



पूवोत्तर पर्वतीय विश्वविद्यालय
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Phone :
Grams : NEHU

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Dated 25.07. 2019


NOTIFICATION

In pursuance of the resolution adopted by the Academic Council in its 102nd meeting and the resolution adopted by the Executive Council in its 171st meeting, the following Ordinances are hereby notified in terms of provisions contained under Statute-41(5) & (6) of the NEHU Act, 1973.

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|---|--------------|
| 1. Ordinance OE-3 On Selection Committee Procedures for Teachers and other Academic Staff. | Annexure -A |
| 2. Ordinance OE-5 On Service conditions, Salary Scales, Classification and Qualification of Teachers. | Annexure- B |
| 3. Ordinance OE-15 On Career Advancement Scheme.
(This is as per the UGC Regulation, 2018) | Annexure - C |
- This issues with the approval of the competent authority.

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 Dean Student Welfare, NEHU, Shillong.
8. All Officers, NEHU, Shillong/Tura
9. P.S. to the Vice-Chancellor, NEHU, Shillong.
10. PS to the Pro-Vice Chancellor, NEHU, Shillong/Tura.
11. PS to the Registrar, NEHU, Shillong.
12. Shri W.Thongni, Computer Operator, Centre for Bio-informatics in- corporation in the NEHU Website.


Joint Registrar (Conference)

**ON SELECTION COMMITTEE PROCEDURES FOR TEACHERS AND
OTHER ACADEMIC STAFF**

Under Clause (5) of Statute 20

1. The Chairman shall fix the date and venue of the meeting of the Selection Committee.

Ordinarily, a week's notice of a meeting shall be given to the members.

2. Constitution of Selection Committees and Selection procedures.

I. Selection Committee Composition.

A. For Assistant Professor, Associate Professor and Professor (Direct recruitment and under CAS):

- a. The Selection Committee for the post of Assistant Professor, Associate Professor and Professor shall consist of the following persons:
 - (i) The Vice-Chancellor or his/her nominee, who has atleast ten years of experience as Professor, shall be the Chairperson of the Committees
 - (ii) An academician not below the rank of Professor to be nominated by the Visitor.
 - (iii) Three experts in the subject concerned nominated by the Vice-Chancellor out of the panel of names approved by the relevant statutory body of the University.
 - (iv) Dean of the School concerned.
 - (v) Head of the Department/ Centre concerned.
 - (vi) An academician representing SC/ST/OBC/Minority/Women/Differently-abled categories to be nominated by the Vice-Chancellor, if any of the candidates from any of these categories is an applicant and if any of the above members of the selection committee does not belong to that category.
- b. Four members, including two outside subject experts, shall constitute the quorum.

B. For Senior Professor (Direct recruitment and under CAS):

- a. The Selection Committee for the post of Senior Professor in the University shall consist of the following persons:
 - (i) The Vice-Chancellor who shall be the Chairperson of the Committee.

- (ii) An academician not below the rank of Senior Professor/Professor with minimum ten years' experience who is the nominee of the Visitor/ Chancellor, wherever applicable.
- (iii) Three experts not below the rank of a Senior Professor/Professor with a minimum of ten years' experience in the subject/field concerned nominated by the Vice-Chancellor out of the panel of names approved by the relevant statutory body of the University.
- (iv) Dean (not below the rank of Senior Professor/Professor with minimum of ten years' experience) of the School concerned.
- (v) Head (not below the rank of Senior Professor/Professor with minimum ten years' experience) or Senior-most Professor (not below the rank of Senior Professor/Professor with a minimum of ten years' experience) of the Department/School concerned.
- (vi) An academician (not below the rank of a Senior Professor/Professor with minimum ten years' experience) representing SC/ ST/ OBC /Minority/ Women/ Differently-abled categories, if any of candidates representing these categories is the applicant, to be nominated by the Vice-Chancellor, if any of the above members of the Selection Committee do not belong to that category.

b. Four members, including two outside subject experts, shall constitute the quorum.

