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**HIGHER, TECHNICAL EDUCATION & SKILL DEVELOPMENT  
DEPARTMENT  
(HIGHER EDUCATION, JHARKHAND)**

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**NOTIFICATION  
19<sup>th</sup> September, 2017**

**"REGULATION AS PART OF STATUTE FOR APPOINTMENT OF ASSISTANT PROFESSORS IN THE UNIVERSITIES OF JHARKHAND, 2017".**

**No. 02/वि.1-54/2017---** (Assented to by the Chancellor and communicated by the Principal Secretary to Hon'ble Governor vide Letter No. Misc.-03/2017/2637/G.S. dated 11 September, 2017 and notified by the Department vide Letter No. 2331 dated 19 September, 2017.)

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**Chapter-1**

**1.0 Short title, extent and commencement-** These Regulations may be called "The Regulations for appointment of Assistant Professors in the Universities of Jharkhand, 2017".

1.1 It shall apply to the Universities recognised under Jharkhand State Universities Act, 2000 (Adopted), as amended from time to time.

1.2 It shall come into force with effect from the date of issue of the notification and supersede all other / Regulations / Rules on the subject framed hereto before.

**Chapter- 2**

**2.0 Definitions-** In these Regulations, unless there is anything repugnant in the subject or context:-

- 2.1 “Appointing Authority” means “Vice –Chancellor of respective University”
- 2.2 “Chairman” means “Chairman of Jharkhand Public Service Commission”
- 2.3 “Commission” means “Jharkhand Public Service Commission”
- 2.4 “Department” means “Department of Higher, Technical Education and Skill Development, Jharkhand”
- 2.5 “JET” means –“Jharkhand Eligibility Test”
- 2.6 “Member” means Member of “Jharkhand Public Service Commission”
- 2.7 “NET” means “National Eligibility Test”
- 2.8 “State Government” means “The Government of Jharkhand”
- 2.9 “Regulations” means “The Regulations for appointment of Assistant Professors for the Universities of Jharkhand 2017”.
- 2.10 “Teacher” means “Assistant Professor”.
- 2.11 “University” means “as defined under the Jharkhand State Universities Act, 2000 (Adopted)”
- 2.12 “Vice Chancellor” means “The Vice Chancellor of the University”

### **Chapter-3**

#### **3.0 Appointment of Assistant Professors**

##### **3.1 Procedure of appointment**

- 3.1.1 The appointment of Assistant Professors shall be made on the recommendation of the Jharkhand Public Service Commission on the basis of conditions laid down by the University Grants Commission and accepted / modified by the Government of Jharkhand from time to time.
- 3.1.2 The appointing authority on the basis of college wise and subject wise vacant posts of teacher along with reservation roster after prior approval of the government shall send requisition to the Commission.
- 3.1.3 However, the University may decide the subjects for which on priority of the commission will select the candidates.

##### **3.2 Minimum Qualifications**

- 3.2.1 The minimum qualifications for the posts of teachers shall be governed by the latest Statutes on Minimum Qualifications of Assistant Professors of Universities / Colleges in Jharkhand State as laid down by the University Grant Commission and accepted by the Government.

##### **3.3 Age limit**

The upper age limit shall be 50 years on the 1st day of August in the advertisement year relaxable up to 5 years for SC/ST and 3 years for OBC category candidates. Differently-abled

candidates (except in the Physical Education Department) are entitled to an age relaxation of 5 years. Age relaxation of 5 years shall be available to the candidates possessing Doctorate Degree.

### **3.4 Pay Scale**

The pay scale of Assistant Professor of the University shall be the same as recommended by the University Grants Commission from time to time and accepted by the Government of Jharkhand.

### **3.5 Selection Committee**

3.5.1 The Selection Committee shall be constituted by the Jharkhand Public Service Commission.

3.5.2 The procedure for interview shall be decided by the Commission.

### **3.6 Number of candidates called for the interview**

After the screening of the applications, the Commission may call 3times more number of candidates for each post for the interview.

## **Chapter-4**

### **4.0 Reservation**

4.1 The current Reservation Policy of the State Government will strictly be followed category-wise and subject-wise as per the roster approved by the Department of Higher, Technical Education and Skill Development, Government of Jharkhand.

