

## FREQUENTLY ASKED QUESTIONS (FAQs)

<b>Question:</b>	<b>What are the rules and policies for governing the University and where are these available?</b>
Answer	University of Sargodha Ordinance-2002 and University of Sargodha Service Statutes-2006 are governing documents and are available on University website.
<b>Question:</b>	<b>Who is the Chancellor of the University?</b>
Answer	Governor of the Punjab is the Chancellor of the University.
<b>Question:</b>	<b>What are the categories/nature of jobs available in University and how I can find them on University website?</b>
Answer	There are two types of categories i.e teaching and non-teaching. The University uploads the advertisements on the website which are also published in print media as and when positions are announced.
<b>Question:</b>	<b>How and when does University announce positions for appointment?</b>
Answer	University of Sargodha advertises the positions according to needs of the respective departments/offices. All the positions are advertised as per availability in the Annual Budget Document.
<b>Question:</b>	<b>How many positions does University announce annually?</b>
Answer	All the positions are advertised according to needs of the respective departments/offices.
<b>Question:</b>	<b>Is there any special quotas for Women, Minorities and Special Persons?</b>
Answer	The quota positions are advertised as prescribed by the government from time to time. Currently, the following quotas are being implemented: (i) 3% Quota for the persons with disabilities. (ii) 15% Quota for women, Or as per Govt. notification from time to time. (iii) 20% Quota of posts in BS-01 to 05 for the children of serving / retired University employees in BS-01 to 05. (iv) 5% Quota for the persons, belonging to minority communities.
<b>Question:</b>	<b>Which Authority of University of Sargodha approves the Budget?</b>
Answer	The Syndicate is Competent Authority which approves the Annual Budget of University on the recommendations of Finance & Planning Committee.
<b>Question:</b>	<b>What are the relevant authorities for recommending the appointments?</b>
Answer	For appointments in BS-01 to BS-16 the Selection Committee is the recommending authority to make appointments and for BS-17 & above the Selection Board is recommending authority to make the appointments.
<b>Question:</b>	<b>Which Authority of University of Sargodha finally approves any appointment?</b>
Answer	For appointments in BS-01 to BS-16, the Vice Chancellor is the Competent Authority and for appointments in BS-17 & above, the Syndicate is the Competent Authority to approve appointments.
<b>Question:</b>	<b>What is the mechanism to invite applications against advertised positions?</b>
Answer	The applications are invited through advertisement and received either through mail or online portal.
<b>Question:</b>	<b>What is the shortlisting procedure for appointments within University?</b>
Answer	In case 10 or more applications are received against an advertised post: (a) A test of all the eligible candidates will be conducted for shortlisting. OR (b) Candidates will be shortlisted for interview on the basis of academic merit as per prescribed criteria.

<b>Question:</b>	<b>How many candidates will be called for interview against advertised positions?</b>
Answer	In case of shortlisting on the basis of test or academics merit, top 5 candidates will be called for interview against one post and 2 candidates for further each of the more posts in order of merit.
<b>Question:</b>	<b>Does the University conduct written test for appointments and what is the test format?</b>
Answer	If the number of eligible candidates against 01 post are 10 or more, the University may conduct the written test where applicable. Further, the test format varies from position to position and is communicated to eligible candidates well before test.
<b>Question:</b>	<b>What are the minimum pass marks in written test?</b>
Answer	The minimum passing marks in the written test are 50%.
<b>Question:</b>	<b>Are marks of written test counted to determine merit during interview?</b>
Answer	No, the test marks will not be counted during interviews.
<b>Question:</b>	<b>What are the distributions of marks for interview?</b>
Answer	The format of category wise distribution of marks/academic merit calculations for various positions are as follows: i. Criteria for posts in BS-01 to 04 ( <b>Annexure-A</b> ) ii. Criteria for posts in BS-05 to 10 ( <b>Annexure-B</b> ) iii. Criteria for BS-11 & above (non-teaching & non statutory posts ( <b>Annexure-C</b> ) iv. Criteria for Statutory Posts (Controller of Examinations, Treasurer & Registrar) of Universities ( <b>Annexure-D</b> ) v. Criteria for teaching posts (Lecturer, Assistant Professor, Associate Professor & Professor) of Universities other than disciplines of Law, Arts & Design ( <b>Annexure-E</b> ) vi. Criteria for teaching posts in the discipline of Law & Arts & Design etc ( <b>Annexure-F</b> )
<b>Question:</b>	<b>What are the minimum pass marks in the interview?</b>
Answer	Minimum 40% marks are required to pass in the interview.
<b>Question:</b>	<b>Is there any forum available within University to report any grievance/complaint about recruitment process?</b>
Answer	Yes, the applicant can submit his/her grievance/complaint during the recruitment process to Recruitment Complaints Redressal Cell of University of Sargodha.

