



पूवोत्तर पर्वतीय विश्वविद्यालय  
पू. प. विवि. परिसर, शिलांग-७९३०२२ (मेघालय)  
**North-Eastern Hill University**  
NEHU Campus, Shillong - 793 022 (Meghalaya)

Phone :  
Grams : NEHU

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**NOTIFICATION**


In pursuance of the resolution adopted by the Academic Council in its 102<sup>nd</sup> meeting and the resolution adopted by the Executive Council in its 171<sup>st</sup> meeting, the following Regulation is hereby notified in terms of provisions contained under Section 27 of NEHU Act, 1973 to be read with Statute 42.

1. Regulation RE-1 On Qualification of Teachers for Direct Recruitment and Promotion under Career advancement Scheme.  
(This is as per the UGC Regulation , 2018)  
This issues with the approval of the competent authority.

Annexure -- A

Copy to:

1. Shri Vijay Kumar,  
Under Secretary, (Room NO.216-D Wing),  
Govt. of India, Ministry of Human Resource Development  
Department of Higher Education, Shastri Bhavan, New Delhi- 110001=.
2. The Pro-Vice-Chancellor, NEHU, Shillong/Tura Campus, Tura.
3. All Deans of School, NEHU, Shillong.
4. All Heads of Departments/Centres, NEHU, Shillong/Tura.
5. Prof. B.B.P. Gupta, Department of Zoology, NEHU, Shillong.
6. The Registrar/Finance Officer/Controller of Examinations/Librarian/ NEHU, Shillong.
7. The In-charge, College Development Council, NEHU, Shillong.
8. The Dean Student Welfare, NEHU, Shillong.
9. All Officers, NEHU, Shillong/Tura
10. P.S. to the Vice-Chancellor, NEHU, Shillong.
11. PS to the Pro-Vice Chancellor, NEHU, Shillong/Tura.
12. PS to the Registrar, NEHU, Shillong.
13. Shr W. Thongni, Computer operator, Centre for Bio-informatics for in-corporation in the NEHU Website.

  
Joint Registrar (Conf.)

**ON QUALIFICATION OF TEACHERS FOR DIRECT RECRUITMENT AND PROMOTION  
UNDER CAREER ADVANCEMENT SCHEME  
(Under Ordinances OE-3, OE-5 and OE-15)**

**1. QUALIFICATION FOR DIRECT RECRUITMENT OF ASSISTANT PROFESSOR,  
ASSOCIATE PROFESSOR, PROFESSOR AND SENIOR PROFESSOR**

**I. Assistant Professor :**

**Eligibility**

- i. A minimum of 55% marks (or an equivalent grade in a point-scale, wherever the grading system is followed) at the Master's level shall be the essential qualification for direct recruitment of teachers and other equivalent cadres at any level.

Besides fulfilling the above qualifications, the candidate must have cleared the National Eligibility Test (NET) conducted by the UGC or the CSIR, or a similar test accredited by the UGC, like SLET/SET or who are or have been awarded a Ph.D. Degree in accordance with the University Grants Commission (Minimum Standards and Procedure for Award of M.Phil./Ph.D. Degree) Regulations, 2009 or 2016 and their amendments from time to time as the case may be exempted from NET/SLET/SET:

Provided, the candidates registered for the Ph.D. programme prior to July 11, 2009, shall be governed by the provisions of the then existing Ordinances/Bye-laws/Regulations of the Institution awarding the degree and such Ph.D. candidates shall be exempted from the requirement of NET/SLET/SET for recruitment and appointment of Assistant Professor or equivalent positions in Universities /Colleges/Institutions subject to the fulfillment of the following conditions :

- a) The Ph.D. degree of the candidate has been awarded in a regular mode;
- b) The Ph.D. thesis has been evaluated by at least two external examiners;
- c) An open Ph.D. viva voce of the candidate has been conducted;
- d) The Candidate has published two research papers from his/her Ph.D. work, out of which at least one is in a refereed journal;
- e) The candidate has presented at least two papers based on his/her Ph.D. work in conferences/seminars sponsored/funded/supported by the UGC/ICSSR/CSIR or any similar agency.

