

HARCOURT BUTLER TECHNICAL UNIVERSITY, Kanpur

Screening and Selection Criteria for Various Teaching Positions

The details of various stages and points/score to be assigned for various components/criteria for recruitment to various teaching positions is given in **Table A** below:

Table A: Weightages of different criteria/components for recruitment to various teaching positions

Stage	Description of the Stage	Screening/Selection Components	Assistant Professor	Associate Professor	Professor
1	Shortlisting only (140 marks)	Basic Academic Score and API Score	100	Actual	Actual
		Written test to assess subject knowledge	40	-	-
Total			140	-	-
2	Final selection based on Presentation and Interview only (30 marks)	Assessment of teaching skills (presentation to assess teaching skills in class and ability to take online classes on computer)	20	-	-
		Interview	10	20	20
		Total	30	20	20

Assistant Professor

- The Academic score/API as per **Table B** of the “Screening and Selection guidelines” will be calculated out of 100 in absolute terms.
- The written test will be of 40 marks.
- The marks obtained by the candidates in the written test (of 40 marks) shall be added to those obtained out of 100 (at (a) above).
- The consolidated merit (of 140 marks) will be based on the Academic score/API (of 100) and the written test (40 marks). This merit will be used for the purpose of **shortlisting only**.
- The **final selection** of the candidates to the post of Assistant Professor will be made purely on the basis of performance in Presentation (20 marks) and Interview (10 marks) i.e. out of **30 marks only**.

Calculation of the Basic academic score/API/Research score for the post of Assistant Professor will be as per the details given in **Table B** below.

Table B: Assessment Methodology for calculation of API/Research Score for the post of Assistant Professor

S.N.	Academic Record	Score			
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/GATE	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 (Awards given by International Organizations/ Government of India / Government of India recognized National Level Bodies)	03			
	State-Level (Awards by State Government)	02			

Note:(A) (i)M.Phil.+Ph.D. Maximum - 30Marks

(ii)JRF/NET/SET Maximum - 07Marks

(iii)In Awards category Maximum - 03Marks

(B)Score shall be valid for appointment in Uttar Pradesh SLET/SET Universities/ Colleges/ Institutions only

Associate Professor and Professor

Calculation of the Basic Academic Score and API/Research score for the post of Associate Professor and Professor will be as per the details given in **Table C** below.

Table C: Methodology for calculation of API / Research Score: Associate Professor and Professor

Assessment must be based on evidence produced by the candidate such as: copies of publications, project sanction letters, utilization and completion certificates issued by the University and acknowledgments for patent filing and approval letters, students' Ph.D. award letters etc.

(A minimum API/Research Score of Seventy-five (75) for an Associate Professor and One hundred Twenty (120) for a Professor, is required.)

S.N.	Academic/Research Activity	Faculty of Sciences /Engineering /Technology	Faculty of Humanities &Social Sciences
1.	Research Papers in Peer-Reviewed or UGC listed Journals	08 per paper	10 per paper
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 faculties		
	Chapter or Research paper	03	03
	Book	08	08
3.	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 (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 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

4	(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 lacs	10	10
	Less than 10 lacs	05	05
	(c) Research Projects Ongoing:		
	More than 10 lacs	05	05
	Less than 10 lacs	02	02
5	(d) Consultancy	03	03
	(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	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 Reuters list):

- i) Paper in refereed journals without impact factor - 5Points
- ii) Paper with impact factor less than 1 - 10Points
- iii) Paper with impact factor between 1 and 2 - 15Points
- iv) Paper with impact factor between 2 and 5 - 20Points
- v) Paper with impact factor between 5 and 10 - 25Points
- vi) Paper with impact factor >10 - 30Points
- (a) Two authors: 70% of the total value of publication for each author.
- (b) More than two authors: 70% of the total value of publication for the First/Principal/Corresponding author and 30% of the 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 an 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 the Supervisor and Co-supervisor. Supervisor and Co-supervisor, both shall get 7 marks each.*
- **For the purpose of calculating the 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.*

Note:

- a) Screening of applications received (for Assistant Professor, Associate Professor and Professor) would be carried out and API score awarded as per the guidelines. The candidates shall be given a time of seven days from the date of publication of the API score, for inviting objections. The revised scores (after redressal of objections, if valid) will be again displayed and objections, if any would be invited within three days. After this, the final scores will be displayed.
- b) While calculating the API for the post of Assistant Professor, an score of 30, 27 and 18 points will be awarded for Ph.D obtained from Category I, Category-II and Category III institutes, respectively.
- c) Weightage for experience in “screening” will be given, only if the experience is in regular pay scale. The experience certificate submitted by the candidates must clearly mention the name of post, regular post, pay scale and pay scale.
- d) For the post of Assistant Professor, there shall be a written examination of the relevant discipline/branch of 40 marks. (or 100 marks but converted to 40)
- e) Syllabi for written examination, in engineering/technology will be that of GATE, and, in sciences/humanities & social sciences will be that of NET. In case of subjects/disciplines, where GATE or NET is not conducted, the syllabus will be as given with the detailed advertisement for this recruitment available on the university website under the recruitment tab.
- f) For the post of Assistant Professor, a merit list shall be prepared based on the combined score of the academic score/API and the written test. From this merit list, an appropriate number of candidates shall be shortlisted for an Assessment of teaching skills followed by an Interview. Specifically, for each post 10 candidates (if available) and for every extra post under the same subject and category, another five candidates would be shortlisted.
- g) The **final selection** of the candidates to the post of Assistant Professor shall be made purely on the basis of performance in Presentation (20 marks) and Interview (10 marks) i.e. out of **30 marks only**.
- h) API score for all the eligible candidates to the post of Associate Professor and Professor will be calculated as per the guidelines given in Table C.
- i) For the post of Associate Professor and Professor, a merit list will be prepared based on the API score. From this merit list, an appropriate number of candidates shall be shortlisted for the interview. Specifically, for each post 10 candidates (if available) and for every extra post under the same subject and category, another five candidates would be shortlisted.
- j) For the post of Associate Professor and Professor, the API secured by a candidate shall be used for the purpose of **shortlisting only**.
- k) The final selection of the candidates to the post of Associate Professor and/ or Professor shall be made purely on the **basis of performance in the Interview (20 marks) only**.

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