

GOVERNMENT OF WEST BENGAL
DEPARTMENT OF HIGHER EDUCATION
(C.S BRANCH)
BIKASH BHAVAN,SALT LAKE,KOLKATA-700091

No.981 Edn(CS)/8R-1/10

Dated, Kolkata, the 22nd December 2010.

MEMORANDUM

Sub : Prescribed qualifications for recruitment to the posts of Assistant Professor in
Government aided affiliated Degree Colleges.

Pursuant upon issuance of UGC notification no. F.3-1/2009, dt. 30.06.2009 notified in Gazette of India on 18th September,2010, the State Govt., taking into account other local conditions, has decided in its discretion to prescribe the following qualifications and norms for recruitment to the posts of Assistant Professor in Government aided affiliated Degree Colleges.

1. Method of Recruitment :

By selection (direct recruitment) through the College Service Commission, West Bengal (except the colleges administered by religious and linguistic minorities)

2. Post : Assistant Professor.

3. Pay scale : Pay Band – Rs.15,600-39,100/- plus Academic Grade Pay Rs.6000/-

4. **Qualifications for direct recruitment in different subjects for General Degree Colleges other than B.Ed. Colleges and B.Ed. Department in General Degree Colleges.**

(a) Good academic record with at least 55% marks or an equivalent grade of 'B' (Grade B=Good; Grade point 3.50-4.49; percentage equivalent : 55-64) in 7-point scale wherever grading system is followed at the Master's Degree level in the relevant subject from a recognized University/Institute and at least a Second Class 3-year Bachelor degree with Honours in the relevant subject, unless otherwise stated.

(b) A relaxation of 5% from 55% to 50% of the marks at the Graduate and Master's Degree Level is admissible for the Scheduled Caste/Scheduled Tribe/Differently-abled (physically and visually differently-abled) categories for the purpose of eligibility and for assessing good academic record during direct recruitment to the post of Assistant Professor.

(c) A relaxation of 5% from 55% to 50% of the marks is also admissible to the Ph.D. Degree holders, who have obtained their Master's Degree prior to 19th September, 1991.

Note-1: A good academic record shall mean an overall record of all assessments throughout the academic career, that is to say, securing on an average at least 55% marks in all examinations taken together, namely Madhyamik or equivalent, Higher Secondary or equivalent, Honours and Masters degree stage. However, 55% marks at the Masters degree level is mandatory.

Note-2 : The eligibility marks of 55% or 50% as the case may be (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 eg. 54.1% and above or 49.1% and above should not be rounded off to 55% or 50% respectively.

(d) The candidates besides fulfilling the above qualifications should have passed the eligibility test for erstwhile Lecturers/ Assistant Professors conducted by the University Grants Commission and Council of Scientific and Industrial Research (NET) / State Eligibility Test (SET) or similar Tests accredited by the University Grants Commission. However, the candidates who have been awarded Ph.D Degree in accordance with the University Grants Commission (Minimum Standards and Procedure for Award of Ph.D Degree) Regulations, 2009 are exempted from appearing in the Eligibility Test as mentioned above.

However, NET/SET or similar other Tests clearance is not required for such Master's Degree Programmes in discipline for which the above mentioned Tests are not conducted.

(e) Good power of expression in Bengali/Nepali(for hill areas) spoken and written.

5. Qualifications for direct recruitment in B.Ed. Colleges and B.Ed. Department of General Degree Colleges :

(a) Good academic record with at least 55% marks or an equivalent grade of 'B' (Grade B =Good; Grade Point – 3.50-4.49; percentage equivalent grade 55-64) in 7-point scale wherever grading system is followed at the Master's Degree level in any subject of Humanities/Arts/Science from a recognized University/Institute.

(b) M.Ed. with at least 55% marks or an equivalent of 'B' in 7-point scale (wherever grading system is followed) from a recognized University/Institute.

(c) Any other stipulation prescribed by the UGC/any such affiliating body/State Government from time to time.

OR

(a) Master's Degree in Education with at least 55% marks or an equivalent grade of 'B' in 7-point scale (wherever grading system is followed) from a recognized University/Institute.

(b) B.Ed. with at least 55 % marks or an equivalent grade of 'B' in 7-point scale (wherever grading system is followed).

(c) Any other stipulation prescribed by the U.G.C./any such affiliating body/State Govt. from time to time.

Provided that –

Relaxation of marks, NET/SLET/SET/equivalent Test passed qualification and exemption thereof are at par with the provisions as laid down under para-4(b) and (c) along with Note.

Note 1. - Candidates without M.Ed. qualification may be appointed as Assistant Professor subject to the condition that they shall obtain such degree upto December 31, 2012 or until any Govt. Order issued in this regard, whichever is earlier.

