



TAMIL NADU VETERINARY AND ANIMAL SCIENCES UNIVERSITY

Minimum scores for Academic Performance Indicators (API) for direct recruitment of teachers in University and weightages in Selection Committees to be considered along with other specified eligibility qualifications stipulated in the Regulation

	Assistant Professor / Equivalent Cadres (Stage - 1)
Minimum API Scores	Minimum Qualification as Stipulated in the Regulations APPENDIX I-A
Selection Committee Criteria / weightages (Total Weightages = 100)	a) Academic Record and Research Performance (50%) b) Assessment of Domain Knowledge and Teaching Skills (30%) c) Interview Performance (20%)

Scores for Academic Performance Indicators for the Direct Recruitment of Assistant Professors

Key to Marks		
1	Academic Record and Research Performance	50
	Higher Secondary Course	4
	Under-Graduate Degree in the discipline concerned	12
	Post-Graduate Degree in the subject concerned	12
	Additional Educational Qualifications	7
	Publications	10
	Participation in Seminar, Conference and Trainings	5
2	Assessment of Domain Knowledge and Teaching Skills	30
	Awards, Medals and Professional activities	8
	Fellowship and Employment – JRF / SRF / RA of ICAR / CSIR / Others, Field Service (like VAS), Private, etc.	5
	Extra-curricular activities (Sports / NCC / NSS)	2
	Teaching skills – Oral	10
	Communication skills – Written	5
3	Interview Performance	20
TOTAL		100

BREAK UP DETAILS						
1	Academic Record and Research Performance					50 Marks
Higher Secondary Course					4	
Central board		Relevant Vocational Subjects excluding languages (800)		Biology / Biotechnology, Physics and Chemistry or Physics, Chemistry and Maths (400)		
601-650	1	601-650	1	301-325	1	
651-700	2	651-700	2	326-350	2	
701-750	3	701-750	3	351-375	3	
751-800	4	751-800	4	376-400	4	
Relevant Under-Graduate Degree					12	
		4 Point GPA	10 Point GPA	Marks		
		< 2.50	< 6.00	6.0		
		2.51 to 2.75	6.01 - 6.50	7.0		
		2.76 to 3.00	6.51 - 7.00	8.0		
		3.01 to 3.25	7.01 - 7.50	9.0		
		3.26 – 3.50	7.51 - 8.00	10.0		
		3.51 - 3.75	8.01 – 8.50	11.0		
		> 3.75	> 8.50	12.0		
Post-Graduate Degree in the discipline Concerned					12	
		4 Point GPA	7 Point GPA	10 Point GPA	% Marks	Marks
		< 2.50	< 4.50	< 7.00	< 70.0	6.0
		2.51 – 2.75	4.51 – 4.75	7.01 – 7.50	70.1 - 75.0	7.0
		2.76 – 3.00	4.76 – 5.00	7.51 – 8.00	75.1 - 80.0	8.0
		3.01 – 3.25	5.01 – 5.50	8.01 - 8.50	80.1 - 85.0	9.0
		3.26 – 3.50	5.51 - 6.00	8.51 – 9.00	85.1- 90.0	10.0
		3.51 – 3.75	6.01 – 6.50	9.01 – 9.50	90.1 - 95.0	11.0
		> 3.75	> 6.50	> 9.50	> 95.0	12.0
Additional Educational Qualifications					7	
PhD					5	
Post-Doctorate (of duration not less than 11 months)					2	
Publications					10	
Research paper published in Journal with NAAS ¹ rating		<i>Mark (s) per paper / programme</i>				
		<i>First author</i>		<i>Co-author</i>		
> 6.0		2.00		Co-authors will equally share among themselves 50% of the marks specified for first author.		
5.1 to 6.0		1.50				
4.1 to 5.0		1.00				
≤ 4.0		0.50				
Popular articles		0.25				
Books / Book Chapters		2.00				
TV / Radio Programme (relevant technical only)		0.5				

¹ Follow NAAS Ratings **NAAS Score of Scientific Journals 2015**, effective from 01.01.2016 irrespective of the year of publication. For non-NAAS rated journals provide impact factor (Thompson Reuter), h index etc. as provided in the website of the Journal. The screening committee with the approval of the Vice-Chancellor shall decide the marks.

Participation in Seminar, Conference and Trainings			5
International Seminar / Conference / Workshop	<i>(Mark (s) per paper / programme participation)</i>		
	<i>First author</i>	<i>Co-author</i>	
Participation without paper presentation	0.10		
Participation with paper presentation	1.00	Co-authors will equally share among themselves 50% of the marks specified for first author.	
Paper presentation without participation	0.50		
National Seminar / Conference / Workshop			
Participation without paper presentation	0.10		
Participation with paper presentation	0.75	Co-authors will equally share among themselves 50% of the marks specified for first author.	
Paper presentation without participation	0.25		
Training (in relevant subject only)			
< 3 days	0.25		
3-7 days	0.50		
> 7 days	1.00		
2	Assessment of Domain Knowledge and Teaching Skills		30 Marks
Awards, Medals and Professional activities			8
Awards in UG programme (only academic excellence)	Max. 2	1 <i>(per award)</i>	
Awards in PG programme (only academic excellence)	Max. 4	1 <i>(per award)</i>	
Professional activities (Membership in Professional Bodies, etc.)	Max. 1	0.5 <i>(per activity)</i>	
Best paper / Best poster presentation (only if first author)	Max. 1	0.5 <i>(per award)</i>	
Fellowship – ICAR - JRF / SRF	Fellowship (Max 2)	1.0 per fellowship	5
Employment – JRF / SRF / RA of ICAR / CSIR / Field Service (like VAS), Private and Others ² (relevant).	Service (Max 3)	1 Per Year 0.5 for field service, private and others	
Extra-curricular activities (Sports / NCC / Fine Arts / NSS) (each award)			2
Sports / Fine Arts / NCC / NSS			
First prize in College Competitions	0.25		
Second prize in College Competitions	0.125		
Participation in NCC / NSS at College level	Per Year	0.50	
Teaching skills – Oral			10
Communication skills – Written			5
3	Performance in Interview		20 Marks
TOTAL			100 Marks

Minimum qualifying marks for SC / ST – 35 marks; Others – 40 marks

² Private and Other employment should be supported by Form 26AS / Form 16 copy downloaded from Traces website.

