॥ सा विद्या या विमुक्तये ॥
स्वामी रामानंद तीर्थ मराठवाडा विद्यापीठ, नांदेड
'ज्ञानतीर्थ', विष्णुपुरी, नांदेड – ४३१ ६०६ (महाराष्ट्र राज्य) भारत
SWAMI RAMANAND TEERTH MARATHWADA UNIVERSITY, NANDED
'Dnyanteerth', Vishnupuri, Nanded - 431 606 (Maharashtra State) INDIA
Established on 17th September, 1994, Recognized By the UGC U/s 2(f) and 12(B), NAAC Re-accredited with'B++' grade

Fax : (02462) 215572	**Establishment Section**	**Website:** www.srtmun.ac.in
Phone: (02462) 215542		**E-mail:** registrar@srtmun.ac.in

No.: SRTMUN/Estt./PTO/04/2025-26/3427 **Date.10/03/2026**

Clarifications regarding eligibility conditions for the posts of Deans, Professor and Associate Professor

Ref.: Advt. No.: 1. **SRTMUN/Estt./PTO/04/2025-26/3282, Date. 26/02/2026**

Online applications for the posts of the **Deans, Professor and Associate Professors** were invited from eligible candidates vide above referred advertisement. Following to the queries from candidates regarding eligibility for the posts of the Deans, Professor and Associate Professor given in the detailed advertisement on the University website following clarifications are given:

A. **For the posts of the Deans:**

i. Eligibility, teaching experience shall be as per the post of the professor i.e. the selection process for the posts of Deans shall be as per the corresponding GR for the selection of Professor (**Maharashtra State Govt. GR dated 06th October 2025**).

ii. Calculation of the academic and research score shall be as per the details given in the **Maharashtra State Govt. GR dated 11th February 2026.**

B. **For the post of the Professor:**

i. Eligibility, teaching experience and calculation of the academic and research score shall be as per the details given in the **Maharashtra State Govt. GR dated 11th February 2026.**

C. **For the posts of Associate Professors:**

i. The eligibility, teaching experience and calculation of the academic and research score shall be as per the details given in the **Maharashtra State Govt. GR dated 11th February 2026.**

Sd/-
I/c. Registrar

उच्च व तंत्र शिक्षण विभागाच्या अंतर्गत येणाऱ्या राज्यातील सार्वजनिक विद्यापीठांमधील अध्यापकांच्या भरती प्रक्रीयेमध्ये अधिक पारदर्शकता आणण्यासाठी कार्यपध्दती विहित करण्याबाबत.

महाराष्ट्र शासन
उच्च व तंत्र शिक्षण विभाग
शासन निर्णय क्रमांक : संकिर्ण -२०२५/ ई-८६०४२१/विशि-१,
मंत्रालय विस्तार भवन, मादाम कामा मार्ग,
हुतात्मा राजगुरु चौक,
मंत्रालय, मुंबई ४०० ०३२,
दिनांक:- ११ फेब्रुवारी, २०२६.

