

Government of West Bengal
Higher Education Department
University Branch
Bikash Bhavan, Bidhannagar, Kolkata – 91

No.121 – Edn(U)/1U-91/10

Date: 21.02.2011

MEMORANDUM

**Sub: Recruitment Rules for Direct Recruitment of the Associate Professors
and Professors in the State-aided Universities**

Pursuant upon issuance of UGC notification no. F.3-1/2009, dt. 30.06.2010 notified in Gazette of India on 18th September, 2010, the State Government taking into account other local conditions, has decided in its discretion to prescribe the following qualifications and norms for direct recruitment to the posts of Associate Professors and Professors in State Aided Universities.

I. ASSOCIATE PROFESSOR

A. Associate Professor (Pay Band – Rs. 37,400 – 67,000/- plus Academic Grade Pay of Rs. 9000/-) in Arts, Humanities, Sciences, Social Sciences, Commerce, Education, Languages, Law, Journalism & Mass Communication, Management/Business Administration

1. Minimum Eligibility Criteria

- a. Good academic record with a Ph.D degree in the concerned/ allied/ relevant disciplines.
- b. A Master's degree in concerned /allied/ relevant disciplines with at least 55% marks (or an equivalent grade in a point scale wherever grading system is followed)
- c. At least a second class "Three Years" Bachelor's Degree with Honours/ Major in the relevant/ allied subject.
- d. A minimum of 8 (eight) years of experience of teaching and/ or research in an academic/ research position equivalent to that of Assistant Professor in a University, College or reputed research institution/ industry with a number of good quality publications in reputed journals and/ or publication of books

2. Additional Experiences

- a. Contribution to educational innovation, design of new curricula and courses and use of modern technology in teaching-learning process.
- b. Guidance of Ph. D students/ research projects

B. Associate Professor (Pay Band – Rs. 37,400 – 67,000/- plus Academic Grade Pay of Rs. 9000/-) of Music, Performing Arts, Visual Arts and Other Traditional Indian Art Forms like Sculpture, etc.

I. Music Discipline

1. Minimum Eligibility Criteria

- a. Good academic record with a Ph.D degree in the concerned/ allied/ relevant disciplines.
- b. A Master's degree in concerned /allied/ relevant disciplines with at least 55% marks (or an equivalent grade in a point scale wherever grading system is followed)
- c. At least a second class "Three Years" Bachelor's Degree with Honours/ Major in the relevant/ allied subject.
- d. A minimum of 8 (eight) years of experience of teaching and/ or research in an academic/ research position equivalent to that of Assistant Professor in a University, College or reputed research institution/ industry with a number of good quality publications in reputed journals and/ or publication of books

2. Additional Experiences

- a. Contribution to educational innovation, design of new curricula and courses and use of modern technology in teaching-learning process.
- b. Guidance of Ph. D students/ research projects

OR

A traditional and a professional artist with highly commendable professional achievement in the concerned subject, who should be or have:

- i. 'A' Grade artist of AIR/TV
- ii. 8 (eight) years of outstanding performing achievements in the field of specialization;
- iii. Experience in designing of new courses and / or curricula;
- iv. Participation in Seminars/ Conferences in reputed institutions; and
- v. Ability to explain the logical reasoning of the subject concerned and adequate knowledge to teach theory with illustrations in that discipline.

II. Drama Discipline

1. Minimum Eligibility Criteria

- a. Good academic record with a Ph.D degree in the concerned/ allied/ relevant disciplines.

- b. A Master's degree in concerned /allied/ relevant disciplines with at least 55% marks (or an equivalent grade in a point scale wherever grading system is followed).
- c. At least a second class "Three Years" Bachelor's Degree with Honours/ Major in the relevant/ allied subject.
- d. A minimum of 8 (eight) years of experience of teaching and/ or research in an academic/ research position equivalent to that of Assistant Professor in a University, College or reputed research institution/ industry with a number of good quality publications in reputed journals and/ or publication of books

2. Additional Experiences

- a. Contribution to educational innovation, design of new curricula and courses and use of modern technology in teaching-learning process.
- b. Guidance of Ph. D students/ research projects

OR

A traditional and a professional artist with highly commendable professional achievement in the concerned subject, who should be or have:

- i. A recognized artist of Stage/ Radio/TV
- ii. 8 (eight) years of outstanding performing achievements in the field of specialization;
- iii. Experience in designing of new courses and / or curricula;
- iv. Participation in Seminars/ Conferences in reputed institutions; and
- v. Ability to explain the logical reasoning of the subject concerned and adequate knowledge to teach theory with illustrations in that discipline.

