

## Instruction Sheet

Recruitment of Assistant Professor in Humanities and Science Faculty of Jadavpur University

**Minimum Eligibility:** As per UGC (Minimum Qualifications for Appointment of Teachers and other Academic Staff in Universities and Colleges ...Maintenance of Standards in Higher Education) Regulations, 2018, and W.B. Govt. Order No.-1081-Edn(U)/10-91/10 dated 15<sup>th</sup> December 2021.

### (a) or (b)

(a) i) A Master's degree with 55% marks (or an equivalent grade in a point scale wherever the grading system is followed) in a concerned/relevant/allied subject from an Indian University, or an equivalent degree from an accredited foreign university.

ii) 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 etc. However, the exemptions in this regard are specified in Note 2.

OR

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

In addition to the minimum eligibility criteria and experience as stated above, university may include other relevant qualifications / experience.

### NOTE

#### 1. Relaxation of Marks for Direct Recruitment of Assistant Professor

i. A relaxation of 5% may be provided at the Graduate and Master's Level for the Scheduled Castes/Scheduled Tribes/Differently-abled (physically and visually differently-abled)/Other Backward Classes (non-creamy layer) categories for the purpose of eligibility and for assessing good academic record during direct recruitment to teaching positions. However, differently-abled (physically and visually) candidates are not eligible for any marks relaxation in Physical Education discipline.

ii. The minimum qualifying marks of 55% is relaxable by 5% marks (from 55% to 50%) at the Master's level for Ph.D. Degree holders who have obtained their Master's degree prior to September 19, 1991.

iii. The eligibility marks of 55% marks (or an equivalent grade in a point scale wherever grading system is followed) and the relaxation of 5% to the categories mentioned above are permissible based on qualifying without including any grace mark procedures.

iv. All the essential qualifications must have been obtained from a recognized University/Institute. By a recognized University/Institute is meant a University/Institute affiliated by UGC/other statutory apex bodies, or recognized by the State or Central Government as a centre of higher learning. In case

of a foreign University, the Degree concerned should be recognized as equivalent to its Indian counterpart by the Association of Indian Universities (AIU).

## **2. NET/SLET/SET Exemption for the Post of Assistant Professor:**

- i. The candidates who have been awarded Ph.D. Degree in the same or in a relevant subject in accordance with the University Grants Commission (Minimum Standards and Procedure for award of Ph.D. Degree) Regulations, 2009 are exempted from qualifying in the Eligibility Test (NET/SLET/SET).
- ii. Candidates registered for Ph.D. programme prior to 11 July 2009 shall be exempted from qualifying in the Eligibility Test (NET/SLET/SET) as described hereinafter.

The award of Degree to candidates registered for the Ph.D. programme prior to 11 July 2009 shall be governed by the provisions of the then existing Ordinances/Bye laws/Regulations of the institutions awarding the Degree in the same or relevant subject, and shall be exempted from the requirement of NET/SLET/SET, subject to fulfilment of the following conditions:

- a) Ph.D. degree of the candidate awarded in regular mode only;
- b) Evaluation of the Ph.D. thesis by at least two external examiners;
- c) Open Ph.D. viva voce of the candidate had been conducted;
- d) Candidate has published two research papers from his/her Ph.D. work out of which at least one must be in a refereed journal;
- e) Candidate has made at least two presentations in conferences/seminars based on his/her Ph.D. work.

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

- iii. NET/SLET/SET shall also not be required for such Master's Programmes in disciplines for which NET/SLET/SET is not conducted.

**3. Age Limits:** The upper age limit is 40 years on the 1<sup>st</sup> day of January of the year of advertisement in the first entry relaxable up to 5 years for SC/ST and 3 years for OBC category (non-creamy layer) candidates for the post of Assistant Professor. Differently-abled candidates (except in the post of Physical Education) are entitled to an age relaxation of 10 years.