**QUANTIFICATION / SELECTION CRITERIA FOR MINISTERIAL AND ADMINISTRATIVE POSTS (OTHER THAN STATUTORY POSTS)**

**A: CRITERIA FOR POSTS IN BS-1 TO 4**

**Total Marks 100**

**i). Educational Qualification:**

**Maximum Marks 65**

a. Where prescribed qualification is literate/skilled\*.

Literate/Skilled*	45
Primary	50
Middle	60
Matric	65

b. Where prescribed minimum qualification is Primary.

Primary	50
Middle	60
Matric	65

c. Where prescribed minimum qualification is Middle.

Middle	50
Matric	60
Intermediate	65

d. Where the prescribed minimum qualification is Matric.

Matric	50
Intermediate	60
Bachelor	65

**ii). Experience in relevant Field**

**Maximum 10 Marks**

(over and above the experience prescribed in respective Service Statutes)

a	Two Years	05
b	Four Years	07
c	Six Years	10

**iii). Ex-Serviceman / Hafiz-e-Quran**

**Marks 05**

**iv). Interview**

**Maximum Marks 20**

\*As amended in the 1/2022 meeting of the Syndicate held on 27.09.2022.

**B: CRITERIA FOR POSTS IN BS-5 TO 10****Total Marks 100**

Where prescribed qualification for any post of BS-5 to BS-10 in Service Statutes, 2006 is less than Matriculation, the quantification / selection criteria laid down for posts of BS-01 to BS-04 in the Policy will be applicable.\*\*

**i). Educational Qualification:****Maximum Marks 65**

a. Where minimum prescribed qualification is Matric / equivalent

		A+ Grade	A Grade	B Grade	C Grade	D Grade	E Grade
1	Matric	65	58.5	52	45.5	39	32.5

b. Where minimum prescribed qualification is Intermediate / equivalent

		A+ Grade	A Grade	B Grade	C Grade	D Grade	E Grade
1	Matric (33%)	21.45	19.30	17.16	15	12.87	10.73
2	Intermediate (67%)	43.55	39.20	34.84	30.48	26.13	21.77

c. Where minimum prescribed qualification is Bachelor Degree / equivalent

	1 <sup>st</sup> Division	2 <sup>nd</sup> Division	3 <sup>rd</sup> Division
Matric (17%)	11.05	9.95	6.66
Intermediate (33%)	21.45	19.30	12.93
Bachelor (50%)	32.50	29.25	19.60

**ii). Higher Qualification in Relevant Field****Maximum Marks 05**

Next above the qualification prescribed under the Service Statutes

1	One stage higher	02
2	Two stages higher	03
3	Three stages higher	05

**iii). Experience in relevant Field:****Maximum Marks 05**

(Over and above the experience required in Service Statutes)

