

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

No. 30 – Edn(U)/1U-91/10

Date:14.01.2011

**MEMORANDUM**

**Sub: Recruitment Rules for the Assistant Professors in the State-aided Universities**

Pursuant upon issuance of UGC notification no. F.3-1/2009, dt. 30.06.2009 notified in Gazette of India on 18<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 recruitment to the posts of Assistant Professors in State Aided Universities.

**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, Management/Business Administration**

1. Good academic record 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.
2. At least a second class 'Three Years' Bachelor's Degree with Honours/ Major in the relevant/ allied subject.
3. 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.
4. However, the candidates who are or have been awarded a Ph.D degree in accordance with the UGC (Minimum Standards and Procedure for award of Ph.D. Degree) Regulations, 2009 shall be exempted from the requirement of the Minimum Eligibility Condition of NET/SLET/SET.
5. Candidates with Ph.D. degree for foreign universities of those with Ph.D. degrees obtained from Indian Universities before 2009 may also be exempted from requirement of NET/SLET/SET if they can present evidence that for obtaining Ph. D. degree they had followed the minimum standards and procedures as laid down in the UGC Regulations, 2009.
6. NET/SLET/SET shall also not be required for such Masters programme in disciplines for which NET/SLET/SET is not conducted.

**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**

1. Good academic record 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.
2. At least a second class 'Three Years' Bachelor's Degree with Honours/ Major in the relevant/ allied subject.
3. 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.
4. However, the candidates who are or have been awarded a Ph.D degree in accordance with the UGC (Minimum Standards and Procedure for award of Ph.D. Degree) Regulations, 2009 shall be exempted from the requirement of the Minimum Eligibility Condition of NET/SLET/SET.
5. Candidates with Ph.D. degree for foreign universities of those with Ph.D. degrees obtained from Indian Universities before 2009 may also be exempted from requirement of NET/SLET/SET if they can present evidence that for obtaining Ph. D. degree they had followed the minimum standards and procedures as laid down in the UGC Regulations, 2009.
6. NET/SLET/SET shall also not be required for such Masters programme in disciplines for which NET/SLET/SET is not conducted.

**OR**

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

- i. Studied under noted/reputed traditional masters and has thorough knowledge to explain the subject concerned
- ii. A high grade artist of AIR/TV; and
- iii. 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. Good academic record 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.
2. At least a second class 'Three Years' Bachelor's Degree with Honours/ Major in the relevant/ allied subject.

3. 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.
4. However, the candidates who are or have been awarded a Ph.D degree in accordance with the UGC (Minimum Standards and Procedure for award of Ph.D. Degree) Regulations, 2009 shall be exempted from the requirement of the Minimum Eligibility Condition of NET/SLET/SET.
5. Candidates with Ph.D. degree for foreign universities of those with Ph.D. degrees obtained from Indian Universities before 2009 may also be exempted from requirement of NET/SLET/SET if they can present evidence that for obtaining Ph. D. degree they had followed the minimum standards and procedures as laid down in the UGC Regulations, 2009.
6. NET/SLET/SET shall also not be required for such Masters programme in disciplines for which NET/SLET/SET is not conducted.

**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.

### **III. Visual (Fine) Arts Discipline**

1. Good academic record 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.
2. At least a second class 'Three Years' Bachelor's Degree with Honours/ Major in the relevant/ allied subject.
3. 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.
4. However, the candidates who are or have been awarded a Ph.D degree in accordance with the UGC (Minimum Standards and Procedure for award of Ph.D. Degree) Regulations, 2009 shall be exempted from the requirement of the Minimum Eligibility Condition of NET/SLET/SET.
5. Candidates with Ph.D. degree for foreign universities of those with Ph.D. degrees obtained from Indian Universities before 2009 may also be exempted from requirement of NET/SLET/SET if they can present evidence that for obtaining Ph. D.

degree they had followed the minimum standards and procedures as laid down in the UGC Regulations, 2009.

6. NET/SLET/SET shall also not be required for such Masters programme in disciplines for which NET/SLET/SET is not conducted.

**OR**

A traditional and 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.

**NOTE:** For recruitment of all categories of teaching positions.

1. A relaxation of 5% may be provided at the Masters level for SC/ST/Differently-abled (physically as well as visually) categories for the purpose of eligibility and for assessing good academic record. The eligibility marks of 55% at the Masters Degree level and the relaxations of 5% to the categories mentioned above are permissible based on only the qualifying marks without including any grace marks.
2. 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 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

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. 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,  
.....  
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8. Finance Officer, ..... University,  
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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 (9<sup>th</sup> 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