Instruction Sheet

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

Associate Professor

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 15th December 2021.

   i. A good academic record, with a Ph.D. Degree in the concerned/allied/relevant discipline

   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. 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 (RP) score of Seventy-five (75) as per the criteria given in Table 2 as prescribed in UGC Regulations, 2018.

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

Professor

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 15th December 2021.

   (a or b)

   (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 peer-reviewed or UGC-listed journals and a total research (RP) score of 120 as per the criteria given in Table 2 as prescribed in UGC Regulations, 2018.

   ii. A minimum of ten years of teaching experience in university / college as an 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 candidates.

<div align="center">OR</div>

   (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.

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 Associate Professor and Professor:**
   i)   A relaxation of 5% may be provided at the Graduate and Master's Level for the Scheduled Caste/Scheduled Tribe/Differently-abled (physically and visually differently-abled)/Other Backward Classes (non-creamy layer) categories for the purpose of eligibility and for assessing good academic records 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 the grading system is followed) and the relaxation of 5% to the categories mentioned above are permissible, based on only the qualifying marks 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 to 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 counterparts by the Association of Indian Universities (AIU).

2. The Period of time spent by the candidates to acquire M. Phil and/ or Ph.D. degree shall not be claimed or considered as teaching/research experience for appointment to the post of Associate Professor/ Professor.

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

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

Level	Board/University	Percentage of Marks (Y)	Academic Record (AR) Score	Rank if any within top three	AR Score (Rank Holders) $1^{st} = 3$ $2^{nd} = 2$ $3^{rd} = 1$
10 Standard			Y x 0.1 (Out of 10)		XX
12 Standard			Y x 0.1 (Out of 10)		XX
Graduation (Honors/Major)			Y x 0.2 (Out of 20)		
Post-Graduation (Relevant Subject)			Y x 0.2 (Out of 20)		
NET with JRF	XX	XX	04		
NET without JRF	XX	XX	02		

Total AR Score =

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 [#]	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.	Creation of ICT mediated teaching learning pedagogy and content and development or 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 quadrant (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 credit 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./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
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	05
	State	04	04
	(c) Awards/Fellowship (not scholarship)		
	International	07	07
	National	05	05
6	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

Total RP Score =

Note:

 # Publication wise detailed calculation should be provided in separate sheets

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.
- 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 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 a minimum of three categories out of six categories.