

PROMOTION TO ASSOCIATE PROFESSOR / PROFESSOR
SCORING TABLE FOR IPC FOR CLINICAL TRACK (CLINICAL SCIENCES)

Please note that the following proforma serves as a guide for DPC as the final allocation of marks is the domain of IPC. DPC must diligently assess all candidates and process the dossiers of eligible candidates only, after establishing the authenticity and credibility of all documentation. Any false or forged submissions may result in disciplinary action against the concerned.

S. No	Name: Promotion Track: Mode of Promotion: Regular/Accelerated Promotion To:	
	Minimum PMDC Criteria (Teaching Regulations 2025) - Section 21e(ii) of MTI Regulations <ol style="list-style-type: none"> 1. Qualification, Experience & Publications 2. CHPE Certificate 3. PMDC Valid Registration 4. PMDC Faculty Registration 5. PMDC Experience Certificate <p><i>Note: Evidence of having applied for PMDC Registration/Certification must be attached and the final document must be submitted before final notification.</i></p>	
	MANDATORY MTI CRITERIA (Appendix 8 of MTI Regulations) <ol style="list-style-type: none"> 1. Certified Supervisor from CPSP/HEC 2. Eight Year Experience in the current post for Regular Promotion along with at least three first/corresponding author papers in the current post. 3. Five Year Experience in the current post for Accelerated Promotion along with eight first/corresponding author papers in the current post, evidence of outstanding clinical performance, recognition as excellent teacher, at least 15 conferences/workshops (CME accredited) during the current post and member of an academic/administrative committee of the institution. 	
1	Clinical Achievement OR Achievement in Education OR Health Service Management in current post. (Max. Marks: 40) Candidate shall be marked in either one of the below categories. All the activities must have an evidence of approval by a registered body/association/organization of national/international stature. <p style="margin-left: 40px;">a) Clinical Achievements (Max 08 Marks per Each Activity)</p> Development and/or improvement of clinical protocols, guidelines, programs, or quality initiatives that demonstrate objectives positive impact on patient care, with objective evidence of candidate’s personal contribution. The above goals must be clearly reflected in the following activities	

- i. New/Innovative program/specialty started in the institution conferred by the Head of the Institution e.g., Including development of infrastructure, training, resources etc. (verified by Head of Institute)
- ii. Development of new Clinical Protocols/Guidelines for an Institute.
- iii. New/Innovative Procedures done by the candidate with reasonable number of patients who benefited from the procedure and confirmed by the Head of the Institute. Verified by the Chairperson of Privilege Committee with evidence of documented Minutes of the meeting and verified by MD/Dean). Supporting evidence by HMIS
- iv. Significant continuous time spent (minimum 04 weeks) in a center of excellence (out of the institute, leave evidence) to learn new modalities in a specialty, certified by the relevant authorities.
- v. Chief Organizer (Head of organizing committee) preferably with concluding consensus document/protocol:

International Conference	= 08 Marks
National Conference	= 06 Marks
International Workshop	= 06 Marks
National Workshop	= 04 Marks

**b) Achievement in Education/ Medical Education
(Max 08 Marks per Each Activity)**

The development of one of the following with demonstration of its positive outcome/implementation and adaptation by community and objective evidence of the candidate's personal contribution:

- i. New and/or innovative education program (A structured outcome based framework of teaching and learning activity) (Attention: Chairman Medical Education).
- ii. New and/or innovative curriculum development with evidence of implementation and evidence of meeting minutes, 01 mark per meeting (Attention: Chairman Medical Education).
- iii. New/innovative (including any additions to the existing) assessment tool in institution with evidence of acceptance/implementation by CPSP/University (MCQs/SEQs, TOACS, etc.) (e.g. 4 Marks per 50 MCQs/SEQs, 4 Marks for 5 OSCE/TOACS, etc.)
- iv. A recognized leader in skill of mentoring/advising (objective evidence like a certificate by a recognized body about mentorship/ advisor, minutes of meeting, attendance sheet, minimum three sessions per year). 0.5 marks per mentoring session, 1 mark per certificate course by a recognizing body. (Attention: Dean, Mentoring advisory committee).
- v. Significant personal contribution in the accreditation of the institute as a lead (Verified by the Head of Institute). PMDC accreditation/revalidation, New Specialty, ISO Certification etc.