## **Chapter-5**

### **5.0 Selection Process**

5.1 The selection process shall be transparent and the Commission shall consider academic qualifications, experience and performance in the interview for the selection of candidates for the post of Assistant Professor.

5.2 Educational qualifications shall carry 75 marks, interview 15 marks, experience 5 marks and the remaining 5 marks for publication out of a total of 100 marks allotted. The distribution of marks for academics and others are given below:

<b>Examination</b>	<b>Maximum Weightage</b>	<b>Schedule</b>
Matriculation	10	I
Intermediate	10	II
Graduation	18	III
Post Graduate	22	IV

Ph.D./NET/JET *	15	
Interview	15	
Post Ph.D. Research/ Teaching Experience**	05	
Publications ***	05	
<b>Total</b>	<b>100</b>	

**\*Marks for Ph.D./NET/JET**

SI. No	Grade Points	Marks
1.	JRF Ph.D.	15.00
2.	Ph.D. as per 2009 UGC Regulation with NET/JET without JRF	12.00
3.	NET/JET without Ph.D.	9.00
4.	Ph.D. as per 2009 UGC Regulation without NET/JET	9.00
5.	Candidates registered for Ph.D. programme before 11.07.2009 as per provisions laid in Section 57 (2)(b) of JSU (Amendment) Act, 2017	9.00

**\*\* Post-Ph.D. Research experience/Teaching experience to be claimed for appointment (the period required to acquire M.Phil. and/or the residency period to acquire Ph.D. degree shall not be considered as teaching experience) - Maximum 05 Points**

1.	Post-Ph.D. research experience as postdoctoral fellow/Research Associate/Research Scientist etc. in recognized University/ Institution in India or abroad.	1 point for every 6 Months OR 3 points for every 1 year	Maximum 5 Points
2.	Teaching experience (as full-time ad hoc, temporary or permanent) in recognized University/College/Institution)	1 point for every 6 Months OR 3 points for every 1 year	

**\*\*\*Publication: 05 (Maximum Marks)**

- i. Published papers in UGC listed journals for API assessment: 1 per paper.
- ii. Best paper / Poster award at a National / International Symposium / Conference: 1 mark/paper or poster.

iii. Books published by University, National Institutes / Standard publishers:

- a. Authored Book : 1.25 mark/book
- b. Co-authored Book : 1.00 mark/book
- c. Chapter in Edited book : 0.75 mark/chapter

5.3 Conversion of Grade Points to percentage equivalent will be carried out as per the Conversion Formula laid down by the University concerned. However, where the Universities have not laid down the Conversion Formula the determination of marks for the academic merit and weightage shall be established on the basis of Schedule I to IV.

5.4 The Commission shall prepare merit list in order of preference furnished by the candidate and on the basis of vacancies and reservation roster and shall send recommendation to the appointing authority of the University. The appointing authority shall in turn take the options for the colleges and in transparent manner issue appointment letters based on merit, preference, vacancy and roster.

5.5 In the event of total marks obtained from educational qualification, interview and experience being the same, candidates having higher marks in educational qualification will be placed higher in the final merit list. In the event of candidate having same educational qualifications marks, candidate who are older in age according to the date of birth will be placed higher in the final merit list and in the event of candidates having same date of birth, candidates whose name appears alphabetically first in Devanagari Script will be placed higher in the final merit list.

5.6 The subject-wise merit list shall consist of twice the number of vacancies, but Commission shall send in order of merit only one name at a time to the University for appointment against a single vacancy, provided that Commission shall recommend name to the University from the merit list in conformity with the reservation roster prepared and sent by the University in accordance with the law relating to reservation in appointment in force in the State.

5.7 The procedure for the interview shall be decided by the Commission.

5.8 The Commission shall prepare subject wise merit list, and such list shall remain valid for a period of one year from the date of its approval. The subject wise merit list shall consist of twice the number of vacancies, but commission shall send in order of merit only one name at a time to the University for Appointment against a single vacancy.

## **6.0 Appointment**

6.1 The Vice-Chancellor shall, subject to the provisions of the Act, have power to make appointment of the teachers within the grade and scale of pay and within the sanctioned strength.

6.2 The recommendation of the Commission, steps taken in pursuance of all connected papers, shall be placed before the Syndicate of the concerned University for orders, ordinarily at its next meeting.