*The fulfillment of these conditions is to be certified by the Registrar or the Dean (Academic Affairs) of the University.*



Note : NET/SLET/SET shall also not be required for such Masters Programmes in disciplines for which NET/SLET/SET is not conducted by the UGC, CSIR or similar test accredited by the UGC, like SLET/SET.

OR

The Ph.D. degree has been obtained from a foreign university/institution with a ranking among top 500 in the World University Ranking (at any time) by any one of the following : (i) Quacquarelli Symonds (QS) (ii) the Times Higher Education (THE) or (iii) the Academic Ranking of World Universities (ARWU) of the Shanghai Jiao Tong University (Shanghai).

*Note : The Academic score as specified in Appendix II (Table 3A) shall be considered for short-listing of the candidates for interview only, and the selections shall be based only on the performance in the interview.*

- ii. A relaxation of 5% shall be allowed at the Master's level for the candidates belonging to Scheduled Caste/Scheduled Tribe/Other Backward Classes(OBC) (Non-Creamy Layer)/Differently-abled [(a) Blindness and low vision; (b) Deaf and Hard of Hearing; (c) Locomotor disability including cerebral palsy, leprosy cured, dwarfism, acid-attack victims and muscular dystrophy; (d) Autism, intellectual disability, specific learning disability and mental illness; (e) Multiple disabilities from amongst persons under (a) to (d) including deaf-blindness] for the purpose of eligibility and assessing good academic record for direct recruitment. The eligibility marks of 55% marks (or an equivalent grade in a point scale wherever the grading system is followed) and the relaxation of 5% to the categories mentioned above are permissible, based only on the qualifying marks without including any grace mark procedure.

Further, a relaxation of 5% shall be provided, (from 55% to 50% of the marks) to the Ph.D. Degree holders who have obtained their Master's Degree prior to 19 September, 1991.

- iii. The Ph.D. Degree shall be a mandatory qualification for promotion to the post of Assistant Professor (Selection Grade/Academic Level 12)
- iv. The Ph.D. Degree shall be a mandatory qualification for direct recruitment to the post of Assistant Professor in the University with effect from 01.07.2021.
- v. The time taken by candidates to acquire M.Phil. and/or Ph.D. Degree shall not be considered as teaching/research experience to be claimed for appointment to the teaching positions. Further the period of active service spent on pursuing Research Degree simultaneously with teaching assignment without taking any kind of leave, shall be counted as teaching experience for the purpose of direct recruitment/promotion. Regular faculty members up to twenty percent of the total faculty strength (excluding faculty on medical/maternity leave) shall be allowed by their respective institutions to take study leave for pursuing Ph.D. degree.

## **II. Associate Professor :**

### **Eligibility**

- i. A good academic record, with a Ph.D. Degree in the concerned/allied/relevant disciplines.
- ii. A Master's Degree with at least 55% marks (or an equivalent grade in a point-scale, wherever the grading system is followed).
- iii. The Ph.D. Degree shall be a mandatory qualification for appointment and promotion to the post of Associate Professor.
- iv. A minimum of eight years of experience of teaching and/or research in an academic/research position equivalent to that of Assistant Professor in a University, College or Accredited Research Institution/industry with a minimum of seven publications in the peer-reviewed or UGC-listed journals and a total research score of Seventy five (75) as per the criteria given in Appendix II, Table 2.

## **III. Professor**

### **Eligibility**

- A. i. An eminent scholar having a Ph.D. degree in the concerned/allied/relevant discipline, and published work of high quality, actively engaged in research with evidence of published work with, a minimum of 10 research publications in the peer-reviewed or UGC-listed journals and a total research score of 120 as per the criteria given in Appendix II, Table 2.
- ii. A minimum of ten years of teaching experience in university/college as Assistant Professor/Associate Professor/Professor, and/or research experience at equivalent level at the University/National Level Institutions with evidence of having successfully guided doctoral candidate.

OR

- B. An outstanding professional, having a Ph.D. degree in the relevant/allied/applied disciplines, from any academic institutions (not included in A above) / industry, who has made significant contribution to the knowledge in the concerned/ allied/relevant discipline, supported by documentary evidence provided he/she has ten years' experience.

- IV. **Senior Professor :** Up to 10 percent of the existing sanctioned strength of Professors in the university may be appointed as Senior Professor in the universities, through direct recruitment.