	<p>c) Health Service Management (Max 08 Marks Each Activity) (Definition)</p> <p>Development of clinical programs or clinical support programs which objectively improve the effectiveness, efficacy, safety, timeliness, patient-centeredness, or equity of healthcare delivery; development of effective physician leadership programs; and/or scholarly evaluation of healthcare delivery. There must be objective evidence of the candidate’s personal contributions to the development or improvement.</p> <ul style="list-style-type: none"> i. A candidate involved in development and execution of a clinical program which improved quality of Patient Care or Health Delivery System of the Institute or Province. ii. Lead role in collaboration with National and International Organization recognized by the respective regulatory authority to improve the Health Delivery System. (Documentary evidence endorsed by Institute Head and minutes of meeting) iii. Leadership or Health Management Courses. (1 mark for each three months of the course) iv. Research/audit in Health Service Management. (4 marks per publication of audit) v. Lead organizer of Health Management Courses. (Evidence from relevant authority) 	
2	<p>Excellent Teacher (Max. Marks: 15)</p> <p>a) A minimum of 05 presentations/year in the current post on clinical and educational topics verified by different means (Hospital/College CPCs, Multidisciplinary meetings, workshops, conferences). Max. Marks = 10. (Attention: Marks have to be awarded to the Presenter only. If the overall presentations in the current post are less than 05 for that year, no marks will be given in this category). Title of presentation, abstract, book/conference schedule, verified by AD research/AD PG. Conference paper presentation, with proof of title, abstract booklet, schedule of conference and certificate in original be presented. Maximum marks in each segment be considered. (Max. Marks: 10) 0.5 marks per presentation</p> <p>b) Written evaluations from trainees and/or students. (Max. Marks = 10)</p> <p>(In case of Postgraduate trainees, minimum 05 trainees of the unit/department. In case of undergraduate, from the recent relevant students, at least 10 in number). <i>Note: Standardized pro-forma will be circulated to the trainees/students by HR department KGMC.</i> <i>In units where undergraduate students are not rotated, the feedback should be taken from house officers</i></p>	
3	<p>CME Credit hours (Max. Marks: 05) Any Certificate awarded in other segment will not be awarded again)</p> <p>0.1 Mark per credit hour</p>	

4	<p>Scholarly Activities (Max. Marks: 20)</p> <p>a. Presentation in National or International Conferences with paper/abstract presentation. (International = 1.5 marks, National = 1 mark). Evidence of presentation in the form of invitation or brochure etc that can be verified from the organizers.</p> <p>b. Workshop/symposia organizer (National 01 mark for each, International 1.5 marks) first 3 organizers will be considered</p> <p>c. Editor of Nationally recognized (PMDC/HEC/JCR-IF) Journal (2 marks for each)</p> <p>d. Review article, meta-analysis, editorial in recognized (PMDC/HEC) journal (0.5 marks each).</p> <p>e. Reviewer of recognized (PMDC/HEC/JCR-IF) journal article/thesis (1 marks each) documentary proof with detail of articles reviewed and verified by the editor of the journal. Pl attach copy of article reviewed, certificate from editor.</p>	
5	<p>Administrative / Academic Activities (Max. Marks: 15) Committees notified by Dean/MD/HD/Directors of Affiliate Inst.</p> <p>(Attention: Notified and marked by the Dean/Medical Director/Hospital Director/ Director Affiliate Inst/Associate Dean/Chairman-Committee – as the case may be). Minimum duration 6 months</p> <p>a. Executive lead/Associate Dean//Director of Affiliate institute = 06 Marks (Max), 1.5 marks/6-months</p> <p>b. Chairman Department/ Chairman Committee (per committee) = 06 Marks (Max), 1.5 marks/6-months</p> <p>c. Member Committee (per committee) = 04 Marks (Max) 1 mark/6-months</p> <p>d. TPDs = 03 Marks (Max) 0.5 marks/6-months</p> <p>Note: Minimum of 6 months of duration and proof of attendance of at least two meetings in six months, evidence of meeting minutes etc)</p>	
6	<p>Personal Qualities and Reputation / PERs of Institute (Max. Marks: 05)</p> <p>a. No legal cases relevant to faculty duties with adverse outcomes to the applicant =01 Mark (Verified by HR and issued by the Dean)</p> <p>b. Good interpersonal relations with peers, students, trainees = 02 Marks Note: Certificate should be attached from Chairperson / Dean as applicable.</p> <p>c. No adverse comments/ reprimands in file =02 Marks (<i>a minimum of 1 mark will be deducted for each adverse comment/ reprimand in the file</i>) (Verification/clearance by HR and issued by the Dean)</p>	
	<p>Total Marks: 100</p>	

Signature Committee Members