

**GOVERNMENT OF WEST BENGAL  
DEPARTMENT OF HIGHER EDUCATION,  
(C. S. BRANCH)  
BIKASH BHAVAN, SALT LAKE,  
KOLKATA-700 091**

No. 976 –Edn (CS)/8R–1/2010

Date: 18.12.2020

**NOTIFICATION**

**Sub: Recruitment Rules for Direct Recruitment of Assistant Professor in the State-aided Degree College of West Bengal**

Consequent upon recommendation of the University Grants Commission's vide its Notification No.F.1-2/2017, dt.18.07.2018 regarding 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) Regulations, 2018 notified in the Gazette of India on 18<sup>th</sup> July, 2018, the State Government is considering for prescribing revised rules keeping in mind the local conditions prevailing in the State, for recruitment of Assistant Professor and Associate Professor in the State-aided degree colleges for some time.

After considering all these aspects and also taking into consideration of local conditions, the Governor, in exercise of the powers conferred by section 8 (2) of the West Bengal College Service Commission Act, 2012 (West Bengal Act XXIX of 2012) and in supersession of this Department's earlier order no. 727–Edn (CS) dated 26.06.2018 and all previous orders issued in this regard, is hereby pleased to direct the following eligibility criteria, qualifications and norms for direct recruitment to the posts of Assistant Professor and Associate Professor in the State-aided Degree College in West Bengal.

1. **Posts:** – Assistant Professor and Associate Professor in different Government-aided Degree Colleges in West Bengal.
2. **Method of Recruitment:** – By selection (direct recruitment) through the West Bengal College Service Commission in Government-aided Degree Colleges.

**(I) Assistant Professor: – Arts, Commerce, Humanities, Science, Social Sciences, Education, Languages, Law, Library Science, Physical Education and Journalism & Mass Communication (Entry Pay at Academic Level 10 of Rs. 57, 700/-):–**

- (i) Consistently 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 the concerned/relevant/allied subject, along with relaxations applicable to specified categories, as explained in Proviso-I to this rules.



- (ii) The candidate must have cleared the National Eligibility Test (NET) conducted by the UGC or CSIR or similar test accredited by UGC and conducted by various State Governments like SLET/ SET along with exemptions to specified categories, as explained in Proviso-II to this rules.

**(II) Assistant Professor: –**

**(A) Music, Performing Arts, Visual Arts and other Traditional Indian Art Forms like Sculpture (Entry Pay at Level 10 of Rs. 57, 700/-):-**

- (i) Consistently 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 or an equivalent degree from an Indian/foreign University along with relaxations applicable to specified categories as explained in Proviso-I to this rules.
- (ii) The candidate must have cleared the National Eligibility Test (NET) conducted by the UGC/ CSIR or similar test accredited by the UGC and conducted by various State Governments like SLET/ SET along with relaxations applicable to specified categories, as given in Proviso-II of this rules.

**OR**

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

- (i) Studied under noted/ reputed traditional Masters/ Artist (s) and has thorough knowledge to explain the subject concerned;
- (ii) A 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.

**(B) Drama discipline:-**

- (i) Consistently 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 or an equivalent degree from an Indian/ foreign University, along with relaxations applicable to specified categories, as explained in Proviso-I to this rules.
- (ii) The candidate must have cleared the National Eligibility Test (NET) conducted by the UGC or CSIR or similar test accredited by the UGC and conducted by various State Governments like SLET/SET along with relaxations applicable to specified categories, as given in Proviso-II to this rules.

**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.

**Proviso I: – Relaxation of Marks for Direct Recruitment of Assistant Professor.**

- (i) A relaxation of 5% may be provided at the Bachelors and Masters Level for the candidates belonging to Scheduled Castes, Scheduled Tribes, Differently-abled (as available under the Rights of Persons with Disabilities Act, 2016), and Other Backward Classes (OBC-A, OBC-B) (Non-creamy Layer) categories for the purpose of eligibility and for assessing good academic records during direct recruitment to teaching positions.
- (ii) For Ph.D. Degree holders who have obtained their Master's degree prior to September 19, 1991, the minimum qualifying marks of 55% is relaxable by 5% marks (from 55% to 50%) at the Master's Level.
- (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.