Note: For all Selection Committees specified these Regulations, Head of Department/ Teacher-in-charge should be either in the same or higher rank/position than the rank/position for which the interview is to be held.

II Composition of Screening-cum-Evaluation Committee for CAS promotion of Assistant Professors:

- (i) The Vice-Chancellor or his/her nominee shall be the Chairperson of the Committee.
- (ii) The Dean of the School concerned.
- (iii) The Head of the Department/Centre concerned; and
- (iv) One subject expert in the subject concerned nominated by the Vice-Chancellor from the University panel of experts.

III Selection Procedure:

- (i) The overall selection procedure shall incorporate transparent, objective and credible methodology of analysis of the merits and credentials of the applicants based on the weightage given to the performance of the candidate in different relevant parameters and his/her performance on a prescribed Grading System Proforma, based on Appendix II: Tables 1, 2 and 3A.
- (ii) The ability for teaching and/or research aptitude will be assessed through a seminar or lecture in a classroom situation or discussion on the capacity to use the latest technology in teaching and research at the interview stage.

- (iii) Selection procedures as per Clause 3 (i) and (ii) shall be followed for both the direct recruitment and the CAS promotions, wherever selection committees are prescribed in the Regulation RE-1.
- (iv) Self-assessment-cum-performance appraisal forms for teachers will be prepared in strict adherence to the Appendix II: Tables 1, 2 and 3A.

IV Assessment Criteria and Methodology for CAS:

- (i) The process of selection shall involve the inviting of the application developed by the University, based on the Assessment Criteria and Methodology guidelines set out in the UGC Regulations, 2018.
 - (ii) Assessment Criteria and Methodology Proforma based on the UGC Regulations will be developed by the Internal Quality Assurance Cell (IQAC) established by the University as per the UGC/National Assessment Accreditation Council (NAAC) guidelines.
 - (iii) A teacher who wishes to be considered for promotion under the CAS may submit in writing to the University, within three months in advance of the due date, that he/she fulfils all the requirement under the CAS and submit to the University the prescribed Assessment Criteria and Methodology Proforma as evolved by the University.
3. The Selection Committee/**Screening-cum-Evaluation Committee** shall make recommendations as to the suitability of the candidate for consideration of the Executive Council.
 4. The decision shall be arrived by the Selection Committee by a majority vote. In case there is a tie, the Chairman shall exercise a casting vote.
 5. The Chairman shall have the power to lay down procedures in respect of matters not specified in the Ordinances/Regulations concerned.
 6. When Selection Committee meetings are convened for the posts for different categories together, candidates for the reserved category posts shall be interviewed separately and recommendations made before candidates for unreserved categories are interviewed.
 7. If more candidates than the number of vacancies are selected, the Selection Committee shall prepare a panel containing names of candidates in order of preference. The extra candidates found suitable shall constitute the reserve list. The reserve list shall remain confidential till an occasion arises for its use due to some selected candidates declining the offer only, and shall not be used for appointments against posts other than those advertised.
 8. The proceedings of the Selection Committee shall be treated as confidential.
 9. The panel drawn up by the Selection Committee shall remain valid till the vacancies advertised are filled or till the panel is exhausted, whichever is earlier. Provided that the validity as such shall not exceed one year.

Explanation: The Executive Council can appoint a person from the approved panel only within a period of one year from the date on which the panel was drawn up by the Selection Committee.

10. Notwithstanding anything contained in clauses 1 to 9 above, any notification in this regard issued by the University Grant Commission/ Ministry of Human Resource Development/ Government of India and adopted by the University shall be applicable.