**Eligibility:**

- i. An eminent scholar with good track record of high-quality research publications in Peer-reviewed or UGC-listed journals; significant research contribution to the discipline, and engaged in research supervision.
- ii. A minimum of ten years of teaching/research experience as Professor or an equivalent grade in a University, College or an institute of national level.
- iii. The selection shall be based on academic achievements, favourable review from three eminent subject experts who are not less than the rank of Senior Professor or a Professor of at least ten years' experience.
- iv. The selection shall be based on ten best publications in the Peer-reviewed or UGC-listed journals and award of Ph D. degrees to at least two candidates under his/her supervision during the last 10 years and interaction with the Selection Committee constituted as per the UGC Regulations.

*Note: The discipline wise qualification for various teaching posts shall be as prescribed by the University Grants Commission and as laid down in Annexure-I to this Regulation. Qualifications for teaching posts for disciplines/subjects not covered in Annexure to this Regulation shall be as prescribed by University Grants Commission from time to time and as adopted by the University.*

## **2. STAGES OF PROMOTION UNDER THE CAREER ADVANCEMENT SCHEME (CAS) OF INCUMBENT AND NEWLY-APPOINTED ASSISTANT PROFESSORS /ASSOCIATE PROFESSORS/PROFESSORS**

### **I. Assistant Professor (Academic Level 10) to Assistant Professor (Senior Scale /Academic Level 11)**

**Eligibility:**

- i. An Assistant Professor who has completed four years of service with a Ph.D. degree or five years of service with a M.Phil/PG Degree in Professional Courses, such as LLM, M.Tech, M.V.Sc. and M.D., or six years of service in case of those without a Ph.D./M.Phil/PG Degree in a Professional course and satisfies the following conditions:
  - a. Attended one Orientation course of 21 days duration on teaching methodology,
  - b. Any one of the following: Completed Refresher/Research Methodology Course/ Workshop/ Syllabus Up-gradation Workshop/ Training Teaching-Learning-Evaluation, Technology Programmes/Faculty Development Programmes of at least one week (5 days) duration, or taken one MOOCs course (with e-certification) or

development of e-contents in four-quadrants/ MOOCs course during the assessment period; and

- c. Published one research publication in the peer-reviewed journals or UGC-listed journals during assessment period.

#### **CAS Promotion Criteria**

A teacher shall be promoted if

- i. He/she gets a 'satisfactory' or 'good' grade in the annual performance assessment reports of at least three/four/five of the last four/five/six years of the assessment period as the case may be as provided in Appendix II: Table 1, and ;
- ii. The promotion is recommended by the screening-cum evaluation committee.

#### **II. Assistant Professor (Senior Scale/Academic Level 11) to Assistant Professor (Selection Grade/Academic Level 12)**

##### **Eligibility:**

- i. Assistant Professor who has completed five years of service in Academic Level 11/Senior Scale.
- ii. Possesses a Ph.D. Degree in the subject relevant/allied/relevant discipline.
- iii. Has done any two of the following in the last five years of Academic Level 11/Senior Scale: Completed a course/programme from amongst the categories of Refresher Course/Research Methodology/Workshops/Syllabus Up-gradation Workshop/Teaching-Learning-Evaluation/ Technology Programme /Faculty Development Programme of at least two weeks (ten days) duration) or, completed one MOOCs course in the relevant subject (with e-certification); or contribution towards the development of e-content in 4-quadrant (at least one quadrant) minimum of 10 modules of a course/contribution towards the development of at least 10 modules of MOOCs course/contribution towards conduct of a MOOCs course during the period of assessment.
- iv. Published three research papers in the peer-reviewed journals or UGC-listed journals during assessment period.

#### **CAS Promotion Criteria :**

A teacher shall be promoted if ;

- i) The teacher gets a 'satisfactory' or 'good' grade in the annual performance assessment reports of at least four of the last five years of the assessment period as prescribed in Appendix II, Table 1; and



- ii) The promotion is recommended by the Screening-cum-evaluation committee.

Further, the criteria for promotions of Assistant Professors from the Academic Level 10 to Level 11 and from Academic Level 11 to Level 12 under Career Advancement Scheme shall be effective from the date of notification of the UGC Regulations 2018. However, to avoid hardship to those Assistant Professors who have already qualified or are likely to qualify shortly under the UGC Regulations 2010 (4<sup>th</sup> Amendment), a choice shall be given to them for being considered for promotions under the UGC Regulations 2010 (4<sup>th</sup> Amendment). This option can be exercised only within three years from the date of notification of the UGC Regulation 2018.

