

**Government of West Bengal**  
**Department of Higher Education, Science & Technology and Biotechnology**  
**(University Branch)**  
**6<sup>th</sup> Floor, Bikash Bhavan, Bidhannagar, Kolkata-700 091**

No. 516-Edu(U)/IU-91/10

Dated, Kolkata the 16<sup>th</sup> May, 2017

**MEMORANDUM**

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

Based on the University Grants Commission's Notification No.F.3-1/2009, dt.30.06.2010 notified in Gazette of India on 18<sup>th</sup> September, 2010 and pursuant to the University Grants Commission (Minimum Qualifications for Appointment of Teachers and other Academic Staff in Universities and Colleges and Measures for the Maintenance of Standards in Higher Education) (4th Amendment), Regulations, 2016 vide No. F.1-2/2016 (PS/Amendment) notified in the Gazette of India on 11<sup>th</sup> July, 2016, the State Government in the Department of Higher Education, Science & Technology and Biotechnology, taking into account all aspects of the matter, including local conditions, has decided to prescribe the following eligibility criteria, qualifications and norms for direct recruitment to the posts of Assistant Professor, Associate Professor and Professor in the State-aided Universities of West Bengal.

**I. ASSISTANT PROFESSOR:**

**A) ASSISTANT PROFESSOR (PAY BAND – Rs. 15,600 – 39,100/- PLUS ACADEMIC GRADE PAY OF Rs. 6000/-) IN ARTS, HUMANITIES, SCIENCES, SOCIAL SCIENCES, COMMERCE, EDUCATION, LANGUAGES, LAW, JOURNALISM & MASS COMMUNICATION.**

- i) Good academic record as defined by the concerned University with at least 55% marks (or an equivalent grade in a point scale wherever grading system is followed) at the Masters Degree level in a relevant subject, along with relaxations applicable to specified categories, as explained in the Note 1.
- ii) The candidate must have cleared the National Eligibility Test (NET) conducted by the UGC (CSIR) or similar test accredited by the UGC like NET/SLET/SET, along with exemptions to specified categories, as explained in the Note 2.

**B) ASSISTANT PROFESSOR (PAY BAND – Rs. 15,600 – 39,100/- PLUS ACADEMIC GRADE PAY OF Rs. 6000/-) OF MUSIC, PERFORMING ARTS, VISUAL ARTS AND OTHER TRADITIONAL INDIAN ART FORMS LIKE SCULPTURE, ETC.**

**I. MUSIC AND DANCE DISCIPLINE**

- i) Good academic record as defined by the concerned University with at least 55% marks (or an equivalent grade in a point scale wherever grading system is followed) at the Masters Degree level in a relevant subject along with relaxations applicable to specified categories as explained in the Note 1.
- ii) The candidate must have cleared the National Eligibility Test (NET) conducted by the UGC (CSIR) or similar test accredited by the UGC like NET/SLET/SET along with relaxations applicable to specified categories, as given in the Note 2.

**OR**

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

- a) Studied under noted/reputed traditional masters and has thorough knowledge to explain the subject concerned
- b) A high grade artist of AIR/TV; and
- c) Ability to explain the logical reasoning of the subject concerned and adequate knowledge to teach theory with illustrations in that discipline.

## 2. DRAMA DISCIPLINE

- i) Good academic record as defined by the concerned University with at least 55% marks (or an equivalent grade in a point scale wherever grading system is followed) at the Masters Degree level in a relevant subject, along with relaxations applicable to specified categories, as explained in the Note 1.
- ii) The candidate must have cleared the National Eligibility Test (NET) conducted by the UGC (CSIR) or similar test accredited by the UGC like NET/SLET/SET along with relaxations applicable to specified categories, as given in the Note 2.

**OR**

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

- i) A professional artist with first class degree/diploma from National School of Drama or any other such approved institution in India or abroad.
- ii) Five years or regular acclaimed performance in regional/ national/ international stage with evidence; and
- iii) Ability to explain the logical reasoning of the subject concerned and adequate knowledge to teach theory with illustrations in that discipline.

## 3. VISUAL (FINE) ARTS DISCIPLINE

- i) Good academic record as defined by the concerned University with at least 55% marks (or an equivalent grade in a point scale wherever grading system is followed) at the Masters Degree level in a relevant subject, along with relaxations applicable to specified categories as explained in the Note 1.
- ii) The candidate must have cleared the National Eligibility Test (NET) conducted by the UGC (CSIR) or similar test accredited by the UGC like NET/SLET/SET along with relaxations applicable to specified categories, as given in the Note 2.

**OR**

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

- i) A first class diploma in Visual (Fine) Arts from the recognized Institution of India or abroad.
- ii) Five years experience of holding regular regional/ National exhibitions/Workshops with evidence; and
- iii) Ability to explain the logical reasoning of the subject concerned and adequate knowledge to teach theory with illustrations in that discipline.

