SAURASHTRA UNIVERSITY
Establishment - A Section

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RECRUITMENT RULES

CONSTITUTION OF SELECTION COMMITTEES AND GUIDELINESS ON SELECTION PROCEDURE:

The scrutiny and selection procedure of University Teachers will be governed by rules depicted in Gujarat Public Universities Act-2023 and Gujarat Public Universities Uniform Statutes-2024 and respective amendments thereof.

QUALIFICATIONS:

Professor, Associate Professor, Assistant Professor

1. *The Direct Recruitment to the posts of Assistant Professors, Associate Professors and Professors in the Universities and Colleges and Senior Professor in the Universities shall be on the basis of merit through all India advertisement followed by selections by the duly constituted Selection Committees as per the provisions made under this Ordinance,*

2. *The minimum qualifications required for the post of Assistant Professors, Associate Professors, Professors, Senior Professor, Principals, Assistant Librarian, Deputy Librarian, Librarian, Assistant Directors of Physical Education and Sports, Deputy Directors of Physical Education and Sports and Directors of Physical Education and Sports, shall be as specified by the UGC in Regulations amended time to time.*

3.

   i *The National Eligibility Test (NET) or an accredited test (State Level Eligibility Test SLET/SET) shall remain the minimum eligibility for appointment of Assistant Professor and equivalent positions wherever provided in these ordinance. Further, SLET/SET shall be valid as the minimum eligibility for direct recruitment to Universities/Colleges/ Institutions in the respective state only.*

   Provided that candidates who 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) Regulation, 2009, or the University Grants Commission (Minimum Standards and Procedure for Award of M. Phil/Ph.D. Degree) Regulation,2016, and their subsequent amendments from time to time, as the case may be, shall be exempted from the requirement of the minimum eligibility condition of NET/SLET/SET for recruitment and appointment of Assistant Professor or any equivalent position in any University, College or Institution.

   Provided further that the award of degree to candidates registered for the M. Phil/Ph.D. programme prior to July 11, 2009, shall be governed by the provisions of the then

existing Ordinances/Bye-laws/Regulations of the Institutions awarding the degree. All 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 fulfilment of the following conditions:

(a) *Ph.D. degree of the candidate has been awarded in regular mode only;*

(b) *The Ph.D. thesis has been awarded by at least two external examiners;*

(c) *An open Ph. D viva voce of the candidate has been conducted.*

(d) *The Candidate had 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 Fulfilment of these conditions is to be certified by the Registrar or the Dean (Academic affairs) of the university concern.*

ii The Clearing of NET/SLET/SET shall not be required for candidate in such Disciplines for which NET/SLET/SET has not been conducted.

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

i A relaxation of 5% shall be allowed at the bachelor's as well as at the master's level for the candidates belonging to Scheduled Caste/Scheduled Tribe/Differently-abled ((A) Blindness and low vision:,(B)Deaf and Hard of hearing:, (C) Locomotors disability including cerebral palsy, leprosy cored, dwarfism, acid-attack victims and muscular dystrophy:, (D) Autism, intellectual disability, specific learning disability and mental illness:, (E) multiple disabilities from amongst person under (A) to (D) including deaf-blindness) for the purpose of eligibility and for assessing good academic record during direct recruitment to teaching positions. The legibility 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 only the qualifying marks without including any grace mark procedures.

5. 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.

6. A Relevant grade which is regarded as equivalent of 55% wherever the grading system is followed by a recognized university, at the master's level shall also be considered valid.

7. The Ph.D. Degree shall be a mandatory qualification for appointment and promotion to the Professor.

8. The Ph.D. Degree shall be a mandatory qualification for appointment and promotion to the post of Associate Professors.

9. The Ph.D. Degree shall be a mandatory qualification for promotion to the post of Assistant Professor (Selection Grade/Academic Level 12) in Universities.

10. *The Ph.D. Degree shall be a mandatory qualification for direct recruitment to the post of Assistant Professor in Universities with effect from 01.07.2021.*

11. *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.*

12. *Qualifications:*

   No person shall be appointed to the post of University and College teacher, Librarian or Director of Physical Education and Sports, in any university or in any of institution including constituent or affiliated colleges recognized under Clause (f) of section 2 of the University Grant Commission Act. 1956, or in any institution deemed to be a University under section 3 of the said Act if such person does not fulfil the requirements as to the qualifications for the appropriate post as provided in the schedule of this ordinance.

