

**RULES RELATING TO EVALUATION/MARKING FOR SELECTION OF  
UNIVERSITY TEACHER – 1998 (CONSIDERED/APPROVED BY THE  
SYNDICATE ON 3<sup>RD</sup>, 8<sup>TH</sup> AND 17<sup>TH</sup> JAN & MARCH 14, 1998.**

1. **PREAMBLE**

In order to streamline the selection procedure for appointment of university teachers (BPS-17 to 20) and in pursuance of Clause 7(i) of the First Statutes of the Un Act-1974 read with Clause 22(2)(r) and Clause 30 (2) of the said Act, the following rules relating to evaluation/marking system for appointment of the University teachers as defined under Clause 2(g) of the Teacher NPS Statutes 1975 (amended) are framed.

2. **TITLE**

These Rules shall be called the University of Peshawar Evaluation/Marking Rules 1998 for selection of teachers to various cadres of the University.

3. **COMMENCEMENT**

These Rules shall come into force with immediate effect.

4. **APPLICATIONS**

These Rules shall be applicable in all cases of selection, recruitment and appointment of University Teachers in BPS-17 to BPS-20.

5. **EVALUATION/MARKING SYSTEM**

The total marks for evaluation in case of appointment of University Teachers in BPS-17 and above shall be one hundred to be awarded on the basis of the following:

		<b>BPS-17</b>	<b>BPS-18</b>	<b>BPS-19&amp; 20</b>
i. Academic Record	=	40	40	35
ii. Screening test	=	20	---	---
iii. Distinction (Ist Class Ist)	=	05	05	05
iv. Additional relevant higher qualification	=	10	10	---
v. Experience	=	05	07	15
vi. Research publications.	=	---	08	20
vii. National/International recognition in terms of Awards/Medals	=	---	05	05
viii. Performance in the interview	=	20	25	20
<b>Total:</b>	=	100	100	100
ix. Sixty percent qualifying marks in the interview is pre-requisite for selection of Professor, Associate Professor, Assistant Professor and Lecturer.				

Note a. One mark shall be deducted for passing an examination in parts. The deduction ceiling shall be four.

Note b. Amendment/Additions at S.No.v, vi, viii & ix approved by the Syndicate in its meeting held on 17-04-2000.

6. **ACADEMIC RECORD**

(For BPS-17 & 18) = 40 Marks.

(For BPS-19 & 20) = 35 Marks.

(i) In the case of appointment of University teachers, the academic marks of all the four examinations (Matric to M.A./M.Sc.) shall be taken into account and calculated as:

1. **(For BPS-17 & 18)**

$$\frac{\text{(Sum of the Marks obtained from Matric to M.A./M.Sc.)}}{\text{(Sum of the total maximum marks from Matric to M.A./M.Sc.)}} \times 40$$

2. **(For BPS-19 & 20)**

$$\frac{\text{(Sum of the Marks obtained from Matric to M.A./M.Sc.)}}{\text{(Sum of the total maximum marks from Matric to M.A./M.Sc.)}} \times 35$$

To illustrate, if a candidate obtains 2120 marks out of 3650 marks in four examinations, his credit will come to:

23.23 marks out of 40, to be counted as 23 marks and 20.32 marks out of 35 to be counted as 20 marks.

Provided further that if a candidate having 2<sup>nd</sup> division in M.A./M.Sc. and stands eligible on the basis of M.Phil./Ph.D., shall be entitled to 60% marks (margin of Ist Division) instead of actual marks obtained by him in M.A./M.Sc. examinations.

7. **SCREENING TEST**

----- 20 Marks.

(A) **Screening test.**

A screening test shall be conducted in case of appointment in BPS-17, by a screening committee consisting of the following:

- (i) (1) Dean of the Faculty concerned (Convener)  
/Director.  
(2) Chairman/Director and one senior most teacher of the Department.  
(3) Two subject experts to be nominated by the Vice-Chancellor from outside the Department/Institute in consultation with the concerned Dean.  
(4) Deputy Registrar (Esstt:) (Secretary)
- (ii). In case of Constituent Colleges, the screening committee shall consist of:  
(1) Principal (Convener)  
(2) Head of the concerned discipline.  
(3) One senior most teacher in the concerned discipline.  
(4) Two subject experts to be nominated by the Vice-Chancellor outside the college.  
(5) Deputy Registrar or his nominee (Secretary)

The mode of screening test shall be as follows:

- a. Written Test ---- 10 Marks.
- b. Delivery of Lecture --- 10 Marks.