## II. 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.**

### **1. Minimum Eligibility Criteria:**

- i) Good academic record with a Ph.D. degree in the concerned/ allied/ relevant disciplines.
- ii) 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) along with relaxations applicable to specified categories, as explained in the Note 1.
- iii) 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.
- iv) A minimum score as stipulated in the Academic Performance Indicators (API) based on Performance Based Appraisal System (PBAS), set out the in UGC Regulations 2016 in Appendix III Table II(B).

## **2. Additional Experience**

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

ii) 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**

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

ii) 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) along with relaxations applicable to specified categories, as explained in the Note I.

iii) 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.

iv) A minimum score as stipulated in the Academic Performance Indicators (API) based on Performance Based Appraisal System (PBAS), set out the in UGC Regulations 2016 in Appendix III Table II(B).

#### **2) Additional Experience**

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

ii) 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**

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

ii) 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) along with relaxations applicable to specified categories, as explained in the Note I.

iii) 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.

iv) A minimum score as stipulated in the Academic Performance Indicators (API) based on Performance Based Appraisal System (PBAS), set out the in UGC Regulations 2016 in Appendix III Table II(B).

#### **2. Additional Experience**

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

ii) 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**

- i) Good academic record with a Ph.D. degree in the concerned/ allied/ relevant disciplines.
- ii) 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) along with relaxations applicable to specified categories as explained in Note I.
- iii) 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.
- iv) A minimum score as stipulated in the Academic Performance Indicators (API) based on Performance Based Appraisal System (PBAS), set out the in UGC Regulations 2016 in Appendix III Table II(B).

#### **2) Additional Experience**

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

### **III. 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.**

#### **1) Minimum Eligibility Criteria**

- i) 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.
- ii) At least 10 years' experience in University/ College and/ or experience in research in university/ reputed research institutions/ industries.

iii) Research guidance of doctoral students.

iv) A minimum score as stipulated in the Academic Performance Indicator (API) based on Performance Based Appraisal System (PBAS), set out the in UGC Regulations 2016 in Appendix III Table II(B).

OR

An outstanding professional with established reputation in the relevant field, who has made significant contribution to the knowledge in the concerned/allied/relevant discipline, to be substantiated by credentials.

## **2) Additional Experience**

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

**B) Professor (Pay Scale: 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**

i) 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.

ii) At least 10 years' experience in University/ College and/ or experience in research in university/ reputed research institutions/ industries.

iii) Research guidance of doctoral students.

iv) A minimum score as stipulated in the Academic Performance Indicators (API) based on Performance Based Appraisal System (PBAS), set out the in UGC Regulations 2016 in Appendix III Table II(B).

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.

## **2) Additional Experience**

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

### **II) Drama Discipline**

#### **1) Minimum Eligibility Criteria**

i) 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.

ii) At least 10 years' experience in University/ College and/ or experience in research in university/ reputed research institutions/ industries.

iii) Research guidance of doctoral students.

iv) A minimum score as stipulated in the Academic Performance Indicators (API) based on Performance Based Appraisal System (PBAS), set out the in UGC Regulations 2016 in Appendix III Table II(B).

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.

## 2) Additional Experience

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

## III) Visual (Fine) Arts Discipline

### 1) Minimum Eligibility Criteria

- i) 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.
- ii) At least 10 years' experience in University/ College and/ or experience in research in university/ reputed research institutions/ industries.
- iii) Research guidance of doctoral students.
- iv) A minimum score as stipulated in the Academic Performance Indicators (API) based on Performance Based Appraisal System (PBAS), set out in UGC Regulations 2016 in Appendix III Table II(B).

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

## 2) Additional Experience

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

## NOTE

### 1: Relaxation of Marks for Direct Recruitment of Assistant Professor, Associate Professor and Professor:

- i. A relaxation of 5% may be provided at the Graduate and Masters level for the Scheduled Castes/Scheduled Tribes/Differently-abled (physically and visually differently-abled)/ Other Backward Classes (non-creamy layer) categories for the purpose of eligibility and for assessing good academic records during direct recruitment to teaching positions. However, differently-abled (physically and visually) candidates are not eligible for any marks relaxation in Physical Education discipline.
- ii. The minimum qualifying marks of 55% is relaxable by 5% marks (from 55% to 50%) at the Master level for Ph.D. Degree holders who have obtained their Masters degree prior to September 19, 1991.
- iii. The eligibility marks of 55% marks (or an equivalent grade in a point scale wherever grading system is followed) and the relaxation of 5% to the categories mentioned above are permissible, based on only the qualifying marks without including any grace mark procedures.

iv. All the essential qualifications must have been obtained from a recognized University/ Institute. By a recognized University / Institute is meant a University / Institute affiliated to UGC/other statutory apex bodies, or recognized by the State or Central Government as a centre of higher learning. In case of a foreign University, the Degree concerned should be recognized as equivalent to its Indian counterpart by the Association of Indian Universities.

