

Jagat Guru Nanak Dev Punjab State Open University, Patiala

Selection Criteria for the Post of Associate Professor/ Professor

University Grants Commission in its notification UGC Regulation (Minimum Qualifications for Appointment of Teachers and Other Academic Staff in Universities and Colleges and Measures for the Maintenance of Standards in Higher Education) (4th Amendment), 2016 has given a broad structure to be followed for short listing/ appointment of candidates (available at www.psou.ac.in) to the post of Associate Professor/ Professor under the University System in Appendix III Table II (B) as under:

	Associate Professor (Stage 4)	Professor (Stage 5)
Selection Committee Criteria (Total Weightage=100)	a) Academic Background (20%) b) Research performance based on API score and quality of publications (40%) c) Assessment of Domain Knowledge and Teaching Skills (20%) d) Interview performance: (20%)	a) Academic Background (20%) b) Research performance based on API score and quality of publications (40%) c) Assessment of Domain Knowledge and Teaching Skills (20%) d) Interview performance: (20%)

The Distribution of Points will be as follows:

Academic Background		Research Performance Based on API Score and quality of Publications	Assessment of Domain Knowledge & Teaching Skills		Interview	Total weight-ages 100
20%		40%	20%		20%	
Bachelor's Degree (% age of marks obtained in Bachelor's degree multiplied by 0.05 i.e. out of 5)	Master's Degree (% age of marks obtained in Master's degree multiplied by 0.15 i.e. out of 15)	API Score (Subject to maximum of 40marks)	*Teaching Experience (PG/UG Classes) Post - doctoral fellowship/ Post-doctoral project from a public funding agency	Assessment of Domain Knowledge & Teaching Skills including Presentation directly relevant to the subject appearing for interview		
5	15	40	5	15	20	100

API Score calculation	
Associate Professor	If T is the total API score without capping then marks are $10 + \frac{T - 300}{10}$ (Subject to maximum of 40marks)
Professor	If T is the total API score without capping then marks are $10 + \frac{T - 400}{10}$ (Subject to maximum of 40marks)

*Number of Years/ Months of Experience of excluding the period of active service spent on pursuing Research Degree i.e. for acquiring Ph.D. Degree simultaneously without taking any kind of leave will be counted as teaching experience for the purpose of direct recruitment/promotion to the post of Associate Professor	Marks
8 years	0
More than 8 years or equal to 8 Years & 6 months	0.5
More than 8 Years & 6 months but less than or equal to 9 Years	1
More than 9 years but less than or equal to 9 Years & 6 months	1.5
More than 9 years & 6 months but less than or equal to 10 Years	2
More than 10 Years but less than or equal to 10 Years & 6 months	2.5
More than 10 years & 6 months but less than or equal to 11 Years	3
More than 11 Years but less than or equal to 11 Years & 6 months	3.5
More than 11 Years & 6 months but less than or equal to 12 Years	4
More than 12 Years but less than or equal to 12 Years & 6 months	4.5
Experience more than 12 Years & 6 months	5

*Number of Years/ Months of Experience of excluding the period of active service spent on pursuing Research Degree i.e. for acquiring Ph.D. Degree simultaneously without taking any kind of leave will be counted as teaching experience for the purpose of direct recruitment/promotion to the post of Professor	Marks
10 years	0
More than 10 Years but less than or equal to 10 Years & 6 months	0.5
More than 10 years & 6 months but less than or equal to 11 Years	1
More than 11 Years but less than or equal to 11 Years & 6 months	1.5
More than 11 Years & 6 months but less than or equal to 12 Years	2
More than 12 Years but less than or equal to 12 Years & 6 months	2.5
More than 12 years & 6 months but less than or equal to 13 Years	3
More than 13 Years but less than or equal to 13 Years & 6 months	3.5
More than 13 Years & 6 months but less than or equal to 14 Years	4
More than 14 Years but less than or equal to 14 Years & 6 months	4.5
Experience more than 14 Years & 6 months	5

QUALIFYING CONDITION ALONG WITH OTHER SPECIFIED ELIGIBILITY QUALIFICATIONS

Self-Assessment for the Performance Based Appraisal System (PBAS) for Academic Performance Index (API) as per University Grants Commission (Minimum Qualifications for Appointment of Teachers and other Academic Staff in Universities and Colleges and Measures for the Maintenance of Standards in Higher Education) (4th Amendment), Regulations, 2016.

Minimum Scores for APIs for direct recruitment of teachers in University departments / Schools and weightages in Selection Committees to be considered along with other specified eligibility qualifications stipulated in the Regulation.

Direct Recruitment of Associate Professor (Stage 4)	Consolidated API score requirement of 300 points from categories II & III of APIs (cumulative)
Direct Recruitment of Professor (Stage 5)	Consolidated API score requirement of 400 points from categories II & III of APIs (cumulative)

For PBAS PROFORMA FOR CALCULATING APIS SCORE

candidate can visit university website www.psou.ac.in or visit UGC website https://www.ugc.ac.in/pdfnews/3375714_API-4th-Amendment-Regulations-2016.pdf