### **III. Assistant Professor (Selection Grade/Academic Level 12) to Associate Professor (Academic Level 13A)**

#### **Eligibility :**

- i. Assistant Professor who has completed three years of service in Academic Level 12/Selection Grade.
- ii. A Ph.D. Degree in the subject concerned/allied/relevant discipline.
- iii. Any of the following during last three years: completed one course/programme from amongst the categories of Refresher Courses/Research Methodology Workshops /Syllabus Up-gradation Workshop /Teaching-Learning-Evaluation Technology Programme/Faculty Development Programme of at least two weeks (ten days) duration (or completed two courses of at least one week (five days) duration in lieu of every single course/programme of at least two weeks (ten days) duration); or completed one MOOCs course (with e-certification); or contribution towards the development of e-content in 4-quadrant (at least one quadrant) minimum of 10 modules of a course/contribution towards development of at least 10 modules of MOOCs course/contribution towards conduct of a MOOCs course during the period of assessment.
- iv. A minimum of seven publications in the peer-reviewed or UGC-listed journals out of which three research papers should have been published during the assessment period.
- v. Evidence of having guided at least one Ph.D. candidate (thesis submitted).

#### **CAS Promotion Criteria :**

A teacher shall be promoted if ;

- i. He/she gets a 'satisfactory' or 'good' grade in the annual performance assessment reports of at least two of the last three years of the assessment period as specified in Appendix II, Table 1, and has a research score of at least 70 as per Appendix II, Table 2.

- ii. The promotion is recommended by a selection committee constituted in accordance with the relevant Ordinances.

#### **IV. Associate Professor (Academic Level 13A) to Professor (Academic Level 14)**

##### **Eligibility:**

- i. An Associate Professor who has completed three years of service in Academic Level 13A.
- ii. A Ph.D. degree in the subject concerned/allied/relevant discipline.
- iii. A minimum of ten research publications in the peer-reviewed or UGC-listed journals out of which three research papers should have been published during the assessment period.
- iv. Evidence of having successfully guided doctoral candidate (Degree awarded).
- v. A minimum of 110 Research Scores as per Appendix II, Table 2.

##### **CAS Promotion Criteria**

A teacher shall be promoted if :

- i. He/she gets 'satisfactory' or 'good' grade in the annual performance assessment reports of at least two of the last three years of the assessment period as per Appendix II, Table 1, and at least 110 research score, as per Appendix II, Table 2.
- ii. The promotion is recommended by a selection committee constitute in accordance with the relevant Ordinances.

#### **V. Professor (Academic Level 14) to Senior Professor (Academic Level 15)**

A Professor can be promoted to the post of Senior Professor under the CAS. The promotion shall be based on academic achievement, favourable review from three eminent subject experts who are not of the rank lower than the rank of a Senior Professor or a Professor having at least ten years' of experience. The selection shall be based on 10 best publications during the last 10 years and interaction with a Selection Committee constituted in accordance with the relevant Ordinances.



**Eligibility:**

- i. Ten years' experience as a Professor.
- ii. A minimum of ten publications in the peer-reviewed or UGC-listed journals and Ph.D. degree has been successfully awarded to two candidates under his/her supervision during the assessment period.

**3. Appointment on Contract Basis**

- i. The teachers may be appointed on contract basis only when it is absolutely necessary and when the student/teacher ratio does not satisfy the laid-down norms.
- ii. The number of such appointments may not exceed 10% of the total number of faculty positions in the University.
- iii. The qualifications and selection procedure for appointing them shall be the same as those applicable to a regularly appointed- teacher.
- iv. The fixed emoluments paid to such contract teachers may not be less than the monthly gross salary of a regularly appointed Assistant Professor.
- v. Such appointments shall be made initially for one academic session, and the performance of any such entrant teacher should be reviewed for academic performance before reappointing him/her on contract basis for another session.
- vi. Such appointments on contract basis may also be resorted to when absolutely necessary to fill vacancies arising due to maternity leave, child-care leave etc.

