GOVERNMENT OF ASSAM
OFFICE OF THE DIRECTOR OF HIGHER EDUCATION, ASSAM,
KAHILIPARA, GUWAHATI-19.

No. DHE/CE/Misc/49/2021/113

From:- Sri Dharma Kanta Mili, A.C.S.
Director of Higher Education, Assam
Kahilipara, Guwahati-19.

To,

The Principal (All),
........................................College

Sub: Forwarding of Govt. Office Memorandum regarding selection of Assistant Professor/Librarian.

Ref: Govt. O.M. No.AHE.239/2021/68, dated 24-01-2022.

Sir,

In inviting a reference to the subject cited above, I would like to forward herewith Govt. O.M. No. AHE.239/2021/68, dated 24-01-2022 which is self explanatory and to request you to follow the Govt. Office Memorandum while selecting new incumbent for the post of Assistant Professor and Librarian of your college.

The matter may be treated as Most Urgent.

Yours faithfully

Sri Dharma Kanta Mili, A.C.S.
Director of Higher Education, Assam
Kahilipara, Guwahati-19.

Memo No. DHE/CE/Misc/49/2021/113-A

Copy to:-
1) The Secretary to the Govt. of Assam, Higher Education Department, Dispur, Guwahati-6.
2) The P.S. to the Hon'ble Minister Education, Assam, Dispur, Guwahati-6, for kind appraisal of Hon'ble Minister Education, Assam.

Sri Dharma Kanta Mili, A.C.S.
Director of Higher Education, Assam
Kahilipara, Guwahati-19.
Subject: Guidelines for selection of Assistant Professor/Librarians in provincialised, Govt. and Govt. Model Colleges of Assam.

In partial modification of Govt. O.M vide No. AHE.407/2017/54, dated 25/11/2020 issued by Higher Education Department, the Government of Assam in Higher Education Department is pleased to notify the following guidelines for selection of Assistant Professors/Librarians in provincialised colleges and Govt. Model Colleges of Assam.

ELIGIBILITY QUALIFICATION:

Qualification for Direct Recruitment of Assistant Professor (Reference Clause 3.0.0/4.0.0/4.40/4.4.1 of the UGC Regulations 30th June 2010).

(i) Good Academic record as defined by the concerned University with at least 55% marks or an equivalent grade in a point scale at the Master Degree level in a relevant subject from an Indian University or an equivalent degree from an accredited foreign University.

(ii) Besides, the candidate must have cleared the National Eligibility Test (NET) conducted by the UGC, CSIR or similar test accredited by the UGC like SLET/SET.

(iii) Notwithstanding, anything contained in sub clause (i) and (ii) to the clause 4.40.1, of the UGC Regulations 30th June, 2010 candidates who have a Ph.D Degree in accordance with the University Grant Commission (Minimum standards and procedure for award of Ph.D Degree Regulation, 2009) shall be exempted from the requirement of the minimum eligibility condition of NET/SLET/SET.

(iv) NET/SLET/SET shall also not be required for such Master programmes in disciplines for which NET/SLET/SET is not conducted.

(v) A relaxation of 5% may be provided at the graduate and Masters level for the Scheduled caste/Scheduled Tribe/ Differently-abled (Physically and visually differently-abled) categories for the purpose of eligibility. The 5% relaxation will not include any grace (clause-3.4.1)

(vi) The period of time taken by Candidates to acquire M.Phil and /or Ph.D Degree shall not be considered as Teaching/research experience for appointment to the positions (clause-3.9.0).

SELECTION COMMITTEE (clause -5.1.0 and 5.1.4)

(a) The selection committee for the post of Assistant Professor in Colleges including Private Colleges shall have the following composition:

1. The Chairperson of the Governing Body of the College or his/her nominee from among the members of the Governing Body to be the Chairperson of the selection committee.

2. The Principal of the College.

3. Head of the Department of the concerned subject of the college.
4. Two nominees of the Vice Chancellor of the affiliating University of whom one should be a subject expert. In case of College notified/declared as Minority Educational Institution, the Chairperson of the College will nominate two persons from a panel of five names, preferably from minority communities, recommended by the Vice Chancellor of the affiliating University from the list of subject experts suggested by the relevant statutory body of the College of whom one should be a subject expert.

5. Two subject experts not connected with the college to be nominated by the Chairperson of the Governing Body of the college out of a panel of five names recommended by the Vice Chancellor from the list of subject experts approved by the relevant statutory body of the University concerned. In case of colleges notified/declared as minority educational institution, two subject experts not connected with the University to be nominated by the Chairperson of the Governing Body of the college out of panel of five names, preferably from minority communities, recommended by the Vice-Chancellor from the list of subject experts approved by the relevant statutory body of the College.

6. If any of the candidates belongs to SC/ST/OBC/Minority/Women/Differently-abled categories and there is no member representing these communities in the Selection Committee, the Vice-Chancellor shall nominate an academician representing SC/ST/OBC/Minority/Women/Differently-abled categories.

(b) To constitute the quorum for the meeting five members shall have to be present of which at least two experts from out of the three subject experts shall be present.

CONVERSION OF GRADE POINT INTO PERCENTAGE:

Conversion UGC's guidelines for standardized marking procedure of all Counts in terms of concrete marks against each item are as below:

It is hereby clarified that where the University/College/Institution declares result in grade points which are on a scale of seven, the following mechanism shall be applied by the Selection Committee for conversion of grade points to equivalent percentages.

