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

No. 430 - Edn(U)/1U-91/10

Date: 03.05.2012

**MEMORANDUM**

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

Pursuant upon issuance of UGC notification no. F.3-1/2009, dt. 30.06.2010 notified in Gazette of India on 13<sup>th</sup> 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 Engineering and Technical Faculty in the State Aided Universities.

**A. ASSOCIATE PROFESSOR**

(Pay Band - Rs. 37,400 - 67,000/- plus Academic Grade Pay of Rs. 9000/-)

**1. Minimum Eligibility Criteria**

- a. A Ph.D degree with first class or equivalent at Bachelor's or Master's Degree in the concerned/ allied/ relevant branch of Engineering and Technology.
- b. A minimum of 8 (eight) years experience of teaching or research at the level of Assistant Professor (in the revised pay band of Rs. 15,600 - 39,100 with Academic Grade pay of Rs. 6000 or higher) or lecturer or equivalent grade excluding the period spent on obtaining the research degree.

**For the Candidates from Industry and Profession**

Qualification as above with industrial/ professional experience of 8 (eight) years in a position equivalent to the level of Assistant Professor (in the revised pay band of Rs. 15,600 - 39,100 with Academic Grade pay of Rs. 6000 or higher) or lecturer.

**2. Desirable Qualification**

- a. Published work such as research papers, patents filed/obtained, books and/or technical reports.
- b. Experience of guiding Post Graduate/ Research students or supervising R & D projects in industry.

**B. PROFESSOR**

(Pay Band - Rs. 37,400 - 67,000/- plus Academic Grade Pay of Rs. 10,000/-)

**1. Minimum Eligibility Criteria**

- a. A Ph.D degree with first class or equivalent at Bachelor's or Master's Degree in the concerned/ allied/ relevant branch of Engineering and Technology.

- b. A minimum of 10 (ten) years experience of teaching or research of which at least 5 (five) years should be at the level of Assistant Professor (in the revised pay band of Rs. 15,600 – 39,100 with Academic Grade pay of Rs. 8000 or higher) or Reader or equivalent grade excluding the period spent on obtaining the research degree.

***For the Candidates from Industry and Profession***

Qualification as above with industrial/ professional experience of 10 (ten) years at managerial level equivalent to Assistant Professor (in the revised pay band of Rs. 15,600 – 39,100 with Academic Grade pay of Rs. 8000 or higher) or Reader or equivalent grade with active participation record in designing, planning, executing, analysing, quality control, innovating, training, writing technical books, research paper, publications/ patents, etc.

**2. Desirable Qualification**

- a. Post Ph. D published work such as research papers, patents filed/obtained, books and/or technical reports.
- b. Experience of guiding Post Graduate/ Research students or supervising R & D projects in industry.

***NOTE: For appointment of Associate Professors and Professors***

1. If a class/division is not awarded and if a Grade Point system is adopted, the CGPA will be converted into equivalent marks as below:

Grade Point	Equivalent Percentage
6.25	55%
6.75	60%
7.25	65%
7.75	70%
8.25	75%

2. Relevant/ allied disciplines in each case, good academic record and maximum age limit may be decided by the appropriate bodies of the concerned university.
3. Composition of the selection committee and the selection criteria based on the candidates' academic record, domain knowledge, teaching ability, research/ teaching 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. 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.
5. A relaxation of 5% in the marks may be provided for the candidates 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.

### 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 time to time should be followed.

Sd/- S.C. Tewary  
Principal Secretary  
Higher Education Department

No. 430 /1(60)-Edn(U)/1U-91/10

Date: 03.05.2012

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, 5<sup>th</sup> Floor, DF Block, Salt Lake, Kol -91
4. Director of Treasuries and Accounts, West Bengal,  
New India Assurance Building, 4, Lyons Range, Kolkata - 700001
5. Pay and Accounts Officer, Kolkata Pay & Accounts Office - I, 81/2/2 Phears Lane, Kol - 700012.
6. Pay and Accounts Officer, Kolkata Pay & Accounts Office - II,  
P-1, Hyde Lane, Jahar Building, Kol- 700073.
7. Pay and Accounts Officer, Kolkata Pay & Accounts Office - III,  
IB Market, IB Block, Salt Lake Sector III, Kolkata - 700091.
8. The Treasury Officer, ..... Treasury,  
P.O. ...., Dist. ....
9. The Registrar, *Jadankol* ..... University,  
.....  
P.O. .... Dist. ....
10. Finance Officer, ..... University,  
.....
11. Accounts Officer, ..... University,  
.....
12. Finance Department, (Group - N) of this Government.
13. Finance Department, (Group - P) of this Government.
14. Finance Department, (Group -B) of this Government.
15. Finance Department, (Group - T) of this Government.
16. The Audit Officer, Internal Audit Wing, Todi Mansion (9<sup>th</sup> Floor), P-15,  
India Exchange Place, Kol-73.
17. Accounts Officer, P.A.C., Bikash Bhavan, 6th floor, Kolkata-91.
18. P.S. to the MIC, Higher Education Department.
19. P.A. to the Principal Secretary of this Department.
20. Budget Branch of this Department.
21. Statistical Cell of this Department
22. Guard File.

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Joint Secretary  
Higher Education Department