**ON SERVICE CONDITIONS, SALARY SCALES,
CLASSIFICATION AND QUALIFICATIONS OF TEACHERS**

Under Section 26(1) (n) of the NEHU Act, 1973 read with Statute 25

1. Members of the Teaching Staff

The members of the Teaching Staff shall be designated as follows:

- i. Senior Professor
- ii. Professor
- iii. Associate Professor
- iv. Assistant Professor

2. Scale of Pay

The Scales of pay of the teaching staff shall be as prescribed by the University Grants Commission/ Ministry of Human Resource Development, Government of India, from time to time and as accepted by the University. In addition to the pay in the scales such other allowances, facilities and perks as may be sanctioned by the UGC/MHRD, Government of India/University from time to time will be admissible to the teachers.

- 3.** The minimum qualification for the post of Senior Professor, Professor, Associate Professor and Assistant Professor shall be such as prescribed by the University Grants Commission/Ministry of Human Resource Development from time to time and laid down in relevant Regulation of the University. Additional qualification, if any, required for the post to be filled up shall be prescribed by the Vice-Chancellor in consultation with the Dean of concerned School and Head of the Department/Centre and approved by the Academic Council.

4. Teacher to be whole time employees

- (i) For the purpose of this Ordinance “teacher” means whole-time salaried teacher of the University and does not include honorary, visiting or part-time teachers.
- (ii) A teacher shall be a whole-time salaried employee of the University and shall devote his whole time to the University.
- (iii) No whole-time salaried teacher of the University shall, without the permission of the Executive Council, engage directly or indirectly in any trade or business whatsoever or any private tuition or other work to which any emolument or honorarium is attached. Provided that nothing in this Ordinance shall apply to work undertaken in connection with the examination of Universities or learned bodies or Public Service Commission or to any literary work or publication or radio talk or extension lectures or with the permission of the Vice-Chancellor, to any other academic work.

5. Nature of Duties

- (i) Every teacher shall undertake to take such part in the activities of the University and perform such duties in the University as may be required by and in accordance with the Act, Statutes and Ordinances framed there under, organization of instruction, or teaching or research or the examination of students or their welfare and generally to act under the direction of the authorities of the University.
- (ii) A teacher who is assigned work relating to teaching or research in any Department, other than his, within the School or outside School, shall not be entitled to extra remuneration.

6. Probation

- (i) The minimum period of probation of Senior Professor, Professor, Associate Professor and Assistant Professor shall be one year, extendable by a maximum period of one more year in case of unsatisfactory performance.
- (ii) The confirmation at the end of one year shall be automatic, unless Probation is extended for another year by a specific order, before expiry of first year. University must issue an order of confirmation within forty five days of completion of probationary period after due process of verification of satisfactory performance.
- (iii) Probation Rules are applicable only at the initial stage of recruitment, issued from time to time, by Central Government.
- (iv) All other Central Government rules on probation shall be applicable mutatis mutandis.
- (v) Provided that the Executive Council may, for reasons to be recorded waive the condition of probation. The Executive Council shall have the right to assess the suitability of a teacher for confirmation even before the expiry of the period of 12 months from the date of his/her appointment but not earlier than nine months from that date.

7. Confirmation

- (i) It shall be the duty of the Registrar or any Officer-in-charge of the case, to place before the Executive Council the case of confirmation of a teacher on probation to assess the suitability in the 10th month and the 19th month.
- (ii) The Executive Council may then either confirm the teacher or decide not to confirm him/her or extend the period of probation so as not to exceed 24 months. Where the Executive Council decides not to confirm the teacher, he/she shall be informed in writing to that effect, not later than thirty days before the expiry of the probation. Provided that the decision not to confirm a teacher shall require a two-third majority of the members of the Executive Council present and voting.
- (iii) A teacher appointed by the Executive Council under Statute 21 shall be deemed to be confirmed with effect from the date he/she joins duty.

