

CHHATRAPATI SHAHU JI MAHARAJ UNIVERSITY, KANPUR

Screening and Selection Criteria for various Teaching Positions

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

The details of weightage/points to be assigned for various components/criteria for recruitment to various teaching positions is given in Table 1 below:

Table 1: Weightages of different criteria for recruitment to various teaching positions (as per Governor Secretariate, U.P. Order No. 3019/32-G.S./2020 dt. 18.05.2021; and E-4229/G.S. dt. 02.07.2021)

Screening/Selection Components	Assistant Professor	Associate Professor	Professor
Phase-I			
Basic Academic Score and API Score	100	80	80
Written test to assess subject knowledge	40	-	-
Cumulative Total (for shortlisting)	140	80	80
Phase-II			
Interview			
(i) Assessment of teaching skills (presentation to assess teaching skills in class and ability to take on line classes on computer)	20	-	-
(ii) Interview	10	20	20

Note:

- A "Scrutiny Committee" shall be constituted for checking and scrutinizing the application forms.
- For the post of Assistant Professor, the selection process shall be conducted in two parts: Phase-I - short-listing and Phase-II - Interview
- For the post of Assistant Professor, the 'Basic Academic Score and API Score' shall be calculated as per the as per UGC-Regulations 2018, Appendix II, Table 3A.
- For the post of Assistant Professor, there shall be a written objective examination of the relevant discipline/ branch of 40 points.
- For the post of Assistant Professor, syllabi for written examination, in sciences / humanities & social sciences will be syllabi of NET, and, in engineering/ technology will be syllabi of GATE.
- For the post of Assistant Professor, the candidates shall be given a time of at least seven days from the date of publication of cumulative score for Basic Academic Score and API / Research Score, for inviting objections.

- g) For the post of Assistant Professor, the candidates shall be given a time of at least three days from the date of publication of written examination score, for inviting objections.
- h) For the post of Assistant Professor, a 'Consolidated Merit List' shall be prepared based on the combined score of 'Basic Academic Score and API Score' and 'written test'. From this merit list appropriate number of candidates shall be shortlisted for 'Interview' which will be conducted in two parts: (i) Assessment of teaching skills and (ii) Interview.
- i) For the post of Associate Professor and Professor, the selection process shall be conducted in two parts: Phase-I – short-listing and Phase-II – Interview.
- j) For the post of Associate Professor and Professor, the 'Basic Academic Score and API Score' shall be calculated as per the as per UGC-Regulations 2018, Appendix II, Table 2.
- k) For the post of Associate Professor and Professor, a 'Consolidated Merit List' shall be prepared based on the combined score of 'Basic Academic Score and API Score' and a cut off (but not less than 50% of total score) will be setup to screen/shortlist a proportionate number of candidates for interview.
- l) For the post of Associate Professor and Professor, the candidates shall be given a time of at least seven days from the date of publication of cumulative score of Basic Academic Score and API I Research Score, for inviting objections.
- m) A duly constituted "Selection Committee" will conduct the interview process and shall submit the final result in sealed envelope to the Vice Chancellor.

Other Instruction:

In the 'Direct Recruitment' for teaching positions, there shall be a 'Waiting List' of not more than two candidates and it shall remain valid for one year from declaration of result.

Calculation of the API/Research score for the post of Assistant Professor will be as per the details given in Table 3 (as per UGC-Regulations 2018, Appendix II, Table 3A).

Table 3. Assessment methodology for calculation of API/Research Score for the Post of Assistant Professors (30% weightage).

S.N. Academic Record						Score			
1.	Graduation		80% & Above = 15	60% to less than 80% = 13	55% to less than 60% = 10	45% to less than 55% = 05			
2.	Post-Graduation		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.	M.Phil.		60% & above = 07	55% to less than 60% = 05					
4.	Ph.D.*		30						
5.	NET with JRF		07						
	NET		05						
	SLET/SET		03						
6.	Research Publications (2 marks for each research publications published in Peer-Reviewed or UGC-listed Journals)		10						
7.	Teaching / Post Doctoral Experience (2 marks for one year each)#		10						
8.	Awards								
	International / National Level (Awards given by International Organisations/ Government of India / Government of India recognised 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 universities/institutions, in accordance with UGC-regulations, will be given 30 marks while others may be granted marks in a justified proportion.

Calculation of the API/Research score for the post of Associate Professor and Professor will be as per the details given in Table 4 (as per UGC-Regulations 2018, Appendix II, Table 2).

Table 4. Assessment methodology for calculation of API/Research Score for the Post of Associate Professors and Professor (50% 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)

S.N.	Academic/Research Activity	Faculty of Sciences / Engineering / Agriculture/ Medical /Veterinary Sciences	Faculty of Languages / Humanities / Arts / Social Sciences / Library / Education / Physical Education / Commerce / Management & other related disciplines
1.	Research Papers in Peer-Reviewed or UGC listed Journals	08 per paper	10 per paper
2.	Publications (other than Research papers)		
	(a) Books authored which are published by ;		
	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) Translation works in Indian and Foreign Languages by qualified faculties		
	Chapter or Research paper	03	03
	Book	08	08
3.	Creation of ICT mediated Teaching Learning pedagogy and content and development of new and innovative courses and curricula		
	(a) Development of Innovative pedagogy	05	05
	(b) Design of new curricula and courses	02 per curricula / course	02 per curricula/course
	(c) MOOCs		
	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
	(d) E-Content		
	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	(a) Research guidance		
	Ph.D.	10 per degree awarded 05 per thesis submitted	10 per degree awarded 05 per thesis submitted
	M.Phil./P.G. dissertation	02 per degree awarded	02 per degree awarded
	(b) Research Projects Completed		
	More than 10 lakhs	10	10
	Less than 10 lakhs	05	05
	(c) Research Projects Ongoing :		
	More than 10 lakhs	05	05
	Less than 10 lakhs	02	02
	(d) Consultancy	03	03
5	(a) Patents		
	International	10	10
	National	07	07
	(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
	National	05	05
6.	*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)		

	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 Thomson Reuters 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 4 shall be scaled down to a maximum of 50.

Other Guidelines:

1. 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. AICTE-Regulation 2019 for Engineering and Technology and Pharmacy Disciplines may be co-opted.
2. For Direct Recruitment of Teachers in Self-Finance Scheme (under contract mode), teachers with regular teaching experience of 5 years or more than 5 years may be granted 5 or 10 marks whichever shall deemed suitable.