1	One year	1 Mark
2	Two years	2 Marks
3	Three years	3 Marks
4	Four years	4 Marks
5	Five years or above	5 Marks

**iv). Ex-Serviceman/Hafiz-e-Quran****Marks 05****v). Interview****Maximum Marks 20**

\*\* As amended in the 2/2023 meeting of the Syndicate held on 06.06.2023

**C: CRITERIA FOR BS-11 AND ABOVE (NON-TEACHING AND NON-STATUTORY POSTS)****Total Marks 100****i). Educational Qualification:****Maximum Marks 60****a. Where minimum prescribed qualification is Matric / equivalent**

		A+ Grade	A Grade	B Grade	C Grade	D Grade	E Grade
1	Matric	60	55	50	40	35	30

**b. Where minimum prescribed qualification is Intermediate / equivalent**

		A+ Grade	A Grade	B Grade	C Grade	D Grade	E Grade
1	Matric (33%)	20	18	17	13	12	10
2	Intermediate (67%)	40	37	33	27	23	20

**c. Where minimum prescribed qualification is Bachelor Degree / equivalent**

		1 <sup>st</sup> Division	2 <sup>nd</sup> Division	3 <sup>rd</sup> Division
	Matric (17%)	10	09	07
	Intermediate (33%)	20	18	13
	Bachelor (50%)	30	28	20

**d. Where minimum prescribed qualification is Master Degree / equivalent**

		1 <sup>st</sup> Division	2 <sup>nd</sup> Division	3 <sup>rd</sup> Division
	Matric (8%)	05	04	03
	Intermediate (17%)	10	09	07
	Bachelor (25%)	15	14	10
	Masters (50%)	30	28	20

**e. Where minimum prescribed qualification is M.Phil Degree / equivalent**

		1 <sup>st</sup> Division	2 <sup>nd</sup> Division	3 <sup>rd</sup> Division
	Matric (5%)	03	02	01
	Intermediate (10%)	06	05	04
	Bachelor (20%)	12	11	09
	Masters (30%)	18	16	12
	M.Phil (35%)	21	19	14

**f. Where minimum prescribed qualification is PhD Degree / equivalent**

		1 <sup>st</sup> Division	2 <sup>nd</sup> Division	3 <sup>rd</sup> Division
	Matric (5%)	03	02	01
	Intermediate (10%)	06	05	04
	Bachelor (15%)	09	08	05
	Masters (20%)	12	11	07
	M.Phil (25%)	15	14	08
	PhD (25%)	15		

**ii). Higher Qualification in Relevant Field****Maximum Marks 05**

1	One stage higher	02
2	Two stages higher	03
3	Three stages higher	05

(where minimum prescribed qualification is Masters, Higher Qualification will be graded at two stages and with the marks 3 and 5 respectively. Where minimum prescribed qualification is M.Phil, Higher Qualification (PhD) will be graded at one stage with 2 marks. In case of BS, Percentage of Bachelor and Masters will be combined. Marks for 2<sup>nd</sup> and 3<sup>rd</sup> Division will be calculated @93% and 67% respectively of marks of 1<sup>st</sup> Division).

**iii). Experience in relevant Field:****Maximum Marks 05****(Over and above the experience required in Service Statutes)**

1	One year	1 Mark
2	Two years	2 Marks
3	Three years	3 Marks
4	Four years	4 Marks
5	Five years or above	5 Marks

**iv). Interview****Maximum Marks 30**

**D: CRITERIA FOR STATUTORY POSTS (CONTROLLER OF EXAMINATIONS, TREASURER AND REGISTRAR) OF UNIVERSITIES****Total Marks 100****i). Educational Qualification:****Maximum Marks 60****a. Where minimum prescribed qualification is Master Degree / equivalent**

	1 <sup>st</sup> Division	2 <sup>nd</sup> Division	3 <sup>rd</sup> Division
Matric (8%)	05	04	03
Intermediate (17%)	10	09	07
Bachelor (25%)	15	14	10
Masters (50%)	30	28	20

(In case of BS, Percentage of Bachelor and Masters will be combined. Marks for 2<sup>nd</sup> and 3<sup>rd</sup> Division will be calculated @ 93% and 67% respectively of marks of 1<sup>st</sup> Division).