वाचा:-

१. भारताचे राजपत्र: असाधारण, भाग III-विभाग ४, युजीसी नोटिफिकेशन दिनांक १८ जुलै २०१८.
२. उच्च व तंत्र शिक्षण विभाग, शासन निर्णय, क्रमांक संकीर्ण-२०१८/प्र.क्र.५६/१८/विशि-१, दिनांक ८ मार्च २०१९.
३. उच्च व तंत्रशिक्षण विभाग, शुद्धीपत्र क्रमांक संकीर्ण-२०१८/प्र.क्र.५६/१८/विशि-१, दिनांक १० मे २०१९.
४. उच्च आणि तंत्र शिक्षण विभाग, शासन निर्णय क्र.संकीर्ण-२३०९/प्र.क्र.१२८/विशि-१, दिनांक ५ मार्च, २०२४.
५. मा. राज्यपाल यांचे अवर सचिव (शिक्षण), राजभवन यांचे पत्र क्रमांक आरबी/जीइएन-२०२४/सीआर-९२८/इडीएन.५/१८२, दिनांक २५ फेब्रुवारी,२०२५.
६. उच्च आणि तंत्र शिक्षण विभाग, शासन निर्णय क्र. संकीर्ण २०२५/प्र.क्र.ई-८६०४२१/विशि-१, दि. २८ फेब्रुवारी, २०२५.
७. उच्च आणि तंत्र शिक्षण विभाग, शासन निर्णय क्र. संकीर्ण २०२५/प्र.क्र.ई-८६०४२१/विशि-१, दि. ६ ऑक्टोबर, २०२५.
८. शासन पत्र क्र. एनआयएससी-२०२५/ई-८६०४२१/विशि-१, दि. १८ नोव्हेंबर,२०२५.
९. उपसचिव, राजभवन, महाराष्ट्र राज्य यांचे क्र.RB/Gen-२०२४/CR-९२८/Edn.५/१०३९, दिनांक १२.१२.२०२५ चे पत्र.
१०. शासन पत्र क्र. एआयएससी-२०२५/ई-८६०४२१/विशि-१, दि. १९ डिसेंबर,२०२५.
११. उपसचिव, राजभवन, महाराष्ट्र राज्य यांचे क्र.RB/Gen-२०२४/CR-९२८/Edn.५/९२, दि. ०४.०२.२०२६ चे पत्र.

प्रस्तावना:-

राज्यातील सार्वजनिक विद्यापीठामधील अध्यापकांची निवड प्रक्रिया राबविण्याबाबत दि. ०६.१०.२०२५ च्या शासन निर्णयान्वये कार्यपद्धती विहित करण्यात आली आहे. सदर निवड प्रक्रीया अधिक पारदर्शक, निष्पक्ष आणि संतुलित व्हावी यासाठी मा.कुलपती तथा राज्यपाल महोदयांच्या कार्यालयाकडून प्राप्त झालेले निर्देश विचारात घेऊन सुधारीत कार्यपध्दती विहित करण्याची बाब शासनाच्या विचाराधीन होती.

शासन निर्णय:-

उच्च व तंत्र शिक्षण विभागाच्या अंतर्गत येणाऱ्या राज्यातील सार्वजनिक विद्यापीठांमधील अध्यापकांच्या निवड प्रक्रीयेसाठी शासन निर्णय दि. ०६.१०.२०२५ अन्वये कार्यपद्धतीत विहित केलेल्या सुधारणा याद्वारे रद्द करुन सोबतच्या **परिशिष्ट-अ** मध्ये नमूद केलेली सुधारीत कार्यपद्धती विहित करण्यात येत आहे.

२. वरील कार्यपध्दतीनुसार उच्च व तंत्र शिक्षण विभागाच्या अंतर्गत येणाऱ्या राज्यातील सार्वजनिक विद्यापीठांमधील सध्या सुरू असलेली अध्यापकांची निवडप्रक्रिया पूर्ण करण्यास याद्वारे मान्यता देण्यात येत आहे. तसेच भविष्यात होणाऱ्या राज्य विद्यापिठांमधील अध्यापकांच्या निवड प्रक्रियेकरीता या कार्यपध्दतीचा अवलंब करण्यात यावा.

३. सदर शासन निर्णय महाराष्ट्र शासनाच्या www.maharashtra.gov.in या वेबसाईटवर उपलब्ध करण्यात आला असून त्याचा संकेतांक २०२६०२१११२५९३३४७०८ असा आहे. हा आदेश डिजीटल स्वाक्षरीने साक्षांकित करुन काढण्यात येत आहे.

महाराष्ट्राचे राज्यपाल यांच्या आदेशानुसार व नावाने,

PRATAP PANDURANG LUBAL

Digitally signed by PRATAP PANDURANG LUBAL
DN: c=IN, o=GOVERNMENT OF MAHARASHTRA, ou=HIGHER AND TECHNICAL EDUCATION DEPARTMENT, 2.5.4.20=b0d6763338fc6cc4f7cf07ca60db7abc1cfac99c84ab1b5bfc0dae4609d631d0, postalCode=400032, st=Maharashtra, serialNumber=AF6895C47A84066432F5BDD1F182B4163D880AC9BD8D24A198FD0E7310BBEB59, cn=PRATAP PANDURANG LUBAL
Date: 2026.02.11 13:00:46 +05'30'

