative courses and curricula</b>		
	<b>(a) Development of Innovative pedagogy</b>	05	05

	<b>(b) Design of new curricula and courses</b>	02 per curricula / course	02 per curricula/course
	<b>(c) MOOCs</b>		
	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 Coordinator for MOOCs (4 credit course) (In case of MOOCs of lesser credits 02 marks/credit)	08	08
	<b>(d) E-Content</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 quadrant)	02	02
	Editor of e-content for complete course/ paper /e-book	10	10
4	<b>(a) Research guidance</b>		
	<b>Ph.D.</b>	10 per degree awarded 05 per thesis submitted	10 per degree awarded 05 per thesis submitted
	<b>M.Phil./P.G. dissertation</b>	02 per degree awarded	02 per degree awarded
	<b>(b) Research Projects Completed</b>		
	<b>More than 10 lakhs</b>	10	10
	<b>Less than 10 lakhs</b>	05	05
	<b>(c) Research Projects Ongoing :</b>		
	<b>More than 10 lakhs</b>	05	05
	<b>Less than 10 lakhs</b>	02	02
	<b>(d) Consultancy</b>	03	03
5	<b>(a) Patents</b>		
	<b>International</b>	10	10
	<b>National</b>	07	07
	<b>(b) *Policy Document (Submitted to an International body/organisation like UNO/UNESCO/World Bank/International Monetary Fund etc. or Central Government or State Government)</b>		
	International	10	10
	National	07	07
	State	04	04
	<b>(c) Awards/Fellowship</b>		
	International	07	07

	National	05	05
6.	<b>*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)</b>		
	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 ThomsonReuters list):

- i) Paper in refereed journals without impact factor - 5 Points
  - ii) Paper with impact factor less than 1 - 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 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.
- The API/Research score secured -by candidates as per Table IV shall be scaled down to a maximum of 80.

**Note:** For the purpose of minimum essential qualification for the posts in subjects not covered/governed under UGC-Regulations, the regulations of their respective governing bodies/statutory bodies shall be exercised.