**b. Where minimum prescribed qualification is M.Phil Degree / equivalent**

	1 <sup>st</sup> Division	2 <sup>nd</sup> Division	3 <sup>rd</sup> Division
Matric (5%)	03	02	01
Intermediate (10%)	06	05	04
Bachelor (20%)	12	11	09
Masters (30%)	18	16	12
M.Phil (35%)	21	19	14

(In case of BS, Percentage of Bachelor and Masters will be combined. Marks for 2<sup>nd</sup> and 3<sup>rd</sup> Division will be calculated @ 93% and 67% respectively of marks of 1<sup>st</sup> Division).

**c. Where minimum prescribed qualification is PhD Degree / equivalent**

	1 <sup>st</sup> Division	2 <sup>nd</sup> Division	3 <sup>rd</sup> Division
Matric (5%)	03	02	01
Intermediate (10%)	06	05	04
Bachelor (15%)	09	08	05
Masters (20%)	12	11	07
M.Phil (25%)	15	14	08
PhD (25%)	15		

(In case of BS, Percentage of Bachelor and Masters will be combined. Marks for 2<sup>nd</sup> and 3<sup>rd</sup> Division will be calculated @ 93% and 67% respectively of marks of 1<sup>st</sup> Division).

**ii). Higher Qualification in the relevant field****Omitted \*****iii). Experience in relevant Field:****Maximum Marks 10\*****(Over and above the experience required in Service Statutes)**

1	One year	2 Marks
2	Two years	4 Marks
3	Three years	6 Marks
4	Four years	8 Marks
5	Five years or above	10 Marks

**iv). Position/Medal in the Board/University in prescribed qualification****Maximum Marks 05**

1	1 <sup>st</sup> Position	5
2	2 <sup>nd</sup> Position	3
3	3 <sup>rd</sup> Position	2

**v). Interview****Maximum Marks 25**

\*As amended in the 1/2022 meeting of the Syndicate held on 27.09.2022.

**E: CRITERIA FOR TEACHING POSTS (LECTURER, ASSISTANT PROFESSOR, ASSOCIATE PROFESSOR AND PROFESSOR) OF UNIVERSITIES OTHER THAN DISCIPLINES OF LAW, ARTS AND DESIGN\*\***

**Total Marks 100**

**a) For Lecturer:**

**i). Educational Qualification: Maximum Marks 70**

**a. Where minimum prescribed qualification is M.Phil Degree / equivalent**

	1 <sup>st</sup> Division	2 <sup>nd</sup> Division	3 <sup>rd</sup> Division
Matric (5%)	03	02	01
Intermediate (10%)	07	06	04
Bachelor (20%)	14	13	09
Masters (30%)	21	19	14
M.Phil (35%)	25	23	17

**ii). Higher Qualification in Relevant Field Maximum Marks 05**

(Next above the qualification prescribed in Service Statutes)

1	One stage higher	05
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**iii). Position / Medal in the Board / University in prescribed qualification**

**Maximum Marks 05**

1	1 <sup>st</sup> Position	5
2	2 <sup>nd</sup> Position	3
3	3 <sup>rd</sup> Position	2

**iv). Interview**

**Maximum Marks 20**

**b) For Assistant Professor:**

**Total Marks 100**

**i). Educational Qualification:**

**Maximum Marks 70**

**b. Where minimum prescribed qualification is PhD Degree / equivalent**

	1 <sup>st</sup> Division	2 <sup>nd</sup> Division	3 <sup>rd</sup> Division
Matric (5%)	03	02	01
Intermediate (10%)	07	06	04
Bachelor (20%)	14	13	9
Masters (30%)	21	19	14
M.Phil/MS/MSc(Hon) (35%)	25	23	17
PhD	No Marks. However, quality of research and ranking of degree awarding University will be weighted in interview.		