6. Subject equivalence:

Qualifications for the post of Assistant Professor in certain other subjects (as mentioned in col.2 below) in which Master's Degree and Honours Degree in the same subject are not essential will be as follows:-

Sl. No.	Assistant Professor (Subject)	Subject required at the Master Deg. stage	Subject required at the Hons/ Major Deg. Stage
1	Education	Education	Education/ Any subject
2	Film Studies	Film Studies	Any subject
3	Fine Arts	Fine Arts/ Visual Arts	Any subject
4	Defence Studies	Defence Studies/ Defence & Strategic Studies / Military Studies	Any Science Subject
5	Microbiology	Microbiology/ Biochemistry	Microbiology/ Chemistry/ Biochemistry/ Any discipline of Life Science/Molecular Biology
6	Molecular Biology	Molecular Biology/ Cell Biology/ Genetics	Molecular Biology/ Physics/ Chemistry/ Biochemistry/ Any discipline of Life Science/Microbiology
7	Law	Law	Law / Any Subject
8	Physical Education	Physical Edn./ M.P.Ed.	Physical Edn. / B.P.Ed.
9	Journalism	Journalism/ Journalism & Mass Communication	Any Subject
10	Music*	Music	Music/ Any subject
11	Human Development	Human Development	Any subject
12	Santali	Santali	Any subject
13	French	French	Any subject
14	Tibetan	Tibetan	Any subject
15	Political Science	Political Sci./ International Relations	Political Sci./ International Relations

*- A traditional or professional Artist with a highly commendable professional achievement in Music may be considered for the post of Assistant Professor of Music.

7. Reservation :

Except minority colleges the State Govt. norms [S.C. – 22%, S.T. – 6%, O.B.C. –(i) 10% for Category-A (ii)7% for Category-B, and Differently- abled Categories – 3%) subject to revision by the State Govt. from time to time to be followed.

Following of reservation norms of the State Govt. is not mandatory in case of minority colleges except reservation for Differently-abled categories as stipulated above.

8. Age :

The upper age limit is 37(Thirty Seven) years on the 1st January of the year of advertisement, relaxable upto 5 years for SC/ST, 3 years for OBC and 10 years for Differently-abled categories. Age relaxation of 5 years is also available to the candidates possessing Doctorate Degree.

Existing teachers serving in the UGC scale of pay/pay structure can change college by way of fresh appointment only upto a maximum of 50 years of age, on the 1st January of the year of advertisement.

Exceptionally qualified over-aged candidates may be called for interview at the discretion of the College Service Commission/College authority for minority college. But their recruitment will depend on the condonation of their overage by the Government from case to case on merit only.

Note : The qualifications as prescribed above are not mandatory to the candidates who are in service as Lecturer or equivalent grade/cadre on permanent basis in the UGC scale of pay prior to 19.09.1991 and where appointed by the recommendation of duly constituted Selection Committee as per Notification/Govt. Order issued from time to time in this regard. However, these teachers are eligible for changing their colleges by way of fresh appointment through aforesaid selection procedure.

Those affiliated Degree Colleges or University teachers who are in-service on or after 19.09.1991 and are possessing the qualifications mentioned under para 4 and 5 of the Notification may change college by way of fresh appointment through aforesaid selection procedure of the College Service Commission/College authority (minority

colleges), provided these teachers have rendered at least 5 years' continuous service in any affiliated college/university in the State.

This Order is issued in supersession of all previous Orders in this regard.

Sd/-

(Satish Chandra Tewary, I.A.S.)

Principal Secretary to the Govt. of West Bengal.

No.981/1(19) –Edn(CS)/8R-1/10

Dated, Kolkata, the 22nd December, 2010.

Copy forwarded for information and necessary action to the :

1. Director of Public Instruction, West Bengal.
2. Registrar, Calcutta University.
3. Registrar, Vidyasagar University.
4. Registrar, North Bengal University.
5. Registrar, Burdwan University.
6. Registrar, Gour Banga University.
7. Registrar, West Bengal State University.
8. Registrar, Kalyani University.

9. Registrar, Presidency University.
10. Registrar, Rabindra Bharati University.
11. Registrar, Sidhu Kanhu Birsha University.
12. Secretary, West Bengal College Service Commission.
13. Member Secretary, W.B.S.C.H.E.
14. Computer Cell of this Deptt.
15. Appointment Branch of this Deptt.
16. University Branch of this Deptt.
17. P.S. to M.I.C.
18. P.A. to Principal Secretary.
19. Guard file.

Joint Secretary.