(प्रताप पां. लुबाळ)
उप सचिव, महाराष्ट्र शासन

प्रति,

१. मा. राज्यपाल तथा कुलपती यांचे सचिव, राजभवन, मलबार हिल, मुंबई.
२. मा. मुख्यमंत्री यांचे अपर मुख्य सचिव, मंत्रालय, मुंबई.
३. मा. उप मुख्यमंत्री (नगर विकास) यांचे सचिव, मंत्रालय, मुंबई
४. मा. उप मुख्यमंत्री (राज्य उत्पादन शुल्क व क्रिडा व युवा कल्याण) यांचे सचिव, मंत्रालय, मुंबई
५. मा. विरोधी पक्ष नेता, विधानसभा / विधानपरिषद.
६. मा. मंत्री, उच्च व तंत्रशिक्षण यांचे खाजगी सचिव, मंत्रालय, मुंबई.
७. मा. राज्यमंत्री, उच्च व तंत्र शिक्षण यांचे खाजगी सचिव, मंत्रालय, मुंबई.
८. अपर मुख्य सचिव, उच्च व तंत्र शिक्षण, मंत्रालय, मुंबई.
९. सर्व सह सचिव / उप सचिव, उच्च व तंत्र शिक्षण विभाग, मंत्रालय, मुंबई.
१०. संचालक, उच्च शिक्षण, महाराष्ट्र राज्य, पुणे.
११. सर्व विभागीय सहसंचालक, उच्चशिक्षण,
१२. सर्व कुलसचिव, सार्वजनिक विद्यापीठे.
१३. कुलसचिव, यशवंतराव चव्हाण महाराष्ट्र मुक्त विद्यापीठ नाशिक.
१४. कुलसचिव, कवि कुलगुरू कालिदास संस्कृत विद्यापीठ, रामटेक.
१५. सर्व कुलसचिव, राज्य अभिमत विद्यापीठे.
१६. सर्व कुलसचिव, महाराष्ट्र राष्ट्रीय विधी विद्यापीठे,
१७. कुलसचिव, राज्य समुह विद्यापीठे.
१८. निवड नस्ती

परिशिष्ट-अ

(शासन निर्णय क्र. संकिर्ण-२०२५/ई-८६०४२१/विशि-,दि. ११ फेब्रुवारी, २०२६ सोबतचे सहपत्र)

Guidelines Regarding the Selection Process for the Recruitment of Regular Teachers in the State Public Universities in the State

The following Selection Process shall have the integrated approach of combining academic and research credentials, teaching skills and interview performance, ensuring a more transparent, fair, and balanced selection process :-

१. The weightage for the Academic, and Research Credentials as ६०%, for the Teaching Skill Assessment as २०% and Interview Performance as २०% shall be used for preparing the Merit List of the Candidates.

२. The individual State Universities shall decide on the number of eligible candidates to be called for interview per vacant seat to be filled in for different Cadres viz. Assistant Professors/ Associate Professors/ Professors and different reservation categories to ensure justifiable number of Candidates of each Applicable Category.

३.Assistant Professor :-

Quantification of Academic and Research Credentials of the Candidates for the position of Assistant Professor based on UGC Regulations (२०१८) (६०% Weightage)

A. Academic Records (Max. Marks ४६)

The Score under Academic Records for UG, PG, M. Phil. and Ph.D. should be graded as per the Ranking of the Degree Awarding University as per the details given below:

i. If the candidate has been awarded the Degree by the Universities holding any NIRF Category Rank within १०० or Foreign Universities having QS/ THE/ARWU of the Shanghai World University Rankings within ५००, then the score shall be calculated by multiplying the score allotted under the respective percentage of the UG / PG/ M. Phil. degree marks secured by the candidate, with a factor of one.

ii. In case of Universities holding any NIRF Category Rank within १०१-२०० band or Foreign Universities having QS/ THE/ARWU of the Shanghai World University Rankings between ५०१-१०००, then the score shall be calculated by multiplying the score allotted under the respective percentage of the UG / PG/ M. Phil. degree marks secured by the candidate, with a factor of ०.९.

