

Methodology for shortlisting of candidates with induction level qualification of PhD

The applicants meeting the prescribed eligibility criteria as advertised in the All India Open Advertisement will be shortlisted for further Selection Process as per the following screening criteria specified for each category of candidates.

1. Applicants with Induction qualification of PhD:

In order to have a comprehensive assessment and arrive at relative merit of the applicants, the screening committee shall evaluate the candidates on a scale of 100 marks as per the following methodology.

1.1. Screening Criteria

1.1.1. National Level Test i.e. Joint CSIR-UGC Test(National Eligibility Test)/Biotechnology Eligibility Test (BET)/ GATE – (Max 25 Marks)

Examinations	Marks admissible
PhD without clearing the above National Level Test	18
OR	
PhD having cleared the Joint CSIR-UGC Test for determining eligibility for appointment of Lecturers(NET)/[BET(DBT-JRF Category-II) (Applicable for biotechnology Grade E post)]	20
OR	
PhD having cleared the Joint CSIR-UGC Test for award of Junior Research Fellowship-JRF-NET/[BET(DBT-JRF Category-I) (Applicable for biotechnology Grade E post)]	25*
OR	
GATE Marks (out of 100) based on which admission taken in PhD (Max:25)	
Marks will be allocated as under (marks upto 3 decimal places):	
$\frac{\text{GATE Marks} \times 25}{100}$	

*To also read clause 1.1.1.5

- 1.1.1.1. In respect of candidates who have qualified both **NET** (for Lectureship) and **JRF-NET** (i.e. Fellowship), only the marks applicable for JRF-NET will be reckoned.
- 1.1.1.2. In respect of candidates who have qualified both **GATE** and **NET** (for lectureship) examinations, only the higher marks admissible as per calculations explained in the table at 1.1.1 above will be reckoned.
- 1.1.1.3. In respect of candidates who have qualified both **GATE** and **JRF-NET**, only the marks applicable for JRF-NET will be reckoned.
- 1.1.1.4. Candidates who have cleared BET(DBT-JRF) shall be considered only if the position being applied is in the areas of Biotechnology/Micro-biology.
- 1.1.1.5. CSIR-UGC JRF (NET) awardees who were recipient of CSIR-Shyama Prasad Mukherjee Fellowship will be granted additional 2(two) marks over and above 25 marks as a special recognition of their meritorious performance (but within the overall limit of a total of 100 marks prescribed under the screening methodology with a view that any marks scored above 100 marks in the screening methodology shall not be taken into account and shall be ignored).

- 1.1.1.6. Candidates who have acquired PhD from a Foreign University must submit a **Certificate of Equivalence** from the Association of Indian Universities (AIU), certifying that the qualification is equivalent to PhD in the corresponding field of an Indian University.
- 1.1.1.7. Marks awarded to candidates who have taken admission in PhD based on GATE Marks under clause 1.1.1. will be subject to minimum of 18 marks awarded to any candidate with PhD without clearing any National Level Test.

1.1.2. **Publications/articles/Papers/Patents:**

1.1.2.1. Refereed Journals with Impact Factor (**Max 55 Marks**)

Only in respect of the **articles/Papers** that are **published/accepted** for publication in a Refereed Journals in relevant subject/ discipline, marks will be allocated based on its Impact Factor (**IF**) by referring to the latest Impact Factor of the journal available on the website of the concerned journal.

With regard to number of authors, in the event of upto two authors of an article/paper, full points as per the Impact Factor shall be admissible. However, if the said article/paper has been co-authored by more than two individuals, the Impact Factor applicable to that particular Refereed Journal shall be divided by the number of authors to arrive at the **Average Impact Factor** (AVIF).

In case more than one article/paper of a candidate has been published/ accepted for publication, the IF/AVIF, as the case may be, shall be worked out in the same manner as explained above, and, the IF/AVIF of article/ Paper-1, article/Paper-2 and so on will be added to arrive at the combined AVIF. The combined AVIF finally arrived at, in respect of the candidate will be multiplied by 4 to arrive at the final marks against this assessment factor (marks upto 3 decimal places). A maximum of 55 Marks will be admissible under this head and any marks above 55 marks shall be ignored.