**4. RESERVATION:** The State Government norms regarding reservation as amended from time to time shall be followed.

**Table- A**  
**Table of Academic, Research & Teaching (ART) Score for Short-listing of Candidates for Interview**  
**for the Post of Assistant Professor**  
**(as prescribed by UGC Regulations, 2018).**

S.N.	Academic Record	ART 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. <sup>#1</sup></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 (maximum)			
7.	<b>Teaching / Post-doctoral Experience (2 marks for each year) <sup>#2</sup></b>	10 (maximum)			
8.	<b>Awards</b>				
	<b>International / National Level (Awards given by International Organizations / Government of India / Government of India recognized National Level Bodies</b>	03			
	<b>State-level (Awards given by State Government)</b>	02			

**Total ART Score =**

**Note:**

**#1: No score for M. Phil if the candidate has Ph.D. degree.**

**#2: If the period of teaching in full time post in a University or College approved by UGC /Post-doctoral experience is less than one year then the marks shall be reduced proportionately.**

(A)

- i. Maximum - 30 Marks for M.Phil. + Ph.D.
- ii. Maximum – 07 Marks for JRF/NET/SET.
- iii. In awards category Maximum – 03 Marks

(B) Academic Score - 80; Research Publication – 10; Teaching Experience – 10

**Table– 1**  
**Detailed Academic Record (AR) Score Sheet**  
**(Assessment must be based on evidences produced by the candidate)**

Qualification	Board/University	Percentage of Marks (Y)	Academic Record (AR) Score	Rank if any within top three	AR Score (Rank Holders) 1 <sup>st</sup> = 3 2 <sup>nd</sup> = 2 3 <sup>rd</sup> = 1
10 <sup>th</sup> Standard			Y x 0.1 (Out of 10)		XX
12 <sup>th</sup> Standard			Y x 0.1 (Out of 10)		XX
Graduation (Honours/Major)			Y x 0.2 (Out of 20)		
Post-Graduation (Relevant Subject)			Y x 0.2 (Out of 20)		
M. Phil *			60% and above = 10 (On coursework) 55% to less than 60% = 07		
Ph.D.		XX	Degree Awarded : 20 Thesis Submitted : 10		
NET with JRF	XX	XX	04		
NET without JRF	XX	XX	02		

**Total AR Score =**

**Note:**

**\* No score for M. Phil if the candidate obtains score for Ph.D. category.**

**Table – 2**

**Detailed Research Performance (RP) Score Sheet**

(Assessment must be based on evidence produced by the teacher such as copy of publications, project sanction letter, utilized and completion certificates issued by the University and acknowledgements for patent filling and approval letters, students' Ph.D. award letter, etc.)

S.N.	Academic / Research Performance		Research Performance (RP) Score	
			Faculty of Sciences	Faculty of Languages / Humanities / Arts / Social Sciences / Library / Education / Physical Education / Management & other related disciplines
1.	Research Papers in Peer-Reviewed or UGC listed Journals #1		08 per paper (For augmentation, see note A)	10 per paper (For augmentation, see note A)
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 faculty member			
	Chapter or Research paper		03	03
	Book		08	08
3	(a) Research Guidance			
	Ph.D.		10 per degree awarded 05 per thesis submitted	10 per degree awarded 05 per thesis submitted
	M.Phil./PG 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
4	(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	05
	State	04	04
	(c) Awards/Fellowship (not scholarship)		
	International	07	07
	National	05	05
5	Invited Lecture / Resource Person /paper presentation in Seminars / Conferences /full paper in Conference Proceedings (Paper presented in Seminar / Conference 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
6	Post-Doctoral Experience #2	03/year (Maximum 10)	

**Total RP Score =**

**Note:**

**#1: Publication wise detailed calculation should be provided in separate sheets**

**#2: If the period of Post-doctoral experience is less than one year then the marks shall be reduced proportionately.**

**A. 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 referred journal 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 greater than 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.**

**B. Note:**

- If paper presented for part of edited book or proceeding, then it can be claimed once in either category.

- For joint authorship (book etc.) allotted score to be divided equally among the authors.
- For joint supervision of research students, the formula shall be 70% of the total score for supervisor and co-supervisor. They shall both get 7 marks each.
- For the purpose of calculating research score of the teacher, the combined research score from the categories of 4(b). Policy Document and (5). Invited lectures/Resource Person/Paper presentation shall have an upper capping of thirty percent of the total research score of the teacher concerned.