6.3 Notwithstanding anything to the contrary as contained in the Regulations, if any college / University teacher is appointed in another University on the similar post, he/she shall be allowed continuity of his/her service for the purpose of pay and allowances and grant of retirement benefits as admissible but not for determination of seniority.

### **7.0 Joining Date**

7.1 The appointment letter should clearly mention the time period within which the candidate shall join the post.

7.2 On the request of the candidate the joining date may be extended up to six months only.

7.3 If selected candidates fails to join his/her post by due date his/her appointment shall be considered as cancelled.

### **8.0 Service Matters**

8.1 By virtue of the powers as contained in the Act & Statutes framed thereunder, the Vice-Chancellor can suspend any teacher of the University.

8.2 The minimum period of probation shall be one year extendable by a maximum period of one more year in case of unsatisfactory performance. The Confirmation at the end of one year shall be automatic, unless extended for another year by a specific order, before expiry of the first year. Probation and confirmation rules shall be applicable only at the initial stage of recruitment.

8.3 The Commission shall be consulted by the University authorities for teachers appointment, dismissal, removal, termination from service and demotion. This will apply to those teachers also who have been duly appointed and working.

8.4 The Commission shall render its advice to the authorities in the same manner as it does in respect of State Services under Article 320 of the Constitution of India.

8.5 Any matter Refereed to by the University to the Commission, the Commission will review such Refereed matter and forward the same with its considered opinion to the University and University will communicate this to the Department.

8.6 The provisions of these Regulations shall have effect notwithstanding anything inconsistent therewith contained in any other Regulations for the time being in force or any instrument having the effect of the Regulations.

## Schedule-I

Marks for the Examination at <b>Matric Level</b> (Based on 6 point scale)			
SI.No.	Grade Points	Percentage Equivalent	Marks
1	5.5– 6.0	75 and above	10
2	5.40	74	9.8
3	5.30	73	9.6
4	5.20	72	9.4
5	5.10	71	9.2
6	5.00	70	9.0
7	4.90	69	8.8
8	4.80	68	8.6
9	4.70	67	8.4
10	4.60	66	8.2
11	4.50	65	8.0
12	4.40	64	7.8
13	4.30	63	7.6
14	4.20	62	7.4
15	4.10	61	7.2
16	4.00	60	7.0
17	3.90	59	6.8
18	3.80	58	6.6
19	3.70	57	6.4
20	3.60	56	6.2
21	3.50	55	6.0
22	3.40	54	5.8
23	3.30	53	5.6
24	3.20	52	5.4
25	3.10	51	5.2
26	3.00	50	5.0
27	2.90	49	4.8
28	2.80	48	4.6
29	2.70	47	4.4
30	2.60	46	4.2
31	2.50	45	4.0
32	2.40	44	3.8
33	2.30	43	3.6
34	2.20	42	3.4
35	2.10	41	3.2
36	2.00	40	3.0
37	1.90	39	2.8
38	1.80	38	2.6
39	1.70	37	2.4
40	1.60	36	2.2
41	1.50	35	2.0

Note : If any candidate has percentage equivalent {or corresponding grade point} between two consecutive whole number percentages, then he/she will be assigned lower percentage or higher percentage mark depending upon whether the percentage equivalent is less than 0.5 or 0.5 and above.

Example:

<u>Percentage Equivalent</u>	<u>Marks</u>
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59	6.8
58	6.6
58.6	6.8
58.4	6.6

<u>Grade Point</u>	<u>Marks</u>
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3.90	6.8
3.80	6.6
3.86	6.8
3.84	6.6

**Schedule-II**

<b>Marks for the Examination at Inter Level</b> (Based on 6 point scale)			
SI.No.	Grade Points	Percentage Equivalent	Marks
1	5.5– 6.0	75 and above	10
2	5.40	74	9.8
3	5.30	73	9.6
4	5.20	72	9.4
5	5.10	71	9.2
6	5.00	70	9.0
7	4.90	69	8.8
8	4.80	68	8.6
9	4.70	67	8.4
10	4.60	66	8.2
11	4.50	65	8.0
12	4.40	64	7.8
13	4.30	63	7.6
14	4.20	62	7.4
15	4.10	61	7.2
16	4.00	60	7.0
17	3.90	59	6.8
18	3.80	58	6.6
19	3.70	57	6.4
20	3.60	56	6.2
21	3.50	55	6.0
22	3.40	54	5.8
23	3.30	53	5.6
24	3.20	52	5.4
25	3.10	51	5.2
26	3.00	50	5.0
27	2.90	49	4.8
28	2.80	48	4.6
29	2.70	47	4.4
30	2.60	46	4.2
31	2.50	45	4.0
32	2.40	44	3.8
33	2.30	43	3.6
34	2.20	42	3.4
35	2.10	41	3.2
36	2.00	40	3.0
37	1.90	39	2.8
38	1.80	38	2.6
39	1.70	37	2.4
40	1.60	36	2.2
41	1.50	35	2.0

