

**POST & SALARY CODE:
PROFESSOR (ALL FACULTIES) – U-AC 5 (II) - B-01**

Method of Promotion/Recruitment

- 1) Application for promotion (Internal) and interview
- 2) Application for advertised posts (Internal and External and interview)

Salary : Rs. 50,905 - 13 x 850 - 61,955 p.m.

In addition, you will be paid the cost of living allowance and 25% of academic allowance.

PROVIDENT FUND AND PENSION FUND

Permanent employees of the University are required to contribute 10% of their monthly salary to the Universities Provident Fund; the University in turn contributes a sum equivalent to 18% of their monthly salary of which 8% will be credited to the University Pension Fund, 7% to the Universities Provident Fund (UPF) and 3% to the Employees Trust Fund (ETF).

Qualifications

Qualifications to be Senior Lecturer – Gr. II in the relevant subject

And

Fifteen (15) years after obtaining the qualifications for Lecturer (Probationary) as laid down in Commission Circular 721

And

At least the minimum marks laid in the Marking Scheme for Professorship

Method of Application

An application for a merit promotion or recruitment should be accompanied by –

- a) the curriculum vitae of the applicant
- b) a self - assessment of his /her whole career specifying the contribution to :
 - Teaching and Academic Development
 - Research and Creative Work
 - Dissemination of Knowledge and University and National Development as given in the attached marking scheme.
- c) three copies of the publications , research papers and other relevant documents by the candidate . Other relevant documents and materials may also be submitted in three copies in a form that can be evaluated.
- d) titles of five (05) outstanding research papers / publications by the candidate.

These documents shall be sent to the Vice Chancellor by each candidate with a covering letter applying for the position /promotion.

Method of Evaluation

Exactly the same for Associate Professor except that the outside subject experts will have 5 papers instead of 3 to address as defined in subsection d under Method of Application.

Method of Selection

Exactly as specified for the post of Associate Professor, except that the required threshold marks are different as given in the table at the end.

**MARKING SCHEME FOR APPOINTMENT / PROMOTION TO THE POSTS OF
ASSOCIATE PROFESSOR /PROFESSOR**

Note : In using the term "up to " in the sections that follow , what is implied is that the best possible item in a category in terms of quality and relevance , get the highest limit . Experts ought not to assign the highest marks routinely to every item.

1.0 TEACHING , SCHOLARSHIP AND ACADEMIC DEVELOPMENT Maximum

1.1 Academic / professional Preparation

Service after being promoted as a Senior Lecturer Gr. II
or Service in equivalent teaching position
or relevant professional experience in other organization , 1 point /year 16

1.2 Qualification for Teaching

1.2.1 Doctorate or equivalent higher degree 04
1.2.2 Fellowship of a Professional Body 02

1.3 Extra Teaching Load

1.3.1 Outside the Discipline

Teaching officially in areas other than a staff member's specialty. For example
a) Teaching Sinhalese to non - Sinhalese speaking and Tamil to non -
Tamil speaking students , by a teacher in the Faculty of Science ,
b) Teaching professional Ethics or Management by Science or Engineering
Lecturers ,
c) Teaching English to undergraduates etc.
0.5 point /year 01

Excess Load

Carrying a teaching load of more than 25% above the norm
Note: The UGC is to establish a University -wide norm to define teaching
0.5 point /year 01

1.4 Postgraduate Supervision Max.For Section 1.4 is 12 points

Supervision of Ph. D. M.Phil. or other postgraduate these and dissertations
(Only for each candidate who has successfully completed the degree)

1.41 Ph.D.D.M. 04 points /thesis 12

1.42 M.Phil. (2-year full -time research degree)
02 points /thesis 08

1.43 2 year full -time postgraduate degree (M.Sc.,M.A.etc)
01 points/dissertation 04

1.44 M.Sc.,M.A.M.D . or other postgraduate degrees of less than
2 years duration (postgraduate reports to be excluded)
0.5 point dissertation 04

Note : For joint supervision in section 1.4 , the marks should be appropriately apportioned

**1.5 Participation in Continuing Professional Development (CPD)
Programmes /Extension Courses/ Short Courses Maximum**

As a resource person in Seminars/work shops /Staff Development
Programmes /CPD programmes Extension Courses / Short Courses
01 point / Activity 04

1.6 Institutional Development

Introduction of new course / new degree programmes, development of new
material for existing courses (both Undergraduate and Postgraduate) / laboratory

planning and development , inter -faculty teaching and strengthening research capacity etc. in the particular HEI as well as in other HEIs .