Minimum eligibility for the Disciplines of Arts, Commerce, Humanities, Law, Social Sciences, Sciences, Languages, Library Science, and Journalism & Mass Communication

Professor:
(Pay Scale Academic level- 14 Rationalized Entry pay Rs. 1, 44,200)
For posts (RC/45,47 to 49, 51 to 53, 55 to 57, 59 to 63/2025)
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.

Associate Professor: -
(Pay Scale Academic level- 13A Rationalized Entry pay Rs. 1, 31,400)
For posts (RC/65 to 76, 79, 80, 82 to 94/2025)

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. *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.*

Assistant Professor: -
(Pay Scale Academic level- 10 Rationalized Entry pay Rs. 57,700)

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 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 fulfilment of the following conditions.

a) *Ph.D. degree of the candidate has been awarded in 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 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 Fulfilment of these conditions is to be certified by the Registrar or the Dean (Academic affairs) of the university concern.

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

B

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 has specified in Appendix - II (Table-3A) for University shall be considered for short listing the candidates for interview only, and the selection shall be based only on the performance in the interview.*

Minimum eligibility for the Disciplines of Computer Science

Professor (Computer Science)
For post (RC/64/2025)
(Pay Scale Academic level- 14   Rationalized Entry pay Rs. 1, 44,200)
Professor:-

a) Ph.D. degree in the relevant field and first class or equivalent at either Bachelor's or Master's level in the relevant branch.

And

b) At least 10 research publications in SCI journals / UGC / AICTE approved list of journals

And

c) A minimum of ten years of teaching experience in university/college as Assistant Professor/Associate Professor/Professor in a University, College or Research experience of minimum of 10 years in National Level Institutions/Accredited Research Institution/ Industry out of which at least 2 years shall be post Ph.D. experience with evidence of having successfully guided doctoral candidate

Associate Professor (Computer Science)
For post (RC/95/2025)
(Pay Scale Academic level- 13 A Rationalized Entry pay Rs.1, 31,400)
Associate Professor:-

a) Ph.D. degree in the relevant field and first class or equivalent at either Bachelor's or Master's level in the relevant branch.

And

b) At least 8 research publications in SCI journals / UGC / AICTE approved list of journals

And

c) A minimum of eight years of experience in university/college as Assistant Professor in a University, College or Research experience of minimum of 8 years in National Level Institutions/Accredited Research Institution/ Industry.

Assistant Professor (Computer Science)
(Pay Scale Academic level- 10 Rationalized Entry pay Rs. 57,700)

a) B.E/B.Tech./B.S. and M.E/M.Tech../M.S or Integrated M.Tech. in relevant branch with First Class or equivalent in one the degrees.

Or

B.E., B.Tech. and MCA with First Class or equivalent in any of the two degrees.

Or

Graduation of three years duration with Mathematics as compulsory subject and MCA with First Class or equivalent with 2 year of relevant experience after acquiring degree of MCA

Minimum eligibility for the Disciplines of Pharmacy

Professor (Pharmacy)
For post (RC/54/2025)
(Pay Scale Academic level- 14   Rationalized Entry pay Rs. 1, 44,200)

a) A basic degree in pharmacy (B. Pharm.).
b) Registration as a pharmacist under the Pharmacy Act, 1948, as amended from time to time, including any succeeding enactments.
c) A Ph.D. Degree with First Class at Bachelor's or Master's Degree in the appropriate branch of specialization in Pharmacy, and experience of ten years in teaching, research, industry and / or profession at the level of Lecturer or equivalent grade.

OR

d) In the event the candidate is from industry and the profession, the following shall constitute as essential:
   i. First Class Master's Degree in the appropriate branch of specialization in Pharmacy; and
   ii. Significant professional work which -can be recognized as equivalent to a Ph.D. Degree in appropriate branch of specialization in Pharmacy and industrial / professional experience of five years at a level comparable to senior Assistant Professor / Reader,

   Provided that the recognition for significant professional shall be valid only if the same is recommended unanimously by a 3-Member Committee of Experts appointed by the Vice-Chancellor of the University.