III. Visual (Fine) Arts Discipline

1. Minimum Eligibility Criteria

- a. Good academic record with a Ph.D degree in the concerned/ allied/ relevant disciplines.
- b. A Master's degree in concerned /allied/ relevant disciplines with at least 55% marks (or an equivalent grade in a point scale wherever grading system is followed).
- c. At least a second class "Three Years" Bachelor's Degree with Honours/ Major in the relevant/ allied subject.
- d. A minimum of 8 (eight) years of experience of teaching and/ or research in an academic/ research position equivalent to that of Assistant Professor in a University, College or reputed research institution/ industry with a number of good quality publications in reputed journals and/ or publication of books

2. Additional Experiences

- a. Contribution to educational innovation, design of new curricula and courses and use of modern technology in teaching-learning process.
- b. Guidance of Ph. D students/ research projects

OR

A professional artist with highly commendable professional achievement in the concerned subject, who should be or have:

- i. A recognized artist of his/her own discipline
- ii. 8 (eight) years of outstanding performing achievements in the field of specialization;
- iii. Experience in designing of new courses and / or curricula;
- iv. Participation in Seminars/ Conferences in reputed institutions; and
- v. Ability to explain the logical reasoning of the subject concerned and adequate knowledge to teach theory with illustrations in that discipline.

II. PROFESSOR

A. Professor (Pay Band – Rs. 37,400 – 67,000/- plus Academic Grade Pay of Rs. 10,000/-) in Arts, Humanities, Sciences, Social Sciences, Commerce, Education, Languages, Law, Journalism & Mass Communication, Management/Business Administration

1. Minimum Eligibility Criteria

- a. An eminent scholar with consistently good academic record and a Ph.D degree in the concerned/ allied/ relevant discipline with a number of high quality research publications in reputed journals and / or publication of books.
- b. At least 10 years' experience in University/ College and/ or experience in research in university/ reputed research institutions/ industries.
- c. Research guidance of doctoral students.

2. Additional Experiences

Contribution to educational innovation, design of new curricula and courses and use of modern technology in teaching-learning process.

An outstanding professional with established reputation in the relevant field and who has made significant contribution to the knowledge in the concerned/ allied/ relevant discipline may also be considered for appointment as Professor.

B. Professor (Pay Band – Rs. 37,400 – 67,000/- plus Academic Grade Pay of Rs. 10,000/-) of Music, Performing Arts, Visual Arts and Other Traditional Indian Art Forms like Sculpture, etc.

I. Music Discipline

1. Minimum Eligibility Criteria

- a. An eminent scholar with consistently good academic record and a Ph.D degree in the concerned/ allied/ relevant discipline with a number of high quality research publications in reputed journals and / or publication of books.
- b. At least 10 years' experience in University/ College and/ or experience in research in university/ reputed research institutions/ industries.
- c. Research guidance of doctoral students.

2. Additional Experiences

Contribution to educational innovation, design of new curricula and courses and use of modern technology in teaching-learning process.

An outstanding professional with established reputation in the relevant field and who has made significant contribution to the knowledge in the concerned/ allied/ relevant discipline may also be considered for appointment as Professor.

OR

A traditional and a professional artist with highly commendable professional achievement in the concerned subject, who should be or have:

- i. 'A' Grade artist of AIR/TV
- ii. 12 (twelve) years of outstanding performing achievements in the field of specialization;
- iii. Significant contributions in the field of specializations and ability to guide research;
- iv. Participation in National/ International Seminars/ Conferences/ workshops and/ or recipient of National/ International Awards/ Fellowships; and
- v. Ability to explain the logical reasoning of the subject concerned and adequate knowledge to teach theory with illustrations in that discipline.

II. Drama Discipline

1. Minimum Eligibility Criteria

- a. An eminent scholar with consistently good academic record and a Ph.D degree in the concerned/ allied/ relevant discipline with a number of high quality research publications in reputed journals and / or publication of books.

- b. At least 10 years' experience in University/ College and/ or experience in research in university/ reputed research institutions/ industries.
- c. Research guidance of doctoral students.

2. Additional Experiences

Contribution to educational innovation, design of new curricula and courses and use of modern technology in teaching-learning process.

An outstanding professional with established reputation in the relevant field and who has made significant contribution to the knowledge in the concerned/ allied/ relevant discipline may also be considered for appointment as Professor.

OR

A traditional and a professional artist with highly commendable professional achievement in the concerned subject, who should be or have:

- i. 12 (twelve) years of outstanding performing achievements in the field of specialization;
- ii. Made significant contributions in the field of specializations and ability to guide research;
- iii. Participation in National/ International Seminars/ Conferences/ workshops and/ or recipient of National/ International Awards/ Fellowships; and
- iv. Ability to explain the logical reasoning of the subject concerned and adequate knowledge to teach theory with illustrations in that discipline.