Note: – Recognized University/ Institute shall mean a University or an Institute approved or recognized by the University Grants Commission or other Statutory/ Apex bodies, or recognized by the State Government or the Central Government as a centre of higher learning. In case of a foreign University, the Degree concerned should be recognized/ approved as equivalent to its Indian counterpart by the Association of Indian Universities.

**Proviso-II: Exemption from NET/SLET/SET 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 given below:–



The award of Degree to a candidate 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 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 Ph. D. work.

Note: – the above noted (a) to (e) are to be certified by the Registrar or Dean (Academic Affairs) of concerned University/ Institution.

- (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.
6. 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.

#### 7. Age:-

- (i) The upper age limit is 40 ( forty years) on the 1<sup>st</sup> January of the year of the advertisement and 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.
- (ii) Exceptionally qualified over-aged candidates having Ph. D Degree, with evidence of significant post-doctoral research work, may be called for the interview at the discretion of the WBCSC only in the rarest cases. But mere participation in the selection process does not entitled the candidate for recommendation unless the overage of the incumbent is condoned by the State Government at its discretion on case-to-case basis, purely on merit, normally not exceeding one percent of the total number of candidates of concerned panel, rounded off to the next whole number.
- (iii) For the Approved State Aided College Teachers (SACT) the upper age limit for applying to the post of Assistant Professor is **47 (forty seven)** years on the 1<sup>st</sup> January of the year of Advertisement,



subject to the same principles and quantum of relaxation as mentioned above in clause 7 (i), which will be counted from the base level of 47 years for this category of candidates.

8. **LANGUAGE REQUIREMENT:** Proficiency, spoken and written in the medium of instruction in the concerned Institution as notified by the WBCSC in the Advertisement.

9. **RESERVATION:** The extant rules regarding reservation of posts for SC/ST/OBC-A/OBC-B/PWD issued by the State Government from time to time shall have to be followed.

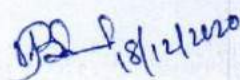
By Order of the Governor,  
SD/-  
(B. R. Santra)  
Deputy Secretary  
Government of West Bengal

No. 976/1 (20) –Edn (CS)/8R–1/2010

Date: 18.12.2020

Copy forwarded for information and/or for taking necessary action to:–

1. The Chairperson, WBCSC, Purta Bhaban, DF Block, Salt Lake, Kolkata-700091,
2. The Director of Public Instruction, West Bengal, Bikash Bhaban, Salt Lake, Kolkata-700091,
3. Jt. Secretary (CS Branch), H. E. S & T and Bt. Deptt, Bikash Bhaban, Salt Lake, Kolkata-700091,
4. The Principal Accountant General (A&E), Treasury Building, Kolkata-700001,
5. The Accountant General (Audit-I), West Bengal, 4, Brabourne Road, Kolkata-700001,
6. The Accountant General (Audit –II), MSO Buildings, CGO Complex, 5<sup>th</sup> Floor, DF Block, Salt Lake, Kolkata -91,
7. Pay and Accounts Officer, Kolkata Pay & Accounts Office – I, 81/2/2 Phears Lane, Kolkata – 12,
8. Pay and Accounts Officer, Kolkata Pay & Accounts Office–II, P-1, Hyde Lane, Jahar Building, Kolkata- 73,
9. The Treasury Officer, ..... Treasury, P.O. ...., Dist. ....
10. Finance Department, (Group – N), Nabanna, 325, Sarat Chatterjee Street, Howrah- 711102,
11. Finance Department, (Group – P), Nabanna, 325, Sarat Chatterjee Street, Howrah- 711102,
12. Finance Department, (Group –B) Nabanna, 325, Sarat Chatterjee Street, Howrah- 711102,
13. Finance Department, (Group – T) Nabanna, 325, Sarat Chatterjee Street, Howrah- 711102,
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 Bhaban, 6th floor, Kolkata-91,
16. P.S. to the HMIC, H. E. Deptt, Bikash Bhaban, Salt Lake, Kolkata-700091,
17. Sr. P.A. to Principal Secretary, H. E. Department Bikash Bhaban, Salt Lake, Kolkata-700091,
18. Special Secretary (Budget), H. E. Deptt, Bikash Bhaban, Salt Lake, Kolkata-700091,
19. Sr. L. O, H. E. Deptt, Bikash Bhaban, Salt Lake, Kolkata-700091,
20. Guard File

  
Deputy Secretary  
Department of Higher Education