8. Increment

A. Annual Increment

- (i) Every teacher shall draw increment in his/her scale of pay band, unless it is withheld or postponed by a resolution of the Executive Council on a reference by the Vice-Chancellor, and after the teacher has been given sufficient opportunity to make his written representation.
- (ii) The annual increment shall be given to every teacher in accordance with the Pay Matrix notified by the Ministry of Human Resource Development (MHRD)/ University Grants Commission (UGC) from time to time and adopted by the University.
- (iii) The annual increments to each employee would move up in the same academic level, with an employee moving from the existing cell in the academic level to the immediate next cell in the same academic level.
- (iv) There shall be two dates for grant of increment namely, 1st January and 1st July of every year, provided that an employee shall be entitled to only one annual increment on either one of these two dates depending on the date of appointment, promotion or grant of financial up-gradation.

B. Incentives for Ph.D./M.Phil. and other Higher Qualification

- (i) Five non-compounded advance increments shall be admissible at the entry level of recruitment as Assistant Professor to persons possessing the Degrees of Ph.D. awarded in a relevant discipline by the University following the process of admission, registration, course work and external evaluation as prescribed by the UGC.
- (ii) M.Phil. degree holders at the time of recruitment to the post of Assistant Professor shall be entitled to two non-compounded advance increments.
- (iii) Those possessing Post-graduate degree in the professional course such as LL.M/M.Tech/M.Arch/M.E/M.V.Sc/M.D., etc recognized by the relevant statutory body/council, shall also be entitled to two non-compounded advance increments at the entry level.
- (iv) (a) Teachers who complete their Ph.D. degree while in service shall be entitled to three non-compounded increments fixed at increment applicable at entry level only if such Ph.D. is in a relevant discipline of the discipline of employment and has been awarded by the University complying with the process prescribed by the UGC for enrolment, course work, evaluation, etc

(b) However, teachers in service who have already been awarded Ph.D. by the time of coming into force of these Regulations or having been enrolled for Ph.D. have already undergone course-work as well as evaluation, if any, and only Notification in regard to the award of Ph.D. is awarded, shall also be entitled to the award of three non-compounded increments fixed at increment applicable at entry level only, even if the University awarding such Ph.D. has not yet been notified by the UGC as having complied with the process prescribed by the Commission.

- (v) In respect of every other case, a teacher who is already enrolled for Ph.D. shall avail the benefit of three non-compounded increments fixed at increment applicable at entry level only if the University awarding the Ph.D has been notified by UGC to have complied with the process prescribed by the Commission for the award of Ph.D. in respect of either course-work or evaluation or both, as the case may be.
- (vi) Teachers in service who have not yet enrolled for Ph.D. shall therefore, derive the benefit of three non-compounded increments fixed at increment applicable at entry level only on award of Ph.D., while in service only if such enrolment is with the University which complies with the entire process including that of enrolment as prescribed by the UGC.
- (vii) Teachers who acquire M.Phil Degree or a post-graduate degree in a professional course recognized by the relevant Statutory Body/Council, while in service, shall be entitled to one advance increment fixed at increment applicable at entry level only.
- (viii) Notwithstanding anything above, all other terms and conditions laid down by the UGC from time to time shall apply.

9 Age of retirement

Subject to the provision of Statute 27, every teacher confirmed in the service of the University, shall retire from such service on the afternoon of the last date of the month in which he/she attains the age of 65 years or if the date attaining 65 years falls on the first day of the month, the teacher shall retire on the afternoon of the last day of the preceding month. Continuation in service thereafter may be considered only under rules of reemployment.

10. Variation in terms & conditions of Service

Every teacher of the University shall be bound by the Act, Statutes Ordinances and Regulations for the same being in force in the University.

Provided that no change in the terms and conditions of service of a teacher shall be made after his appointments, in regard to designation, scale of pay, increments, probation, confirmation, leave, leave salary, age of retirement, provident fund benefits and removal from service so as to adversely affect him.