## **2. NET/SLET/SET Exemption for the Post of Assistant Professor:**

i. The candidates who have been awarded Ph.D. Degree in the same or in a relevant subject in accordance with the University Grants Commission (Minimum Standards and Procedure for award of Ph.D. Degree) Regulations, 2009 are exempted from qualifying in the Eligibility Test (NET/SLET/SET).

ii. Candidates registered for Ph.D. programme prior to 11 July, 2009 shall be exempted from qualifying in the Eligibility Test ( NET/SLET/SET) as described hereinafter :

The award of Degree to candidates registered for the Ph.D. programme prior to July 11,2009, shall be governed by the provisions of the then existing Ordinances/ Bye laws/ Regulations of the institutions awarding the Degree in the same or relevant subject shall be exempted from the requirement of NET/SLET/SET, subject to fulfilment of the following conditions:

- a) Ph.D. degree of the candidate awarded in regular mode only;
- b) Evaluation of the Ph.D. thesis by at least two external examiners;
- c) Open Ph.D. viva voce of the candidate had been conducted;
- d) Candidate has published two research papers from his/her Ph.D. work out of which at least one must be in a refereed journal;
- e) Candidate has made at least two presentations in conferences/seminars, based on his/her Ph.D work.
- f) (a) to (e) as above are to be certified by the Vice-Chancellor/Pro-Vice-Chancellor /Dean (Academic Affairs)/Dean (University instructions).

iii) NET/SLET/SET shall also not be required for such Master's Programmes in disciplines for which NET/SLET/SET is not conducted.

3. Relevant/ allied disciplines in each case, good academic record may be decided by the appropriate bodies of the concerned university.

4. The Period of time spent by the candidates to acquire M. Phil and/ or Ph.D. degree shall not be claimed or considered as teaching/research experience for appointment to the post of Associate Professor/ Professor.

5. 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.

6. A minimum Academic Performance Indicators ( API) based on Performance Based Appraisal System (PBAS ), set out the in UGC Regulations, 2016 in Appendix III Table II(B) score and weightages in Selection Committees are essential for Direct Recruitment as mentioned below for the post of Assistant Professor, Associate Professor and Professor.

**APPENDIX - III TABLE - II (B)**

Minimum Scores for APIs for direct recruitment of teachers in university departments to be considered along with other specified eligibility qualifications stipulated in the Regulation:

	<b>Assistant Professor (Stage I)</b>	<b>Associate Professor (Stage 4)</b>	<b>Professor (Stage 5)</b>
Minimum API Score	Minimum Qualification as stipulated in these regulations	Consolidated API score requirement of 300 points from categories II & III of APIs (cumulative)	Consolidated API score requirement of 400 points from categories II & III of APIs (cumulative)
Selection Committee criteria / weightages (Total Weightages = 100)	a) Academic Record and Research Performance (50%) b) Assessment of Domain Knowledge & Teaching Skills (30%) c) Interview performance (20%)	a) Academic Background (20%) b) Research performance based on API score and quality of publications (40%) c) Assessment of Domain Knowledge and Teaching Skills (20%) d) Interview performance: (20%)	a) Academic Background (20%) b) Research performance based on API score and quality of publications (40%) c) Assessment of Domain knowledge and Teaching Skills (20%) d) Interview performance: (20%)

7. The overall selection procedure shall incorporate transparent, objective and credible methodology of analysis of the merits and credentials of the applicants based on weightages given to the performance of the candidate in different relevant dimensions and his/her performance on a scoring system proforma, based on Academic Performance Indicators (API) as provided in the UGC Regulations 2016 (4th Amendment) in Tables I to XI.

8. 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.

**9. Age Limits:**

i) The upper age limit is 37 ( thirty seven) years on the 1<sup>st</sup> January of the year of the advertisement relaxable up to 5 years for SC/ST and 3 years for OBC category (non-creamy layer) candidates for the post of Assistant Professor. Differently-abled candidates (except in the post of Physical Education) are entitled to an age relaxation of 10 years. Age relaxation of 5 years is available to the candidates possessing Ph.D Degree.

ii) Age limit for the post of Associate Professor and Professor may be followed as per the UGC Guidelines in this regard and their amendments from time to time

**Note:** Exceptionally qualified over-age candidates may be called for the interview at the discretion of the concerned University authority only in the rarest cases. But their recruitment will depend on the condonation of overage by the Government on a case-to-case basis, purely on merit, normally not exceeding one percent of the total size of the concerned panel, rounded off to the next whole number.

**10. RESERVATION:** The State Government norms regarding reservation as amended from time to time, shall be followed.

This order issues in cancellation of this Department' earlier order no. 120 -Edn(U)/IU-91/10 dt. 21.02.2011 and 121 -Edn(U)/IU-91/10 dt. 21.02.2011 and in supersession of all previous orders issued in this regard.

  
Secretary

to the Government of West Bengal