iii. For other UGC approved Universities, the score shall be calculated by multiplying the score allotted under the respective percentage of UG / PG/ M. Phil. degree marks secured by the candidate, with a factor of ०.८.

iv. In regards to the Ph. D. degree, the maximum score will be multiplied by the factors १, ०.९, ०.८ respectively as explained in above points (i), (ii), and (iii).

a. Score for Marks obtained at UG and PG Degree Examinations (Max. Marks २४):

i. Graduation (Max. Marks १०):

८०% & above = १० marks, ६०% to less than ८०% =०८ marks, ५५% to less than ६०% =०६ marks, ४५% to less than ५५%= ०४ marks

ii. Post-graduation (Max. Marks १४):

८०% & above = १४ marks, ६०% to less than ८०%=१२ marks, ५५% (Relaxation for Reserved Category/PWD Candidates as per Govt of Maharashtra Norms) to less than ६०% = १० marks

b. Score for M.Phil., and Ph.D. (Max. Marks १७):

i. M.Phil.: ६०% & above = ०५ marks, ५५% to less than ६०% = ०३ marks

ii. Ph.D.: १७ marks

<u>M.Phil.+ Ph. D. = maximum १७ marks</u>

c. Score for JRF/NET/SET (Max. Marks ०५):

NET with JRF: ०५ marks; NET: ०४ marks; SET: ०३ marks

<u>JRF+NET+SET = maximum ०५ marks</u>

B. Teaching Experience (Max. Marks ०६):

Scores for approved teaching experience (as approved by the University /Parent body including approved experience as CHB/ Contractual/ Adhoc) / Postdoctoral experience shall be १ mark per year. However, if the period of teaching/Post-doctoral experience is less than one year then the marks shall be reduced proportionately. However, while calculating the yearly approved experience of CHB/ Contractual/ Adhoc positions, the tenure shall not be less than ९ months (continuous or broken) in respective Academic Year.

C. Assessment of Research Skills (Max. Marks ०८)

a. Research Publications, Books Authored and IPR generated (Max. Marks: ०६)

i. Research Publications: In case of award of Marks under Research Publications, only PEER Reviewd Journals shall be considered. Score for PEER Reviewed Research Publications shall be १ per Research Paper for single author Publications. In case of Multiple Authors, the principal author (first author or author for correspondence) shall get ६०% Marks and Co-authors shall get ४०% marks.

ii. Books Authored and Published by Reputed (National/ International) Publisher (with ISBN):

२ marks per authored reference book

१ Mark per Edited Book/ chapters in edited volume/ Translated Book

iii. IPR generated

२ marks per IPR (Patents / Copyright/ Trademarks/ Designs etc.) granted/ awarded

Research Publications+Books Authored+ IPR generated: Max. ०६ Marks

b. Awards (Max. ०२ Marks):

International/National Level (Awards given by the Reputed International Organizations/ Government of India/Government of India recognized National Level Bodies): ०२

State Level (Awards given by State Government): ०१

International+National+ State Level Awards: Max. ०२ Marks

Thus the overall weightage of Academic, and Research Credentials for the position of Assistant Professor (through ३ A to C) shall be ६०%.

४.Associate Professor:-

Quantification of Academic and Research Credentials of Candidates for the position of Associate Professor (६०% Weightage)

A. Academic Records (Max. Marks ३६)

The Score under Academic Records for UG, PG, M. Phil. and Ph.D. should be graded as per the Ranking of the Degree Awarding University as per the details given below:

The Score under Academic Records for UG, PG, M. Phil. and Ph.D. should be graded as per the Ranking of the Degree Awarding University as per the details given below:

i. If the candidate has been awarded the Degree by the Universities holding any NIRF Category Rank within १०० or Foreign Universities having QS/ THE/ARWU of the Shanghai World University Rankings within ५००, then the score shall be calculated by multiplying the score allotted under the respective percentage of the UG / PG/ M. Phil. degree marks secured by the candidate, with a factor of one.