A detailed report prepared by the applicant should be submitted for evaluation by the Panel of the Senate along with the recommendations and observations of the Head of the Department and Dean of the Faculty. 10

1.7 Teacher Evaluations

Evidence of effective performance in undergraduate teaching -
Attainments of a "Good" rank by a student or peer evaluation
0.5 point/ semester 06

Note:

The UGC will develop common criteria for student and peer evaluation of University Teachers.

1.8 Transitioning to Dual Delivery of Lessons

Preparation and use of audio and video material and Computer-Aided Instructional Software for or in Preparation of dual delivery of lessons, particularly with a view to distance education needs.
Up to 1 point /item 04

2.0 RESEARCH, SCHOLARSHIP AND CREATIVE WORK

Note 1:In the case of papers/publications with joint authorship ,applicant should indicate their actual contribution to the work published and marks should be allocated accordingly . The publications and creative work submitted under this section need to be in the main discipline of the professorship and related disciplines, with at least 2/3 of the points of Section 2.1 being from the main disciplines covered by the department. Where this requirement is not met for Section 2.1, the points from the main discipline and only up to a half of the points earned from the main discipline shall be counted from related disciplines.

Note 2: In evaluating and assigning marks to papers , the Selection Committee and Outside Experts should bear in mind and strictly enforce the following well , widely and long understood definitions :

- I. **A Journal Paper** : A fully scripted essay of academic significance in a serial publication in numbered volumes to which articles may be submitted at any time and are published only if they pass peer review .
- II. **A Conference Paper** : A fully scripted essay reported in the bound report of the proceeding or transactions of a meeting of academic significance, which is circulated at or after the meeting Such meetings may also be known by other names such as Conference, Seminar, Colloquium, Forum, Work shop, Congress, and Sessions.
- III. **Book** : A publicly available bound text with ISBN Number.

2.1 Peer reviewed publications (including invited editorials in indexed journals) Maximum

- 2.1.1 Research publication in refereed journals (full paper published) No limit
- i. Up to 03 point /paper
 - ii. If that paper is in the indexed journals , an additional 02 points for that paper
 - iii. If that paper is in a journal publishing at least 3 issues a year , an additional 01 point for that paper.

Note 1: For example a paper not in an indexed journal but a journal that publishes 4 times a year may be assessed as follows :i) 2.5 points out of the maximum 3 based on an assessment of the contents of the paper ii) Not qualified since it is not in an indexed journal and iii) 1 point for being in a journal that publishes at least 3 issues a year . This gives the paper a total of 3.5 points

Note 2: The recognized indexed journals are listed at [http:// www. isnet.com/journals/](http://www.isnet.com/journals/) under:

- 1) Science Citation Index Expanded ^(TM) (Web of Science), and

Note 3: The candidate must produce evidence that the journals claimed under 2.1.1 are in the index and are published 3 times a year at least through suitable printouts from the above listed site in Note 2 and journal issue numbers.

2.1.2. Peer reviewed Presentations at National /International Conferences

- a) Published as full papers
up to 01 point / paper 15
- b) Published in abstract form
up to 0.5 point /abstract 10

- 2.1.3 Citation of the applicant's work by others in books and refereed journals**
 O.5 point per citation subject to a maximum of 10
 Points for repeated citations of the same work 10

2.2 Scholarly Work

- 2.2.1 Chapters and Books of Scholarly Work (other than Textbooks) published by a recognized publisher .**
- a) Reputed international publisher up to 03 points / chapter or up to 06 points / book, whichever is less No limit
 - b) Recognized local publisher up to 01 point / chapter or up to 02 point /book, whichever is less 06
- 2.2.2 Editing of Collection of Essays and Books**
up to 03 point / book 09
- 2.2.3 Editing of Classical Work**
up to 04 points/ book 08
- 2.2.4**
- a) Translation and publication of Book of Scholarly Work
up to 02 points / book 04
 - b) Bonus for publication with reputable international publishers
up to 04 points per book 04
- 2.2.5 Editor -in -Chief of journals published at least twice a year**
up to 01 point/ journal /year 04
- 2.2.6 Reviewer / Editorial Board Member of journals published at least twice a year**
up to 0.5 point /journal /year

2.3 Creative Work

Creative work in literature , culture ,theater ,music ,dancing , arts and design in the academic discipline of the professorship'
up to 05 points/work 15

2.4 Patents up to 2 points per patent 04

2.5 Innovations in Local Economy, Industry, etc.

Where a peer reviewed paper by the candidate leads to a transfer of technology /methodology that results in innovations in the local economy, industry etc.
Up to 2 points per patent 04

3.0 CONTRIBUTIONS TO UNIVERSITY AND NATIONAL DEVELOPMENT Maximum

Note: In the case of books /awards /reports with joint authorship, applicants should indicate their actual contribution and marks should be allocated accordingly. A book is as specified in Note 2 to Section 2.