Desirable:
   i. Teaching, research industrial and / or professional experience in a reputed organization;
   ii. Published work, such as research papers, patents filed / obtained, books and / or technical reports;
   iii. Experience of guiding the project work, dissertation of post graduate or research students or supervising R&D projects in industry.
   iv. Demonstrated leadership in planning and organizing academic, research, industrial and / or professional activities; and
   v. Capacity to undertake / lead sponsored R&D, consultancy and related activities.

Associate Professor (Pharmacy)
For post (RC/77, 78/2025)
(Pay Scale Academic level- 13 A Rationalized Entry pay Rs.1, 31,400)

a) A basic degree in pharmacy (B. Pharm.).
b) Registration as a pharmacist under the Pharmacy Act, 1948, as amended from time to time, including any succeeding enactments.
c) A Ph.D. Degree with First Class at Bachelor's or Master's Degree in the appropriate branch of specialization in Pharmacy, and experience of eight years in teaching,

research, industry and / or profession at the level of Lecturer or equivalent grade; excluding period spent on obtaining the research degree.

OR

d) *In the event the candidate is from industry and the profession, the following shall constitute as essential:*

i. *First Class Master's Degree in the appropriate branch of specialization in Pharmacy;*

ii. *Significant professional work which -can be recognized as equivalent to a Ph.D. Degree in appropriate branch of specialization in Pharmacy and industrial / professional experience of eight years in a position equivalent to the level of Lecturer*

Provided that the recognition for significant professional shall be valid only if the same is recommended unanimously by a 3-Member Committee of Experts appointed by the Vice-Chancellor of the University.

Desirable:

i. *Teaching, research industrial and / or professional experience in a reputed organization;*

ii. *Published work, such as research papers, patents filed / obtained, books and / or technical reports; and*

iii. *Experience of guiding the project work, dissertation of post graduate or research students or supervising R&D projects in industry.*

Assistant Professor: (Pharmacy)
(Pay Scale Academic level- 10 Rationalized Entry pay Rs. 57,700)

e) *B. Pharm. and M. Pharm. in the relevant specialization with First Class or equivalent in any one of the two degrees.*

f) *At the time of appointment selected candidate possesses a certificate of basic knowledge of computer applications of any recognized institute as per resolution No. CCR-10-2007-120320-G5 dated 13-8-2008 of General Administration Department, Gandhinagar.*

g) *First Class B. Pharm. with Master's degree in Pharmacy (M. Pharm.) in appropriate branch of specialization in Pharmacy (Qualification must be PCI recognized).*

h) *A PCI recognized Pharm. D. degree holder shall also be eligible for the posts of Lecturer/Assistant Professor in the subjects of pathophysiology, pharmacology and pharmacy practice.*

Minimum eligibility for the Disciplines of Business Management

Professor (Business Management)
For post (RC/58/2025)
(Pay Scale Academic level- 14   Rationalized Entry pay Rs. 1, 44,200)

a) *Ph. D. degree in relevant field and First class or equivalent at either Bachelor's or Master's level in the relevant branch.*

AND

b) *Minimum of 10 years of experience in teaching / research / industry out of which at least 3 years shall be at a post equivalent to that of an Associate Professor.*

AND

c) *At least 6 research publications at the level of Associate Professor in SCI journals / UGC /AICTE approved list of journals and at least 2 successful Ph.D. guided as Supervisor / Co-supervisor till the date of eligibility of promotion.*

OR

At least 10 research publications at the level of Associate Professor in SCI journals / UGC / AICTE approved list of journals till the date of eligibility of promotion.