ii. In case of Universities holding any NIRF Category Rank within १०१-२०० band or Foreign Universities having QS/ THE/ARWU of the Shanghai World University Rankings between ५०१-१०००, then the score shall be calculated by multiplying the score allotted under the respective percentage of the UG / PG/ M. Phil. degree marks secured by the candidate, with a factor of ०.९.

iii. For other UGC approved Universities, the score shall be calculated by multiplying the score allotted under the respective percentage of UG / PG/ M. Phil. degree marks secured by the candidate, with a factor of ০.৮.

iv. In regards to the Ph. D. degree, the maximum score will be multiplied by the factors ৭, ০.৯, ০.৮ respectively as explained in above points (i), (ii), and (iii).

a. Score for Marks obtained at UG and PG Degree Examinations

i. Graduation (Max. Marks ০৬):

৮০% & above = ০৬ marks, ৬০% to less than ৮০% =০৬ marks, ৫৫% to less than ৬০% =০৪ marks, ৪৫% to less than ৫৫%= ০২ marks

ii. Post-graduation (Max. Marks ৭২):

৮০% & above = ৭২ marks, ৬০% to less than ৮০%=৭৭ marks, ৫৫% (Relaxation for Reserved Category/PWD Candidates as per Govt. of Maharashtra Norms) to less than ৬০% = ৭০ marks

b. Score for M.Phil., and Ph.D. (Max. Marks ৭৩):

i. M.Phil.: ৬০% & above = ০৪ marks, ৫৫% to less than ৬০% = ০৩ marks

ii. Ph.D.: ৭৩ marks

M.Phil.+ Ph. D. = maximum ৭৩ marks

c. Score for JRF/NET/SET (Max. Marks ০৪):

NET with JRF: ০৪ marks; NET: ০৩ marks; SET: ০২ marks

JRF+NET+SET = maximum ০৪ marks

B. Teaching Experience (Max. Marks ০৬):

The additional experience in years over and above the minimum years of approved experience (as approved by the University /Parent body and minimum years specified/ prescribed for the position of Associate Professor) of teaching and / or research in an academic/ research position equivalent to that of Assistant Professor in a University, College or Research Institution/Industry, shall be used for the calculation of Score for the Teaching Experience. The Score for additional approved experience shall be ৭ mark per year.

C. Assessment of Research Aptitude and Innovation Skills (Max. ৭৮ Marks)

a. Research Publications, Books Authored and IPR generated (Max. Marks: ০৬)

i. Research Publications: In case of award of Marks under Research Publications, only Indexed Journal lists of SciFinder, Web of Science and Scopus shall be considered. Score for Research Publications enlisted under SciFinder, Web of Science or Scopus databases shall be ৭ per Research Paper for single author Publications. In case of Multiple Authors, the

principal author (first author or author for correspondence) shall get ६०% Marks and Co-authors shall get ४०% marks. No score shall be given to other publications.

The additional number of research publications, over and above minimum research publications specified/ prescribed for Associate Professor, shall be considered for the calculations of Publication Score.

ii. Books Authored and Published by Reputed (National/ International) Publisher (with ISBN):

२ marks per authored reference book

१ Mark per Edited Book/ chapters in edited volume/ Translated Book

iii. IPR generated:

२ marks per IPR (Patents / Copyright/ Trademarks/ Designs etc.) granted/ awarded

Research Publications+Books Authored+ IPR generated: Max. ०७ Marks

b. Awards (Max. ०२ Marks):

International/National Level (Awards given by Reputed International Organizations/ Government of India/Government of India recognized National Level Bodies): ०२

State Level (Awards given by State Government): ०१

International+National+ State Level Awards: Max. ०२ Marks

c. Development of MOOCs for SWAYAM, SWAYAM plus, NPTEL, महाज्ञानदीप (Max. ०२ Marks)

०२ marks per MOOC developed

d. Ph.D. Guidance (No of Ph. D. awarded under his/ her supervision as Guide) (Max. ०३ Marks)

१ mark per Ph.D. award

e. Cumulative Funds generated through R & D Projects sanctioned as PI/Co-I by different Government Funding Agencies and Consultancy through Industrial/ Professional Projects (Max. ०४ Mark)

>INR १ lakh and < = INR ५ lakhs = १ mark
>INR ५ lakhs and < =INR २५ lakhs = २ marks
>INR २५ lakhs and <=INR ५० lakhs = ३ marks
>INR ५० lakhs = ४ marks

Thus the overall weightage of Academic and Research Credentials (through ४ A to C) for the position of Associate Professor shall be ६०%.