3.1 Dissemination of knowledge

3.1.1 Textbooks for University Students published by a recognized publisher 18

- a) International publisher up to 06 points/book
 b) Other recognized publisher up to 03 points/book
- 3.1.2 Scientific and Literary Communications (Feature articles in ,
 Newsletters, Newspapers , Scientific Magazines etc .)
 up to 1 point /article 04
- 3.1.3 Published Orations and Presidential Addresses at National ,Academic and
 Professional Bodies . A Published Oration in this context is an invited ceremonial
 presentation of distinctive academic or scientific significance under the auspices of
 a recognised academic or professional body where a)it is the only presentation , b)
 there is no discussion at the end and c) the speech is printed and made available
 publicly .
 up to 02 points /oration or address 04
- 3.1.4 Commissioned Reports for National /International Bodies
 up to 1.5 points/Report 03

3.2 Awards

- Special Academic /Professional Awards or recognized Academic/Professional
 Distinctions in research or teaching (Universities are encouraged to have reward
 schemes for the teachers who have shown such distinction)
 up to 02 points /award 06

3.3 University and National Development Activities (the total for this section is limited to 10 points)

- 3.3.1 Vice -Chancellor
 up to 02 points /year 10
- 3.3.2 Deputy Vice -Chancellor /Rector /Dean of a
 Faculty /Director of a University Institute or a Research Institute
 up to 1.5 points /year 06
- 3.3.3 Head of a Department of a University or equivalent position in any other
 Institution
 up to 01 point /year 03
- 3.3.4 Director /Coordinators of a Center / Unit or Equivalent recognized by
 the Senate of the relevant University
 up to 01 point / year 03
- 3.3.5 Coordinators for Postgraduate Programmes , University level
 Projects
 up to 01 point /year 03
- 3.3.6 Chief Student Counsellor /Warden of a Residential Hall/Proctor /
 Director career Guidance Unit /Director Staff Development Unit
 up to 01point /year 03
- 3.3.7 Student Counsellor / Career Guidance Counsellor /Academic Counsellor
 at least at faculty level
 up to 1 point /year 03
- 3.3.8 President / Secretary / Treasurer of an approved Society in the
 University
 up to 01 point/year 03
- 3.3.9 President / Secretary / Treasurer in University Teacher Union
 University Alumni Associations at National level
 up to 01 points/year 03
- 3.3.10 Membership of Councils, Boards of Management / Boards
 of Study in other Universities /Higher Educational Institutes,
 Which are not ex-Officio posts.
 up to 01 point /year 03
- 3.3.11 President of a Professional /Academic Association at National level
 up to 02 point /year 04
- 3.3.12 Secretary / Treasurer of a Professional / Academic Association
 At National level
 up to 01 point /year 03
- 3.3.13 Chairman , Secretary , Member of

	National Committees, Task Forces or Statutory Bodies	
	up to 01 point /year	03
3.3.14	Other appropriate contributions at national or international level	
	up to 01 point / assignment	03

Note 1: For each of the 14 items under 3.3, evidence of participation, attendance and contributions needs to be produced as appropriate.

Note 2: An application from outside the University system can be allocated similar marks for 3.3 on the basis of holding equivalent positions.

4.0 MINIMUM MARKS/STANDARDS

To qualify for a professorial position, a candidate should earn at least 12 point from Section 2.1.1 (namely, from journal articles). In addition, the minimum marks for each component of evaluation (1, 2 and 3 as specified below) and the minimum total marks that an applicant should obtain in order to qualify for the relevant appointment are given below.

	Associate Professor		Professor (Merit)	Professor (Cadre/Advert)	Professor (Research)
	Internal	External			
1. Contribution to teaching & Academic Development	10	05	20	25	0
2. Research & Creative Work	30	40	60	65	115
3. Dissemination of Knowledge & Contribution to University & National Development	10	05	10	15	0
Minimum Required Total Mark	70	70	105	115	115

Note:

1. An internal candidate is an applicant already in the university system applying for a promotion. An external candidate is an applicant from outside the university system who has worked extensively outside universities and other higher educational institutions.
2. A position as Professor (Research) may be sought by applying for a merit promotion or in response to an advertisement. Any cadre position for Professor (Research) must have the specific approval of the UGC or may be designated as such by a department in place of an existing cadre professorship.
3. It is intended that a Professor (Research) has, subject to review every three years, little or no teaching duties and his is to be a prestigious position enhancing the research profile and prestige of his department. For the term of office of a Professor (Research) to be renewed, he shall be assessed under Section 2 of this review and found to have scored an additional 20 points for that section during his previous 3 years as professor (Research).