III. Visual (Fine) Arts Discipline

1. Minimum Eligibility Criteria

- a. An eminent scholar with consistently good academic record and a Ph.D degree in the concerned/ allied/ relevant discipline with a number of high quality research publications in reputed journals and / or publication of books.
- b. At least 10 years' experience in University/ College and/ or experience in research in university/ reputed research institutions/ industries.
- c. Research guidance of doctoral students.

2. Additional Experiences

Contribution to educational innovation, design of new curricula and courses and use of modern technology in teaching-learning process.

An outstanding professional with established reputation in the relevant field and who has made significant contribution to the knowledge in the concerned/ allied/ relevant discipline may also be considered for appointment as Professor.

OR

A traditional and a professional artist with highly commendable professional achievement in the concerned subject, who should be or have:

- i. 12 (twelve) years of experience of holding regular regional/ national exhibition/workshops with evidence;
- ii. Made significant contributions in the field of specializations and ability to guide research;
- iii. Participation in National/ International Seminars/ Conferences/ workshops and/ or recipient of National/ International Awards/ Fellowships; and
- iv. Ability to explain the logical reasoning of the subject concerned and adequate knowledge to teach theory with illustrations in that discipline.

NOTE: *For appointment of Associate Professors and Professors*

1. Relevant/ allied disciplines in each case, Good Academic Record and Maximum Age limit may be decided by the appropriate bodies of the concerned university.
2. Period of time taken by the candidates to acquire M.Phil and/ or Ph.D degree shall not be considered as teaching/research experience to be claimed for appointment to the post of Associate Professor/ Professor.
3. Composition of the selection committee and the selection criteria based on the candidates' academic record, research experience, performance in his/ her previous academic/ research positions in the colleges/ universities/ research institutes/ industries and other related aspects may be decided by the appropriate bodies of the concerned university taking into consideration as far as practicable, the relevant guidelines of UGC in such matters.
4. A minimum score as stipulated in the Academic Performance Indicator (API) based Performance Based Appraisal System (PBAS) may be considered while deciding on the selection criterion by the Universities.
5. In addition to the minimum eligibility criteria and experiences as stated above for each category of academic positions, the concerned universities may include other relevant qualifications/ experiences.
6. A relaxation of 5% in the marks may be provided for the persons belonging to SC/ST/Differently-abled (physically as well as visually) categories
 - a. at the Masters level required to satisfy the minimum eligibility criteria.
 - b. for assessing good academic record throughout the candidate's career.

The marks in each case mean the qualifying marks without any grace marks and/or rounding off procedures.

7. A relaxation of 5% may be provided for the minimum eligibility marks of 55% at the Master level to the Ph.D. degree holders who have obtained their Masters degree prior to September 19, 1991.

RESERVATION

The State Government norms regarding reservation [SC – 22%; ST – 6%; OBC (i) 10% for Category – A, (ii) 7% for Category – B; and Differently-abled Categories- 3%] as amended from time to time should be followed.

This order issues in supersession of all previous orders issued in this regard.

Sd/- **S.C. Tewari**
Principal Secretary
Higher Education Department

No. 121 /1(60)/Edn(U)/1U-91/10

Date: 21.02.2011

Copy forwarded for information and necessary action to :

1. The Principal Accountant General (A&E), Treasury Bldgs, Kolkata-1.
2. The Accountant General (Audit-I), West Bengal, 4, Brabourne Road, Kolkata-1.
3. The Accountant General (Audit – II), West Bengal,
MSO Buildings, CGO Complex, 5th Floor, DF Block, Salt Lake, Kol -91
4. Pay and Accounts Officer, Kolkata Pay & Accounts Office – I, 81/2/2 Phears Lane, Kol - 12.
5. Pay and Accounts Officer, Kolkata Pay & Accounts Office – II, P-1, Hyde Lane, Jahar Building, Kol- 73.
6. The Treasury Officer, Treasury,
P.O., Dist.
7. The Registrar, University,
.....
P.O. Dist.
8. Finance Officer, University,
.....
9. Accounts Officer,University,
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10. Finance Department, (Group – N) of this Government.
11. Finance Department, (Group – P) of this Government.
12. Finance Department, (Group –B) of this Government.
13. Finance Department, (Group – T) of this Government.
14. The Audit Officer, Internal Audit Wing, Todi Mansion (9th Floor), P-15, India Exchange Place, Kol-73.
15. Accounts Officer, P.A.C., Bikash Bhavan, 6th floor, Kolkata-91.
16. P.S. to the MIC, Higher Education Department.
17. P.A. to the Principal Secretary of this Department.
18. Budget Branch of this Department.
19. Statistical Cell of this Department
20. Guard File.

Joint Secretary
Higher Education Department