५.Professor:-

Quantification of Academic, and Research Credentials of Candidates for the position of Professor (६०% Weightage)

A. Academic Records (Max. Marks ३०)

The Score under Academic Records for UG, PG, M. Phil. and Ph.D. should be graded as per the Ranking of the Degree Awarding University as per the details given below:

The Score under Academic Records for UG, PG, M. Phil. and Ph.D. should be graded as per the Ranking of the Degree Awarding University as per the details given below:

i. If the candidate has been awarded the Degree by the Universities holding any NIRF Category Rank within १०० or Foreign Universities having QS/ THE/ARWU of the Shanghai World University Rankings within ५००, then the score shall be calculated by multiplying the score allotted under the respective percentage of the UG / PG/ M. Phil. degree marks secured by the candidate, with a factor of one.

ii. In case of Universities holding any NIRF Category Rank within १०१-२०० band or Foreign Universities having QS/ THE/ARWU of the Shanghai World University Rankings between ५०१-१०००, then the score shall be calculated by multiplying the score allotted under the respective percentage of the UG / PG/ M. Phil. degree marks secured by the candidate, with a factor of ०.९.

iii. For other UGC approved Universities, the score shall be calculated by multiplying the score allotted under the respective percentage of UG / PG/ M. Phil. degree marks secured by the candidate, with a factor of ०.८.

iv. In regards to the Ph. D. degree, the maximum score will be multiplied by the factors १, ०.९, ०.८ respectively as explained in above points (i), (ii), and (iii).

a. Score for Marks obtained at UG and PG Degree Examinations

i. Graduation (Max. Marks ०६):

८०% & above = ०६ marks, ६०% to less than ८०% =०५ marks, ५५% to less than ६०% =०४ marks, ४५% to less than ५५%= ०२ marks

ii. Post-graduation (Max. Marks १०):

८०% & above = १० marks, ६०% to less than ८०%=०८ marks, ५५% (Relaxation for Reserved Category/PWD Candidates as per Govt of Maharashtra Norms) to less than ६०% = ०७ marks

b. Score for M.Phil. and Ph.D. (Max. Marks १२):

i. M.Phil.: ६०% & above = ०३ marks, ५५% to less than ६०% = ०२ marks

ii. Ph.D.: १२ marks

M.Phil.+ Ph. D. = maximum १२ marks

c. Score for JRF/NET/SET (Max. Marks ০২):

NET with JRF: ০২ marks; NET/SET: ০১ marks

JRF+NET+SET = maximum ০২ marks

B. Teaching Experience (Max. Marks ০৬):

The additional experience in years over and above the minimum years of approved experience (as approved by the University /Parent body and minimum years specified/ prescribed for the position of Professor) of teaching and / or research in an academic/ research position equivalent to that of Assistant Professor/Associate Professor in a University, College or Research Institution/Industry, shall be used for the calculation of Score for the Teaching Experience. The Score for additional approved experience shall be ১ mark per year.

C. Assessment of Research Aptitude and Innovation Skills (Max. Marks ২৪)

a. Research Publications, Books Authored and IPR generated (Max. Marks: ১০)

i. Research Publications: In case of award of Marks under Research Publications, only Indexed Journal lists of SciFinder, Web of Science and Scopus shall be considered. Score for Research Publications enlisted under SciFinder, Web of Science or Scopus databases shall be ১ per Research Paper for single author Publications. In case of Multiple Authors, the principal author (first author or author for correspondence) shall get ৬০% Marks and Co-authors shall get ৪০% marks. No score shall be given to other publications.