Associate Professor (Business Management)
(Pay Scale Academic level- 13 A Rationalized Entry pay Rs.1, 31,400)

a) *Ph.D degree in the relevant field and first class or equivalent at either Bachelor's or Master's level in the relevant branch.*

AND

b) *At least total 6 research publications in SCI journals/UGC/AICTE approved list of journals.*

AND

c) *Minimum of 8 years of experience in teaching/research/industry out of which at least 2 years shall be post Ph.D experience.*

Assistant Professor: (Business Management)
(Pay Scale Academic level- 10 Rationalized Entry pay Rs. 57,700)

a) *Bachelor's Degree in any discipline and Master's Degree in Business Administration / PGDM /C. A./ICWA/M. Com. with First Class or equivalent and two years of professional experience after acquiring the degree of Master's degree.*

Minimum eligibility for the Disciplines of Education

Professor (Education)
For post (RC/46/2025)
(Pay Scale Academic level- 14   Rationalized Entry pay Rs. 1, 44,200)

a) Master's Degree in Arts / Humanities / Sciences / Commerce and M. Ed. each with a minimum of 55% marks (or an equivalent grade in a point scale wherever grading system is followed),

OR

M. A. (Education) with 55% marks (or an equivalent grade in a point scale wherever grading system is followed) and B. Ed. each with a minimum of 55% marks (or an equivalent grade in a point scale wherever grading system is followed);

b) Ph. D. in Education; and

c) At least ten years of teaching experience in University department of education or College of Education of which a minimum of five years at the M. Ed. level with published work in the area of his specialization.

Provided that, in the event of non-availability of eligible and suitable candidates for appointment as Professor / HOD / Reader as per above eligibility criteria, it would be permissible to appoint retire Professor / HOD / Reader in Education on contract basis for a period not exceeding one year at a time till such time the candidates complete sixty five years of age.

Associate Professor (Education)
(Pay Scale Academic level- 13 A Rationalized Entry pay Rs.1, 31,400)

a) A Master's Degree in Arts / Humanities / Sciences / Commerce and M. Ed. each with a minimum of 55% marks (or an equivalent grade in a point scale wherever grading system is followed),

OR

M. A (Education)' and B. Ed. each with a minimum of 55% marks (or an equivalent grade in a point scale wherever grading system is followed);

b) Ph. D. in Education; and

c) At least eight years of teaching 'experience in- University department of education or College of Education, with a minimum of three years at the M. Ed. level and has published work in the relevant area of specialization.

Assistant Professor: (Education)
(Pay Scale Academic level- 10 Rationalized Entry pay Rs. 57,700)

a) A Master's Degree in Arts / Humanities / Sciences / Commerce and M. Ed. each with a minimum of 55% marks (or an equivalent grade in a point scale wherever grading system is followed),
OR
M. A' (Education) and ''B. Ed. each with a minimum of 55% marks (or an equivalent grade in a point scale wherever grading system is followed); and

b) *Any other stipulation prescribed by the UGC / such other affiliating body / State Government, from time to 'time for the positions of Principal and lecturers, shall be mandatory.*

Provided that it is desirable that one faculty member possesses a Master's Degree in Psychology and another member in Philosophy / Sociology besides M. Ed.

Annexure–I
"Table-3A:
Criteria for Shortlisting of Candidate for Interview for the post of Assistant Professor in Universities
Table 3 A *(As per UGC Rules, 2018)*

Candidate Name:			Subject:		Category:	
Advt.		Date		Interview Date:	Venue:	

S.N.	Academic Record	Score Calculation Guidelines				Claimed by Candidate	verified by the University
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 publication 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 (Award given by International Organization/ Government of India/Government of India recognised National Level Bodies)	03					
	State Level (Awards given by State Government)	02					
	Total						

#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 Marks   *Candidate's Signature: _____*
     (ii) JRF/NET/SET   Maximum – 07 Marks   *Date:_____*
     (iii) In awards category   Maximum – 03 Marks   *Candidate's Name:_____*

(B) *Number of Candidate to be called for interview shall be decided by the concern universities*

(C) Academic Score   - 80
     Research Publication   - 10
     Teaching Experience   - 10
     Total   - 100

(D) *Score shall be valid for appointment in respective State SLET/SET Universities/College/Institutions Only*

Score Verifier's Name:_____
Verifier's Sign:_____

Annexure–II

Table 2
Methodology for University and College 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 letter, etc.)

Sr. 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
01	**Research Papers in Peer-Reviewed or UGC listed Journals**	08 per paper	10 per paper
02	**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
03	**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 (4credit 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
04	**(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/organisation 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 Reuter's 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 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 >10   - 30 Points

Two authors: 70% of total value of publication for each author.

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, the formula shall be 70% of the total score for Supervisor and Co-supervisor. Supervisor and Co-supervisor, both 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.