(In case of BS, Percentage of Bachelor and Masters will be combined. Marks for 2<sup>nd</sup> and 3<sup>rd</sup> Division will be calculated @ 93% and 67% respectively of marks of 1<sup>st</sup> Division).

Proviso: in case of candidate having MS/M.Phil leading to PhD degree, where no separate degree of M.Phil/MS is awarded, the marks for M.Phil/MS shall be calculated on the basis of transcript of PhD if is awarded, and where transcript is not awarded, 25 marks for PhD shall be awarded.

**ii). Position / Medal in the Board / University in prescribed qualification**

**Maximum Marks 05**

1	1 <sup>st</sup> Position	5
2	2 <sup>nd</sup> Position	3
3	3 <sup>rd</sup> Position	2



**iii). Research Publications:**  
**Omitted \*\***

**Maximum Marks 05**

**iv). Interview**

**Maximum Marks 25\*\***

**c. For Associate Professor:**

**Total Marks 100**

**i). Educational Qualification:**

**Maximum Marks 65**

**c. Where minimum prescribed qualification is PhD Degree / equivalent**

	1 <sup>st</sup> Division	2 <sup>nd</sup> Division	3 <sup>rd</sup> Division
Matric (5%)	03	02	01
Intermediate (10%)	6.5	5	4
Bachelor (20%)	13	12	9
Masters (30%)	19.5	18	12
M.Phil/MS/MSc(Hon) (35%)	23	21	15
PhD	No Marks. However, quality of research and ranking of degree awarding University will be weighted in interview.		

(In case of BS, Percentage of Bachelor and Masters will be combined. Marks for 2<sup>nd</sup> and 3<sup>rd</sup> Division will be calculated @ 93% and 67% respectively of marks of 1<sup>st</sup> Division).

Proviso: in case of candidate having MS/M.Phil leading to PhD degree, where no separate degree of M.Phil/MS is awarded, the marks for M.Phil/MS shall be calculated on the basis of transcript of PhD if is awarded, and where transcript is not awarded, 23 marks for PhD shall be awarded.

**ii). Position / Medal in the Board / University in prescribed qualification**

**Maximum Marks 05**

1	1 <sup>st</sup> Position	5
2	2 <sup>nd</sup> Position	3
3	3 <sup>rd</sup> Position	2

**iii). Experience in relevant Field:**

**Maximum Marks 05**

**(Over and above the experience given in Service Statutes)**

1	3 year	2
2	5 years	3
3	7 years or more	5

**iv). Research Publications:**

**Maximum Marks 05**

(Over and above the publications (during the last 5 years) given in policy published in HEC recognized journals)

1	5	2
2	10	3
3	15 or more	5

**v). Interview**

**Maximum Marks 20**

**d. For Professors:**

**Total Marks 100**

**i). Educational Qualification:**

**Maximum Marks 65**

**d. Where minimum prescribed qualification is PhD Degree / equivalent**

	1 <sup>st</sup> Division	2 <sup>nd</sup> Division	3 <sup>rd</sup> Division
Matric (5%)	03	02	01
Intermediate (10%)	6.5	5	4
Bachelor (20%)	13	12	9
Masters (30%)	19.5	18	12
M.Phil/MS/MSc(Hon) (35%)	23	21	15

PhD	No Marks. However, quality of research and ranking of degree awarding University will be weighted in interview.
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(In case of BS, Percentage of Bachelor and Masters will be combined. Marks for 2<sup>nd</sup> and 3<sup>rd</sup> Division will be calculated @ 93% and 67% respectively of marks of 1<sup>st</sup> Division).

Proviso: in case of candidate having MS/M.Phil leading to PhD degree, where no separate degree of M.Phil/MS is awarded, the marks for M.Phil/MS shall be calculated on the basis of transcript of PhD if is awarded, and where transcript is not awarded, 23 marks for PhD shall be awarded.

