

**PROMOTION TO ASSOCIATE PROFESSOR / PROFESSOR**  
**SCORING TABLE FOR IPC FOR REGULAR 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	<b>Name:</b> <b>Promotion Track:</b> <b>Mode of Promotion: Regular/Accelerated</b> <b>Promotion To:</b>	
	<b>Minimum PMDC Criteria (Teaching Regulations 2025) - Section 21e(ii) of MTI Regulations</b> <ol style="list-style-type: none"> <li>1. Qualification, Experience &amp; Publications</li> <li>2. CHPE Certificate</li> <li>3. PMDC Valid Registration</li> <li>4. PMDC Faculty Registration</li> <li>5. PMDC Experience Certificate</li> </ol> <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>	
	<b>MANDATORY MTI CRITERIA (Appendix 8 of MTI Regulations)</b> <ol style="list-style-type: none"> <li>1. Certified Supervisor of CPSP/HEC</li> <li>2. Eight Year Experience in the current post for Regular Promotion along with at least six first/corresponding author papers in the current post.</li> <li>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.</li> </ol>	
1	<b>Research publications over and above mandatory papers (Max. Marks: 30)</b> <i>The articles must be submitted on the prescribed article pro-forma format attached with this document</i> <ol style="list-style-type: none"> <li>a. Only First or First Corresponding Author Research Papers will be considered/ published in PM&amp;DC/ HEC/ PubMed/ Index Medicus/ Excerpta Medica/ Embase recognized journals. (Updated list be published every year, only first corresponding author will be considered)</li> <li>b. Only relevant published articles on or before the last date of submission of applications will be considered.</li> <li>c. For impact factors only the database of The Journal Citation Reports (JCR) provided by Clarivate Analytics (formerly owned by Thomson Reuters) which provides information on the impact and influence of scholarly journals is to be used. This can be accessed at <a href="https://impactfactorforjournal.com/journal-impact-factor-list/">https://impactfactorforjournal.com/journal-impact-factor-list/</a></li> </ol>	

	<ul style="list-style-type: none"> <li>d. Candidates must mention the impact factor of each article as per the above criteria.</li> <li>e. Marks for the published articles over and above the mandatory articles required for the said post will be counted.</li> <li>f. The candidate must mention the relevant verification links of articles.</li> <li>g. The candidate should decide which articles should be considered for his/ her basic requirement to the post and which articles for extra marks.</li> <li>h. For multicenter trials, authorship other than as first/corresponding (Up to 6th author) author shall be credited with 50% of the marks relevant to the marks assigned to various impact factor journals described below</li> <li>i. As per scoring criteria, Marks will be assigned as follows: <ul style="list-style-type: none"> <li>i. 05 Marks for papers in recognized journals with impact factor &gt; 1.0</li> <li>ii. 02 Marks for the journals with impact factor &gt; 0.3 &lt; 1.0</li> <li>iii. 0.5 Marks for journals with impact factor &gt; 0.1 &lt; 0.3</li> <li>iv. 0.25 Marks for journal in the PMC or HEC list, excluding the ones noted above. (Marks Distribution)</li> </ul> </li> </ul>	
2	<p><b>Excellent Clinician (Max. Marks: 25)</b></p> <p>To be decided by DPC &amp; verified by IPC and Dean, excellence as clinician is assessed on the following basis:</p> <ul style="list-style-type: none"> <li>a) Written evaluations of National clinical stature by at least 2 colleagues from same institute and 2 referees from outside institutions in the same specialty. (Name, designation, institution, email and cell contact to be shared by the candidate). Referees must be at the level of or senior to the candidate. A standardized proforma will be sent to the referees identified by the candidate, from the Dean's office (Attention HR) for a response on official email to the later. Maximum Marks = 10</li> <li>b) Documented attendance and supervision of regular morbidity and mortality reports and clinical audit sessions, at least on 2 monthly basis. Maximum Marks = 05 @ 01 mark per meeting. Maximum 3 meeting per year will be scored. Two years record be presented (Attention: Head of Unit, verified by the Medical Director)</li> <li>c) Documented contribution to Health System improvement with evidence of personal involvement and positive documented outcome at institutional or national/international level. Maximum Marks = 05. e.g A project mutually endorsed and monitored by the institute and national/international/provincial authority/body (Attention: Chairperson of Department, Verified by the Medical Director)</li> <li>d) Documented development of new clinical skills and expertise resulting in additional clinical privileges in the current post. Maximum Marks = 10 (Attention: Chairperson of Privilege Committee with evidence of documented Minutes of the meeting). Candidate must provide evidence in the form of; <ul style="list-style-type: none"> <li>1. Training evidence, physical presence at training is must.</li> <li>2. Privilege Committee Documents, approved as special privilege above the core Privileges.</li> </ul> </li> </ul>	

	<p>3. Certificate from HOD verifying the acquisition of new skills and its application, counter signed by MD/Dean.</p> <p>e) Obtaining additional recognized <b>degree/diploma</b> while in the post.  Max. Marks = 10. (Accredited by a recognized governing body including CPSP/PM&amp;DC/University/HEC/Registered National or International Association or Institute with an approved structured program).</p> <ul style="list-style-type: none"> <li>○ One Year = 7.5 Marks</li> <li>○ Two Years = 10 Marks</li> </ul>	
3	<p><b>Excellent Teacher (Max. Marks: 15)</b></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. <b>(Max. Marks: 10)</b></p> <p style="padding-left: 40px;">0.5 marks per presentation</p> <p>b) Written evaluations from trainees and/or students. <b>(Max. Marks = 10)</b>  (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>	
4	<p><b>CME Credit hours (Max. Marks: 05) Any Certificate awarded in other segment will not be awarded again)</b></p> <p>0.1 Mark per credit hour</p>	
5	<p><b>Scholarly Activities (Max. Marks: 10)</b></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</p>	

	marks each). 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.	
6	<p><b>Administrative / Academic Activities (Max. Marks: 10) Committees notified by Dean/MD/HD/Directors of Affiliate Inst.</b> (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 b. Chairman Department/ Chairman Committee (per committee) = 06 Marks (Max), 1.5 marks/6-months c. Member Committee (per committee) = 04 Marks (Max) 1 mark/6-months d. TPDs = 03 Marks (Max) 0.5 marks/6-months 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>	
7	<p><b>Personal Qualities and Reputation / PERs of Institute (Max. Marks: 05)</b></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) b. Good interpersonal relations with peers, students, trainees = 02 Marks Note: Certificate should be attached from Chairperson / Dean as applicable. 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>	
	<b>Total Marks: 100</b>	

**Signature Committee Members**