1.1.2.2. Publication of article/Paper in a refereed Journal without Impact Factor **and/or** publication of chapter in book (**Max 10 Marks**):

Only the article/Paper **published/accepted** for publication in a refereed journal in relevant subject/discipline without impact factor but with **ISSN** and/or chapter(s) published in a book with **ISBN** shall be considered for allocation of marks under this head.

One (01) mark shall be admissible per article/paper/chapter. In the event of upto two authors, full one mark per article/paper/chapter shall be admissible. Where, the number of authors in respect of an article/paper/chapter is more than two, the marks for that particular article/paper/chapter shall be divided by the number of authors. A maximum of 10 Marks shall be admissible under this head and any marks above 10 marks under this head shall be ignored.

1.1.2.3. Full Patent Applications Filed and Granted Patents (**Max. 10 Marks**):

Only the Full Patent Applications Filed and the Granted Patents shall be considered for assessment. While **02** marks shall be admissible for each **Full Patent Application Filed**, **04** marks shall be admissible for each **Granted Patent**.

Provisional Filing of Patents will not be considered. As per the above, full marks shall be admissible to a candidate, if the number of applicants or inventors of the patent are upto two (2). However, where the patent is applied-for or held by more than two individuals, the marks for that particular patent shall be divided by the number of applicants/inventors. Marks upto 3 decimal places shall be calculated under this head. A maximum of 10 Marks shall be admissible under this head and any marks above 10 marks obtained under this head shall be ignored.

- 1.1.3. **Shortlisting of applicants with induction qualification of PhD for Personal Interview:** The marks obtained by the candidates in the table under 1.1.1 (including as per clause 1.1.1.5) and the marks obtained under sub clauses 1.1.2.1, 1.1.2.2 and 1.1.2.3 shall be calculated up to 3 decimal places.

Based on the total marks arrived at by summing up the marks under **1.1.1** and **1.1.2** (1.1.2.1+1.1.2.2+1.1.2.3) above; the candidates will be placed in the merit order. This section will be qualifying in nature and candidates getting a minimum of 25.00 marks out of 100 (relaxed to 20.00 for SC/ST/PwD) will be considered eligible for shortlisting, subject to the ratio specified below. From among those who qualify this section as specified above, the candidates will be shortlisted in the ratio of 1:10 per post (subject to availability). These shortlisted candidates will be called for further selection process comprising the Personal Interview (**PI**). The marks obtained by the candidates under **1.1.1** (including as per clause 1.1.1.5) **and 1.1.2**, (1.1.2.1 + 1.1.2.2+1.1.2.3) above shall carry a weightage of **70%** in the final selection.

- 1.1.4. **Personal Interview (PI):** The shortlisted candidates shall be subjected to **PI**. During PI, the candidates will also be required to make a brief presentation (PPT of not more than **5 to 7 slides**) on their PhD THESIS Work, and any significant research work. The **Personal Interview will carry a weightage of 30%** in the final selection. Personal Interview shall be of 30 Marks and the allocation of marks to various attributes of assessment during Personal Interview are given in the table below:

Attributes	Marks
Professional Knowledge relevant to the post	10 Marks
Research Aptitude	10 Marks
Innovation Potential	05 Marks
Communication Skills	05 marks
Total Marks	30.000

1.1.4.1. The Personal Interview shall be qualifying in nature. The minimum qualifying standard will be 50% marks in the Personal Interview. Accordingly, the candidates will be required to obtain a minimum of 15 marks to qualify in the Personal Interview. Candidates who do not qualify the PI will not be considered for Final Selection.

1.1.5. FINAL SELECTION of PhD Candidates:

1.1.5.1. Marks obtained (upto 3 decimal places) by candidates under 1.1.1(including marks, if any as per clause 1.1.1.5) and 1.1.2 (1.1.2.1+1.1.2.2+1.1.2.3), weighted to 70% and the absolute marks obtained in the Personal Interview shall be totaled to arrive at the overall marks out of 100 (marks calculated upto 3 decimal places).

1.1.5.2. Based on the above, a merit list of candidates shall be prepared and the final selection will be based on the order of merit.