TABLE-A

Minimum API Requirement for the Promotion of Teachers under CAS

Sl. NO.		Assistant Professor (Academic Level 10/Stage 1/ AGP Rs. 6000/- to Academic Level 11/Stage 2/ AGP Rs.7000/-)	Assistant Professor (Academic Level 11/Stage 2/ AGP Rs. 7000/- to Academic Level 12/Stage 3/ AGP Rs.8000/-)	Assistant Professor (Academic Level 12/Stage 3/ AGP Rs. 8000/- to Associate Professor (Academic Level 13A/ Stage 4/ AGP Rs.9000/-)	Associate Professor (Academic Level 13A/ Stage 4/ AGP Rs. 9000/- to Professor (Academic Level 14/Stage 5/AGP Rs.10000/-)
1.	Research and Academic contribution (Category III)	40/assessment period	100/assessment period	90/assessment period	120/assessment period
2.	Expert assessment system	Screening Committee	Screening Committee	Selection Committee	Selection Committee



Table-1

## Assessment Criteria and Methodology for University Teachers

Sl. No.	Activity	Grading Criteria
1.	Teaching (Number of classes taught/total classes assigned) x 100 (Classes taught includes sessions on tutorials, lab and other teaching related activities)	80% & above – Good Below 80% but 70% & above-Satisfactory Less than 70% - Not Satisfactory
2.	Involvement in the University students related activities/research activities: (a) Administrative responsibilities such as Head, Chairperson/ Dean/ Director/ Co-ordinator, Warden etc. (b) Examination and evaluation duties assigned by the university or attending the examination paper evaluation. (c) Student related co-curricular, extension and field based activities such as students clubs, career counseling, study visits, student seminars and other events, cultural, sports, NCC, NSS and community services. (d) Organising seminars/ conferences/ workshops, other college/ university activities. (e) Evidence of actively involved in guiding Ph.D. students. (f) Conducting minor or major research project sponsored by national or international agencies. (g) At least one single or joint publication in peer-reviewed or UGC list of Journals.	Good – Involved in at least 3 activities  Satisfactory – 1-2 activities  Not-satisfactory- Not involved/undertaken any of the activities.  Note: Number of activities can be within or across the broad categories of activities
<b>Overall Grading:</b>  Good: Good in teaching and satisfactory or good in activity at SL. No.2. Or Satisfactory: Satisfactory in teaching and good or satisfactory in activity at SL. No.2  Not Satisfactory: If neither good nor satisfactory in overall grading  Note: For the purpose of assessing the grading of Activity at serial No. 1 and Serial No.2, all such periods of duration which have been spent by the teacher on different kinds of paid leaves such as Maternity Leave, Child Care Leave, Study Leave, Medical Leave, Extraordinary Leave and Deputation shall be excluded from the grading assessment. The teacher shall be assessed for the remaining period of duration and the same shall be extrapolated for the entire period of assessment to arrive at the grading of the teacher. The teacher on such leaves or deputation as mentioned above shall not be put to any disadvantage for promotion under CAS due to his/her absence from his/her teaching responsibilities subject to the condition that such leave/deputation was undertaken with the prior approval of the competent authority following all procedures laid down in these regulations and as per the Acts, Statutes, Ordinances and Regulations of the University.		

Table-2

## Methodology for University Teachers for calculating Academic/Research Score

(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 letters, etc.)

Sl. No.	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 UCG 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/organization 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 >1 and <2 - 15 points
  - iv) Paper with impact factor >2 and <5 - 20 points
  - v) Paper with impact factor >5 and <10 - 25 points
  - vi) Paper with impact factor > 10 - 30 points
  - (a) Two authors: 70% of the 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, Supervisor and Joint Supervisor 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.

Table: 3A

Criteria for Short-listing of Candidates for Interview for the Post of Assistant Professors in the University

Sl.No.	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 Points  
(ii) JRF/NET/SET Maximum - 07 Points  
(iii) In awards category Maximum - 03 Points

(B) Number of candidates to be called for interview shall be decided by the concerned universities.

- (C) (i) Academic Score - 80  
(ii) Research Publications - 10  
(iii) Teaching Experience - 10  
**Total - 100**

(D) SLET/SET Score shall be valid for appointment in respective State Universities/Colleges/Institutions only.