The additional number of research publications, over and above minimum research publications specified/ prescribed for Professor, shall be considered for the calculations of Publication Score.

ii. Books Authored and Published by Reputed (National/ International) Publisher (with ISBN):

০২ marks per authored reference book

০১ Mark per Edited Book/ chapters in edited volume/ Translated Book

iii. IPR generated

০২ marks per IPR (Patents / Copyright/ Trademarks/ Designs etc.) granted/ awarded

Research Publications+Books Authored+ IPR generated: Max. ১০ Marks

b. Awards (Max. ০২ Marks):

International/National Level (Awards given by International Organizations/ Government of India/Government of India recognized National Level Bodies): ০২

State Level (Awards given by State Government): ০১

International+National+ State Level Awards: Max. ০২ Marks

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e. Cumulative Funds generated through R & D Projects sanctioned as PI/Co-I by different Government Funding Agencies and Consultancy through Industrial/ Professional Projects (Max. ६ Mark)

>INR ५ lakhs and < = INR १० lakhs = १ mark
>INR १० lakhs and < =INR २५ lakhs = २ marks
>INR २५ lakhs and <=INR ५० lakhs = ३ marks
>INR ५० lakhs and <=INR ७५ lakhs = ४ marks
>INR ७५ lakhs to <=INR १ Crore = ५ marks
> INR १ Crore = ६ marks

Thus the overall weightage of Academic, Teaching and Research Credentials for the position of Professor (through ५ A to C) shall be ६०%.

६. Assessment of Shortlisted Candidates through Teaching Skill Assessment (२०% Weightage) and Interview Performance (२०% Weightage) for the Cadre of Assistant Professors/ Associate Professors/ Professors

The Marking Scheme for the distribution of Scores for different heads of Teaching Skill Assessment and Interview Performance may be based on following parameters:

A. Assessment of Teaching Skills (२०% weightage)

Separate Assessment of Teaching Skills of the shortlisted Candidates shall be conducted through the Mock Teaching before the Selection Committee (the shortlisted Candidate shall be asked to teach the Topic based on the Curriculum of respective Subject of the University, in a class-room situation, before the Selection Committee). The quantitative evaluation of teaching skill shall be based on the following (equal weightage for each parameter or as decided by the individual University Authorities):

i. ICT skills for use of modern Teaching-Learning Aids and Language Proficiency
ii. Quality and Depth and Effectiveness of Delivery of Teaching Content
iii. Behavioural Ethics
iv. LOCF Approach in Teaching and Assessment

The selection process shall be highly objective and to minimize subjective discretion, the University shall assess the ability for teaching and / or research aptitude 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, wherever possible.

B. Interview Performance (২০% weightage)

i. Depth of Domain Subject knowledge and understanding of recent developments in the field (০৮ marks)
ii. Critical Thinking, Logical reasoning and Problem solving (০৬ marks)
iii. Future Plan (Teaching, Research and Extension) (০৩ marks)
iv. Assessment of Outreach/ Extension and Co-curricular Activities and Knowledge of NEP Policy (০২ marks)

The distribution of different heads of Assessment of Teaching Skills and Interview Performance is illustrative and individual University may decide the distribution of Marking as per their requirements.

The interview score for a candidate shall be based on an average of the scores given by all the members of the Selection Committee.

Audio-Video Recording of the proceedings of the Selection Committee meeting shall be carried out and the same shall be sealed with the signatures of all Committee Members present immediately after the process is completed. Such record shall be treated as confidential and shall be made available only if required by a court of law.

৬. Preparation of the Merit List

The merit list shall be prepared based on the combined score of Academic and Research Credentials (৫০% Weightage), Teaching Skill Assessment (২০% weightage) and Interview Performance (২০% weightage) [Thus total out of ১০০]. The Scores shall be displayed on the University Website or Public Domain. The Final Results of the Entire Selection Process shall be announced through the individual Subject-wise Merit Lists within reasonable period and as early as possible after the completion of the entire Cadre-wise Interview Process for Assistant Professors/ Associate Professors/ Professors. Candidates having total average score of at least ৫০% shall only be considered as eligible for selection in the order of merit.

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