**ii). Position / Medal in the Board / University in prescribed qualification**

**Maximum Marks 05**

1	1 <sup>st</sup> Position	5
2	2 <sup>nd</sup> Position	3
3	3 <sup>rd</sup> Position	2

**iii). Experience in relevant Field:**

**Maximum Marks 05**

**(Over and above the experience given in Service Statutes)**

1	3 year	2
2	5 years	3
3	7 years or more	5

**iv). Research Publications:**

**Maximum Marks 05**

(Over and above the publications (during the last 5 years) given in policy published in HEC recognized journals)

1	5	2
2	10	3
3	15 or more	5

**v). Interview**

**Maximum Marks 20**

**F\*: CRITERIA FOR TEACHING POSTS IN THE DISCIPLINE OF LAW AND ARTS & DESIGN, ETC**

For faculty appointments in the discipline of Law and Arts & Design, etc where minimum qualifications required is less than minimum prescribed qualification for other disciplines, the following criteria will be followed:

**Total Marks 100****a) For Lecturer:****i). Educational Qualification: Maximum Marks 60**

Where minimum prescribed qualification is Master Degree / equivalent

	1 <sup>st</sup> Division	2 <sup>nd</sup> Division	3 <sup>rd</sup> Division
Matric (8%)	05	04	03
Intermediate (17%)	10	09	07
Bachelor (25%)	15	14	10
Masters (50%)	30	28	20

(In case of BS, Percentage of Bachelor and Masters will be combined. Marks for 2<sup>nd</sup> and 3<sup>rd</sup> Division will be calculated @ 93% and 67% respectively of marks of 1<sup>st</sup> Division).

**ii). Higher Qualification in Relevant Field Maximum Marks 10**

(Next above the qualification prescribed in Service Statutes)

1	One stage higher	05
2	Two stages higher	10

**iii). Position / Medal in the Board / University in prescribed qualification Maximum Marks 05**

1	1 <sup>st</sup> Position	5
2	2 <sup>nd</sup> Position	3
3	3 <sup>rd</sup> Position	2

**iv). Interview Maximum Marks 25****b) For Assistant Professor:****(I)****i). Educational Qualification: Maximum Marks 60**

Where minimum prescribed qualification is Master Degree / equivalent

	1 <sup>st</sup> Division	2 <sup>nd</sup> Division	3 <sup>rd</sup> Division
Matric (8%)	05	04	03
Intermediate (17%)	10	09	07
Bachelor (25%)	15	14	10
Masters (50%)	30	28	20

(In case of BS, Percentage of Bachelor and Masters will be combined. Marks for 2<sup>nd</sup> and 3<sup>rd</sup> Division will be calculated @ 93% and 67% respectively of marks of 1<sup>st</sup> Division).

**ii). Higher Qualification in Relevant Field Maximum Marks 10**

(Next above the qualification prescribed in Service Statutes)

1	One stage higher	05
2	Two stages higher	10

\*As amended in the 1/2022 meeting of the Syndicate held on 27.09.2022.

**(II)****i). Educational Qualification:****Maximum Marks 60**Where minimum prescribed qualification is M.Phil Degree / equivalent

	1 <sup>st</sup> Division	2 <sup>nd</sup> Division	3 <sup>rd</sup> Division
Matric (5%)	03	02	01
Intermediate (10%)	06	05	04
Bachelor (20%)	12	11	09
Masters (30%)	18	16	12
M.Phil (35%)	21	19	14

(In case of BS, Percentage of Bachelor and Masters will be combined. Marks for 2<sup>nd</sup> and 3<sup>rd</sup> Division will be calculated @ 93% and 67% respectively of marks of 1<sup>st</sup> Division).

**ii). Higher Qualification in Relevant Field****Maximum Marks 10**

(Next above the qualification prescribed in Service Statutes)

1	One stage higher	10
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**(III)****i). Educational Qualification:****Maximum Marks 70**Where minimum prescribed qualification is PhD Degree / equivalent

	1 <sup>st</sup> Division	2 <sup>nd</sup> Division	3 <sup>rd</sup> Division
Matric (5%)	03	02	01
Intermediate (10%)	07	06	04
Bachelor (20%)	14	13	9
Masters (30%)	21	19	14
M.Phil/MS/MSc(Hon) (35%)	25	23	17
PhD	No Marks. However, quality of research and ranking of degree awarding University will be weighted in interview.		

