

Government of West Bengal
Department of Higher Education, Science & Technology and Biotechnology
(College Sponsored Branch)
6th Floor, Bikash Bhavan, Bidhannagar, Kolkata-700 091.

No. 710-Edn(CS)/10M-27/2015

Dated, Kolkata the 28th June, 2017

MEMORANDUM

**Sub: Recruitment Rules for Direct Recruitment of Principals in the
Government aided General Degree Colleges in West Bengal**

Based on the University Grants Commission's Notification No.F.3-1/2009, dt.30.06.2010 notified in Gazette of India on 18th September, 2010 and pursuant to 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) (4thAmendment), Regulations, 2016 vide No. F.1-2/2016 (PS/Amendment) notified in the Gazette of India on 11th July, 2016, the State Government in the Department of Higher Education, Science & Technology and Biotechnology, taking into account all aspects of the matter, including local conditions, has decided to prescribe the following eligibility criteria, qualifications and norms for direct recruitment to the post of Principal in the Government-aided General Degree Colleges of West Bengal.

1. Method of recruitment:

By selection (direct recruitment) through the College Service Commission, West Bengal excepting the Colleges granted minority status through the due process.

2. Pay Scale: Pay Band of Rs. 37,400- 67,000/- plus Academic Grade Pay Rs.10, 000/- along with special allowances as notified by the State Government from time to time.

3. Academic Qualifications and Experience:

- i) A Master's Degree with at least 55% marks (or an equivalent grade in a point scale wherever grading system is followed) by a recognized University/ Institutions, along with relaxations applicable to specified categories, as explained in the Note 1.
- ii) A Ph.D. Degree in concerned/ allied/ relevant discipline(s) in the institution concerned with evidence of published work and research.
- iii) Associate Professor / Professor with a total experience of fifteen (15) years of teaching/research in a UGC specified institution /administration in Universities, Colleges and other institutions of higher education, as clarified in Note 2.
- iv) A minimum score stipulated in the Academic Performance Indicators (API) based Performance Based Appraisal System (PBAS), as set out the in UGC Regulations, 2016 (4th Amendment) in Appendix III Table II (B) for direct recruitment of Principal in colleges (as prescribed for Professor by UGC).

NOTE 1

Relaxation of Marks for Direct Recruitment to the Post Principal

i. A relaxation of 5% marks may be provided at the Master's level for the Scheduled Castes/Scheduled Tribes/Differently-abled (physically and visually differently-abled, for a disability of 40% and above) / Other Backward Classes (non-creamy layer) categories for the purpose of eligibility during direct recruitment to the post of Principal.

ii. For Ph.D. Degree holders who have obtained their Masters 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 is 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. By a recognized University / Institute is meant a University / Institute affiliated to UGC/other statutory apex bodies, or recognized by the State or Central Government as a centre of higher learning. In case of a foreign University, the Degree concerned should be recognized as equivalent to its Indian counterpart by the Association of Indian Universities.

NOTE 2

Teaching / Research/ Administrative Experience criteria

i. Teaching experience will be considered for a whole time faculty only in UGC scale of pay in recognized University / College / Institution of Higher Education.

ii. The period of regular service as teaching / Post Doctoral research experience, whether national or international, as Assistant Professor, Associate Professor or Professor or equivalent in any recognized Institution of Higher Education in University, College, National Laboratories or other scientific/ professional Organization such as CSIR, ICAR, DRDO, UGC, ICSSR, ICMR, DBT, etc., may be counted as teaching/ research experience for appointment to the post of Principal subject to fulfillment of provisions as laid down in UGC Regulations, 2010 vide Para 10.1.

iii. 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 Principal.

iv. The period spent in an administrative post in any UGC- recognized University / College / Institution of Higher Education appointed through duly-constituted Selection Committee should be in at least the Assistant Professor's Scale.

4. Academic Performance Indicators (API)

A minimum Academic Performance Indicators (API) based on Performance Based Appraisal System (PBAS), set out the in UGC Regulations, 2016 (4th Amendment) in Appendix III Table II(B) score and weightages in Selection Committees are essential for Direct Recruitment as mentioned below for the post Principal.

APPENDIX - III TABLE – II (B)

Minimum Scores for APIs for direct recruitment of Principal to be considered along with other specified eligibility qualifications stipulated in the Regulations:

Minimum API Score	Consolidated API score requirement of 400 points from categories II & III of APIs (cumulative)
Selection Committee criteria / weightages (Total Weightages = 100)	a) Academic Background (20%) b) Research performance based on API score and quality of publications (40%). c) Assessment of Domain knowledge and Teaching Skills (20%). d) Interview performance :(20%)

5. The overall selection procedure shall incorporate a 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 and his/her performance on a scoring system proforma, based on Academic Performance Indicators (API) as provided in the UGC (4th Amendment), Regulations, 2016.

6. **Age Limit:** The upper age limit for the post of Principal shall be 55 years on the 1st day of January of the year of advertisement.

This order supersedes in entirety this Department's order No. 982- Edn (CS)/8R-1/10 dated.30.12.2013.


Secretary
to the Government of West Bengal

Copy forwarded for information and necessary action to:

1. The Vice Chancellor.....University
2. The Registrar.....University
3. The Director of Public Instruction, Government of West Bengal, 6th Floor, Bikash Bhavan, Salt lake, Kolkata – 700091.
4. The Chairperson, West Bengal College Service Commission, 3rd Floor, Purta Bhavan, DF Block, Sector – I, Salt Lake, Kolkata – 700091.
5. The Member Secretary, West Bengal State Council of Higher Education, 147-A, Rash Behari Avenue, Kolkata – 700029.
6. P.S. to Minister-in-Charge, Department of Higher Education, Science & Technology and Biotechnology, 5th Floor, Bikash Bhavan, Salt Lake, Kolkata - 700091


Deputy Secretary
Department of Higher Education,
Science & Technology and Biotechnology