(iii) A candidate obtaining 50% marks in each, the written test and demonstration and 60% as whole in screening test shall only stand qualified for interview by the Selection Board. The secured marks shall be counted for short-listing purposes as well as for total evaluation.

*(Note: Amendment approved by the Syndicate in its meeting held on 30-06-2003)*

8. **EXPERIENCE:**
- (i) BPS-17 = 05 Marks
  - (ii) BPS-18 = \*07 Marks
  - (iii) BPS-19 & 20 = 15 Marks

*\* Amendment approved by Syndicate in its meeting held on 17-04-2000.)*

(i) Experience marks shall be awarded for appointment in BPS-17 and above. For BPS-17 one mark per year in the relevant discipline in constituent institutions and recognized post-graduate institutions shall be awarded. However, while awarding marks the period of minimum requisite experience in case of appointment in BPS-18 and above shall be deducted and thereafter, one mark per year shall be awarded for additional experience upto 05 marks. In case the additional experience exceeds the limit of five years then the credit upto this limit shall be one mark for two complete years. To illustrate, a candidate having seven years additional experience will be entitled to six marks i.e. five marks with one mark per year for the five years and one for the other two years. Fraction of 0.50. shall be counted as one.

9. **DISTINCTION.** ----- 05 Marks.

Distinction marks shall be allowed on the basis of First Class First Position in University or Board Examination, at the rate of one mark per countable examination. However, the entitlement for the last and final examination shall be two marks. The entitlement of marks shall be further subject to the condition that the examination was passed by obtaining 60% (Grade-B) and above marks and was not a Supplementary Examination.

10. **ADDITIONAL HIGHER QUALIFICATION IN THE RELEVANT FIELD FOR BPS-17 – 18.** -----10 Marks.

(i) The marks for additional higher qualification in the relevant field shall be as below:

- 1. M.S./M.Phil./LL.M. ---- 05 Marks.
- 2. Ph.D. ---- 10 Marks.

(ii) Total marks for additional higher qualifications shall not exceed 10 marks.  
 (iii) A person will be awarded for only one M.S./M.Phil./LL.M. degree, i.e. a person having both M.S. and M.Phil. shall get only 05 marks. A person with M.Phil. & Ph.D. degrees shall be granted maximum 10 marks only.

11. **RESEARCH PUBLICATION**

(i) 10 Marks for appointment in BPS-18.

- (ii) 20 Marks for appointment in BPS-19 & 20.

For (i) One marks per publication.

For (ii) Two marks per publication for principal and one mark for co-author for Research Publication in journals of National/International repute over and above the prescribed number of Publications for the post shall be granted.

12. **NATIONAL/INTERNATIONAL RECOGNITION  
IN TERMS OF AWARDS/MEDALS ETC.** 05 Marks for  
appointment in  
BPS-18, 19 & 20.

13. **PROCEDURE FOR MARKING IN THE INTERVIEW**

- (i) Members of the Selection Board and subject experts (where necessary) shall record their marking independently. After the interview the final grade of candidate based on the assessment of the Members and subject experts shall be determined on the basis of average. In case unanimous decision cannot be taken, the majority decision of Members shall prevail. In the event of a tie, the Vice-Chancellor shall exercise a casting vote.

14. **GENERAL**

- (i) Degrees/Certificates revised with retrospective effect shall be taken into consideration only where such revision has taken place before the last date fixed for receipt of applications.
- (ii) When a candidate fails to provide the proof of secured marks in a particular examination, he shall be deemed to have passed in parts and with the lowest passing marks.
- (iii) If a candidate fails to submit the documentary proof with regard to his claim for distinction (First Class First) in any examination before last date of receipt of applications, he shall not be entitled to the marks earmarked for the purpose.
- (iv) CR and ACR for the last five years in respect of in service candidates shall be placed before the Selection Board for perusal.
- (v) With implementation of these rules and proposed proformas as per annexure, the existing proforma of evaluation for selection University teachers stands repealed.

**Note:**

The Syndicate in its 494<sup>th</sup> held on 27<sup>th</sup> December, 2006 approved one step up-gradation of the University Teachers as follows:

<b>Name of Post</b>	<b>Existing Grade</b>	<b>Upgraded Grade</b>
<i>Lecturer</i>	<i>BPS-17</i>	<i>BPS-18</i>
<i>Assistant Professor</i>	<i>BPS-18</i>	<i>BPS-19</i>
<i>Associate Professor</i>	<i>BPS-19</i>	<i>BPS-20</i>
<i>Professor</i>	<i>BPS-20</i>	<i>BPS-21</i>