(In case of BS, Percentage of Bachelor and Masters will be combined. Marks for 2<sup>nd</sup> and 3<sup>rd</sup> Division will be calculated @ 93% and 67% respectively of marks of 1<sup>st</sup> Division).

Proviso: in case of candidate having MS/M.Phil leading to PhD degree, where no separate degree of M.Phil/MS is awarded, the marks for M.Phil/MS shall be calculated on the basis of transcript of PhD if is awarded, and where transcript is not awarded, 25 marks for PhD shall be awarded.

**(IV) Position / Medal in the Board / University in prescribed qualification****Maximum Marks 05**

1	1 <sup>st</sup> Position	5
2	2 <sup>nd</sup> Position	3
3	3 <sup>rd</sup> Position	2

**(V) Interview****Maximum Marks 25**

**c. For Professor and Associate Professor:****Total Marks 100****(I)****i). Educational Qualification:****Maximum Marks 60**Where minimum prescribed qualification is M.Phil Degree / equivalent

	1 <sup>st</sup> Division	2 <sup>nd</sup> Division	3 <sup>rd</sup> Division
Matric (5%)	03	02	01
Intermediate (10%)	06	05	04
Bachelor (20%)	12	11	09
Masters (30%)	18	16	12
M.Phil (35%)	21	19	14

(In case of BS, Percentage of Bachelor and Masters will be combined. Marks for 2<sup>nd</sup> and 3<sup>rd</sup> Division will be calculated @ 93% and 67% respectively of marks of 1<sup>st</sup> Division).

**ii). Higher Qualification in Relevant Field****Maximum Marks 5**

(Next above the qualification prescribed in Service Statutes)

1	One stage higher	5
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**(II)****i). Educational Qualification:****Maximum Marks 65**Where minimum prescribed qualification is PhD Degree / equivalent

	1 <sup>st</sup> Division	2 <sup>nd</sup> Division	3 <sup>rd</sup> Division
Matric (5%)	03	02	01
Intermediate (10%)	6.5	5	4
Bachelor (20%)	13	12	9
Masters (30%)	19.5	18	12
M.Phil/MS/MSc(Hon) (35%)	23	21	15
PhD	No Marks. However, quality of research and ranking of degree awarding University will be weighted in interview.		

(In case of BS, Percentage of Bachelor and Masters will be combined. Marks for 2<sup>nd</sup> and 3<sup>rd</sup> Division will be calculated @ 93% and 67% respectively of marks of 1<sup>st</sup> Division).

Proviso: in case of candidate having MS/M.Phil leading to PhD degree, where no separate degree of M.Phil/MS is awarded, the marks for M.Phil/MS shall be calculated on the basis of transcript of PhD if is awarded, and where transcript is not awarded, 23 marks for PhD shall be awarded.

**(III) Position / Medal in the Board / University in prescribed qualification****Maximum Marks 05**

1	1 <sup>st</sup> Position	5
2	2 <sup>nd</sup> Position	3
3	3 <sup>rd</sup> Position	2

**(IV) Experience in relevant Field:****Maximum Marks 05****(Over and above the experience given in Service Statutes)**

1	3 year	2
2	5 years	3
3	7 years or more	5

**(V) Research Publications/Professional Art Activity:**

**Maximum Marks 05**

(Over and above the publications (during the last 5 years) / Professional Art Activity given in Statutes published in HEC recognized journals)

1	5 Research Papers / Participation in 2 Exhibitions	2 Marks
2	10 Research Papers / Participation in 5 Exhibitions	3 Marks
3	15 Research Papers / Participation in 8 Exhibitions	5 Marks

**(VI) Interview**

**Maximum Marks 20**