<table>
<thead>
<tr>
<th>Grade</th>
<th>Grade point</th>
<th>Percentage Equivalent</th>
</tr>
</thead>
<tbody>
<tr>
<td>'O' Outstanding</td>
<td>5.50-6.00</td>
<td>75-100</td>
</tr>
<tr>
<td>'A' - Very good</td>
<td>4.50-5.49</td>
<td>65-74</td>
</tr>
<tr>
<td>'B' - Good</td>
<td>3.50-4.49</td>
<td>55-64</td>
</tr>
<tr>
<td>'C' - Average</td>
<td>2.50-3.49</td>
<td>45-54</td>
</tr>
<tr>
<td>'D' - Below Average</td>
<td>1.50-2.49</td>
<td>35-44</td>
</tr>
<tr>
<td>'E' - Poor</td>
<td>0.50-1.49</td>
<td>25-34</td>
</tr>
<tr>
<td>'F' - Fail</td>
<td>0.049</td>
<td>0.24</td>
</tr>
</tbody>
</table>

DISTRIBUTION OF MARKS: Total 100

I) Academic Record (72 marks)

<table>
<thead>
<tr>
<th></th>
<th>Maximum</th>
</tr>
</thead>
<tbody>
<tr>
<td>i) HSLC or equivalent examination</td>
<td>9 marks</td>
</tr>
<tr>
<td>ii) HSSLC or equivalent examination</td>
<td>9 marks</td>
</tr>
<tr>
<td>iii) Degree</td>
<td>24 marks</td>
</tr>
</tbody>
</table>
iv) Master Degree in the concerned subject

Maximum 30 marks

Marking for Academic records will be calculated as mentioned below:

<table>
<thead>
<tr>
<th>Sl. No.</th>
<th>Candidates Score in qualifying examination</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. 10th</td>
<td>85% and above=9 75% to less than 85% = 8 65% to less than 75% = 7 50% to less than 65% = 5 Less than 50% = 2</td>
</tr>
<tr>
<td>2. 12th</td>
<td>85% and above=9 75% to less than 85% = 8 65% to less than 75% = 7 50% to less than 65% = 5 Less than 50% = 2</td>
</tr>
<tr>
<td>3. Graduation</td>
<td>90% and above=24 80% to less than 90% = 22 65% to less than 80% = 17 50% to less than 65% = 12 Less than 50% = 7</td>
</tr>
<tr>
<td>4. Post Graduation</td>
<td>90% and above=30 80% to less than 90% = 27 65% to less than 80% = 22 55% (50% in case of SC/ ST/ OBC (non-creamy layer)/(PWD) to less than 65% = 17</td>
</tr>
</tbody>
</table>

In case of Graduation and Post-graduation, CGPA grade will be converted to marks by the formula adopted by respective University.

II. Research Contribution and Teaching Experience (22 marks)

<table>
<thead>
<tr>
<th>Sl. No.</th>
<th>Candidates Score in qualifying examination</th>
</tr>
</thead>
<tbody>
<tr>
<td>5. Ph.D. in the concerned subject from UGC recognized University (marks will be awarded only if a candidate has Ph.D. Degree in addition to eligibility requirement of NET/SLET/SET). Off-campus Ph.D. is not recognized as per Govt. of Assam OM No. AHE.293/2008/147 dated 09/07/2012</td>
<td>13 marks</td>
</tr>
<tr>
<td>6. M.Phil./M.Tech. Degree in the concerned subject from UGC recognized university. Off campus M.Phil is not recognized.</td>
<td>2 marks</td>
</tr>
<tr>
<td>7. (i) Research paper/article in the concerned subject/domain published in journal/Research Book/Proceeding volume with ISSN/ISBN/ (0.5 marks for each publication in ISSN/ISBN documents published in UGC recognized journals subject to maximum of 2 marks.</td>
<td>2 marks (per paper 0.5)</td>
</tr>
<tr>
<td>(ii) Research paper/article in concerned subject/domain published in impact factor journal existing in the database of scopus, Web of science/Web of knowledge (1 mark for each publication subject to maximum of 2 marks)</td>
<td>2 marks (Per paper-1)</td>
</tr>
<tr>
<td>(iii) 0.5 marks for each chapter/article in the concerned subject published in research/textbook with ISBN subject to maximum of 1 mark (in case of textbook, the</td>
<td>1 mark (per article 0.5)</td>
</tr>
</tbody>
</table>
relevant textbook must be approved by a competent academic authority such as University

8. Teaching /Library management experience in the concerned subject/domain (1 mark for each completed year of services after acquiring UGC norms in provincialised /Govt./Affiliated Degree College/Libraries of Govt. institute/Higher Secondary Classes of provincialised Schools. Subject to maximum of 2 marks). However, if the period of teaching experience is less than one year then the marks shall be reduced proportionately. In this case, a minimum of 3 (three) months teaching experience will be counted.

2 marks

EXTRA CURRICULAR ACTIVITY : 3 MARKS

9. NCC having 'C' certificates

1 mark

10. Gold medal in any event of University/Youth festivals conducted by Universities having affiliated colleges (certificate must be submitted along with the application).

1 mark

11. Representing Assam in any Olympic sports event at the National Level (certificate must be submitted along with the application).

1 mark

IV) Interaction with Selection Committee (Interview)- 3 marks.

All candidates must have proficiency in local Language.

Instruction contained in this O.M. will come into force from the date issue of the O.M.

Sd/-

(B. Nath, ACS )
Secretary to the Govt. of Assam
Higher Education Department.

Copy to:
1. All Vice-Chancellors of Universities of Assam.

3. P.S. Hon’ble Minister, Education, Assam

4. P.S. to the Principal Secretary to the Govt. of Assam, Education Department, Dispur.
5. P.S. to Secretary to the Govt. of Assam, Higher Education Department.

6. All Registrars of Universities of Assam.

By Order etc.,

Additional Secretary to the Govt. of Assam
Higher Education Department.