11. Resignation

A teacher may, at any time, terminate his/her engagements by giving the Executive Council three months notice in writing. Provided that if the notice period ends in the middle of the academic semester, and if the release of the teacher is likely to adversely affect the academic programme, the teacher may be released only at the end of the semester in the case of the University teachers and at the end of the academic session in the case of teachers of the constituent colleges.

Provided a teacher to whom 'leave not due' is granted shall not be permitted to tender his/her resignation from service so long as the debit balance in his/her leave account is not wiped off by active service, or he/she refunds the amount paid to him/her as pay and allowances for the period not so earned. In a case where retirement is unavoidable on account of reason of ill health, incapacitating the teacher for further service, refund of leave salary for the period of leave still to be earned may be waived by the Executive Council.

12. Contract

- (i) The written contract between a teacher and the University required to be entertained into under clause (2) of the Statute 25, shall be in the form annexed to this Ordinance or as nearly or substantially to take effect. Provided that if a contract is not executed by a teacher for any reason whatsoever, he shall be governed by the general principles like equity, fair play, the overall academic interests of the students, harmonious functioning of the institution and healthy development of the University.
- (ii) Special contract: Notwithstanding anything contained in this Ordinance, the Executive Council may, in special cases, appoint teachers on contract on such terms and conditions as it may deem fit. Such teachers shall execute a contract in the form as annexed. Provided that no appointment shall be made under this clause for a period exceeding five years at a time.

13. Retirement Benefits

A teacher of the University shall subscribe to the Provident Fund Scheme(s) in force and shall be entitled to such gratuity/ retirement benefits and leave encashment prescribed by the Government of India from time to time.

14. Re-employment

- (i) Subject to the availability of vacant positions and fitness, teachers such as Assistant Professor, Associate Professor, Professor and Senior Professor only, may be re-employed on contract appointment beyond the age of superannuation, as applicable to the University up to the age of seventy years.
- (ii) All such re-employment shall be strictly in accordance with the guidelines prescribed by the UGC, from time to time and adopted by the University.

- 15. Notwithstanding anything contained in clause 1 to 14 above, any notification in this regard issued by the University Grants Commission / Ministry of Human Resource Development/ Government of India and adopted by the University shall be applicable.

ON CAREER ADVANCEMENT SCHEME

Under Section 26 (1) (n) of the NEHU, 1973

1. There shall be a career advancement scheme (CAS) for placement/promotion of teachers of the University.
2. The promotion through career advancement of Assistant Professors/Associate Professors/Professors in the University shall be governed by the Regulations prescribed by the University Grants Commission/Government of India from time to time and as adopted by the University and laid down in the relevant Ordinances/Regulations.
3. The promotion through career advancement for other academic staff shall be governed by the Regulations prescribed by the University Grants Commission/Government of India from time to time and as adopted by the University and laid down in the relevant Ordinances/Regulations
4. The composition of Evaluation-cum-Screening/Selection Committee required for the implementation of this scheme shall be as specified by the University Grants Commission/Ministry of Human Resource Development/Government of India and as adopted by the University.
5. Notwithstanding the various clauses above, this ordinance shall remain in force till such time as the Career Advancement Scheme of the University Grants Commission/ Government of India remains in force and any change so notified from time to time and adopted by the University shall automatically be treated as having been incorporated in this ordinance.

Approved vide MHRD, GOI Letter No. F.8-22/04-Desk(U) dated 15.3.2004.

Notes :

- i. Approved by the 70th Academic Council and 117th Executive Council vide Resolution No.EC:117:2003:6:7:(iv) dated December 12, 2003.
- ii. Approved by the 71st Academic Council vide Resolution No. AC:71:2004:5:1:(7) (i) and 119th Executive Council Resolution NO. EC:119:2004:2:(ii) dated August 20, 2004.
- iii. The amendment to the Ordinance (OE-15) has been notified vide Notification NO. F.Conf/13-5/Ord/99 (Vol.III)-792 dated 25 November, 2004.

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

Overall Grading:

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.