Note : If any candidate has percentage equivalent {or corresponding grade point} between two consecutive whole number percentages, then he/she will be assigned lower percentage or higher percentage mark depending upon whether the percentage equivalent is less than 0.5 or 0.5 and above.

Example:

<u>Percentage Equivalent</u>	<u>Marks</u>
59	6.8
58	6.6
58.6	6.8
58.4	6.6

<u>Grade Point</u>	<u>Marks</u>
3.90	6.8
3.80	6.6
3.86	6.8
3.84	6.6



**Schedule-III**

Marks for the Examination at <b>Graduation Level</b> (Based on 6 point scale)			
SI.No.	Grade Points	Percentage Equivalent	Marks
1	5.5– 6.0	75 and above	18.0
2	5.40	74	17.5
3	5.30	73	17.0
4	5.20	72	16.5
5	5.10	71	16.0
6	5.00	70	15.5
7	4.90	69	15.0
8	4.80	68	14.5
9	4.70	67	14.0
10	4.60	66	13.5
11	4.50	65	13.0
12	4.40	64	12.5
13	4.30	63	12.0
14	4.20	62	11.5
15	4.10	61	11.0
16	4.00	60	10.5
17	3.90	59	10.0
18	3.80	58	9.5
19	3.70	57	9.0
20	3.60	56	8.5
21	3.50	55	8.0
22	3.40	54	7.5
23	3.30	53	7.0
24	3.20	52	6.5
25	3.10	51	6.0
26	3.00	50	5.5
27	2.90	49	5.0
28	2.80	48	4.5
29	2.70	47	4.0
30	2.60	46	3.5
31	2.50	45 and below	3.0

Note : If any candidate has percentage equivalent {or corresponding grade point} between two consecutive whole number percentages, then he/she will be assigned lower percentage or higher percentage mark depending upon whether the percentage equivalent is less than 0.5 or 0.5 and above.

Example:

<u>Percentage Equivalent</u>	<u>Marks</u>
59	10.0
58	9.5
58.6	10.0
58.4	9.5

<u>Grade Point</u>	<u>Marks</u>
3.90	10.0
3.80	9.5
3.86	10.0
3.84	9.5

**Schedule-IV**

Marks for the Examination at <b>Post-Graduation Level</b> (Based on 6 point scale)			
Sl.No	Grade Points	Percentage Equivalent	Marks
1	5.5 – 6.0	75 and above	22.00
2	5.40	74	21.25
3	5.30	73	20.50
4	5.20	72	19.75
5	5.10	71	19.00
6	5.00	70	18.25
7	4.90	69	17.50
8	4.80	68	16.75
9	4.70	67	16.00
10	4.60	66	15.25
11	4.50	65	14.50
12	4.40	64	13.75
13	4.30	63	13.00
14	4.20	62	12.25
15	4.10	61	11.50
16	4.00	60	10.75
17	3.90	59	10.00
18	3.80	58	9.25
19	3.70	57	8.50
20	3.60	56	7.75
21	3.50	55	7.00
22	3.40	54	6.25
23	3.30	53	5.50
24	3.20	52	4.75
25	3.10	51	4.00

Note : If any candidate has percentage equivalent {or corresponding grade point} between two consecutive whole number percentages, then he/she will be assigned lower percentage or higher percentage mark depending upon whether the percentage equivalent is less than 0.5 or 0.5 and above.

Example:Percentage Equivalent

59

58

58.6

58.4

Marks

10.00

9.25

10.00

9.25

Grade Point

3.90

3.80

3.86

3.84

Marks

10.00

9.25

10.00

9.25

**By Order and in the name of the Governor,**

**Sd/-**

Abu Imran

Director,

Higher Education,

Higher, Technical Education &  
Skill Development Department.

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