

Rules for Qualifications and Selection Criteria for appointment of Academic Staff

SECTION - A

The direct recruitment to the posts of Assistant Professor, Associate Professor and Professor in the University shall be on the basis of merit through an all-India advertisement, followed by selection by a duly-constituted Selection Committee. The composition of such a committee shall be as specified in *The Rajasthan Universities' Teachers and Officers Selection for Appointment) Act No. 18 of 1974* as amended from time to time.

The minimum qualifications required for the post of Assistant Professor, Associate Professor, Professor, Assistant Librarian, Deputy Librarian, Librarian, Assistant Director of Physical Education and Sports, Deputy Director of Physical Education and Sports and Director of Physical Education and Sports, shall be as specified by the UGC Regulations prevailing on the date of issue of advertisement for the recruitment. Desirable qualification for a particular post will be specified in the advertisement as approved by the Vice-Chancellor.

The Ph.D. Degree shall be a mandatory qualification for appointment for the post of Assistant Professor, Associate Professor, Professor, Assistant Librarian, Deputy Librarian, Librarian, Assistant Director of Physical Education and Sports, Deputy Director of Physical Education and Sports and Director of Physical Education and Sports. In addition to the Ph.D. Degree the National Eligibility Test (NET) or a State Level Eligibility Test (SLET) conducted by Rajasthan Public Service Commission, Ajmer shall only be valid as the minimum eligibility for direct recruitment to the University:

Provided that candidates who have been awarded a Ph.D. Degree in accordance with the University Grants Commission (Minimum Standards and Procedure for Award of M.Phil./Ph.D. Degree) Regulation, 2009, or the University Grants Commission (Minimum Standards and Procedure for Award of M.Phil. /Ph.D. Degree) Regulation, 2016, and their subsequent amendments from time to time, as the case may be, shall be exempted from the requirement of the minimum eligibility condition of NET/SLET/SET for recruitment and appointment of Assistant Professor or any equivalent position in any University, College or Institution.

Provided further that the award of degree to candidates registered for the M.Phil./ 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. All such Ph.D. candidates shall be exempted from the requirement of NET/SLET/SET for recruitment and appointment of Assistant Professor or equivalent positions in Universities/Colleges/ Institutions subject to the fulfilment of the following conditions:

- a) The Ph.D. degree of the candidate has been awarded in regular mode only;
- b) The Ph.D. thesis has been awarded by at least two external examiners;
- c) An open Ph.D. viva voce of the candidate has been conducted;
- d) The candidate has published two research papers from his/her Ph.D. work out of which at least one is in a refereed journal;
- e) The candidate has presented at least two papers, based on his/her Ph.D. work in conferences/seminars sponsored/funded/supported by the UGC/ ICSSR/CSIR or any similar agency.

The fulfilment of these conditions is to be certified by the Registrar or the Dean (Academic Affairs) of the University concerned.

Provided further that the clearing of NET/SLET/SET shall not be required for candidates in such disciplines for which NET/SLET/SET has not been conducted.

(4) A minimum of 55% marks (or an equivalent grade in a point-scale, wherever the grading system is followed) at the Master's level shall be the essential qualification for direct recruitment of teachers and other equivalent cadres at any level.

- i. A relaxation of 5% shall be allowed at the Bachelor's as well as at the Master's level for the candidates belonging to reservation categories like Scheduled Caste/Scheduled Tribe/ Backward Classes (Non-creamy Layer)/SBC/EWS/ Differently Abled ((a) Blindness and low vision; (b) Deaf and Hard of Hearing; (c) Locomotor disability including cerebral palsy, leprosy cured, dwarfism, acid-attack victims and muscular dystrophy; (d) Autism, intellectual disability, specific learning disability and mental illness; (e) Multiple disabilities from amongst persons under (a) to (d)including deaf-blindness) for the purpose of eligibility and assessing good academic record for direct recruitment.
- ii. The eligibility marks of 55% marks (or an equivalent grade in a point scale wherever the grading system is followed) and the relaxation of 5% to the categories mentioned above are permissible, based only on the qualifying marks without including any grace mark procedure.
- iii. A relaxation of 5% shall be provided, (from 55% to 50% of the marks) to the Ph.D. Degree holders, who have obtained their Master's Degree prior to 19 September, 1991.
- iv. A relevant grade which is regarded as equivalent of 55%, wherever the grading system is followed by a recognized university, at the Master's level shall also be considered valid.

(5) The Ph.D. Degree shall be a mandatory qualification for appointment and promotion to the post of Associate Professor, Professor and Assistant Professor (Selection Grade/ Academic Level 12) in the University with effect from 01.07.2021.

(6) The time taken by candidates to acquire M.Phil. and / or Ph.D. Degree shall not be considered as teaching/research experience to be claimed for appointment to the teaching positions. Further the period of active service spent on pursuing Research Degree simultaneously with teaching assignment without taking any kind of leave, shall be counted as teaching experience for the purpose of direct recruitment/ promotion.

(7) Regular faculty members upto twenty per cent of the total faculty strength (excluding faculty on medical / maternity leave) shall be allowed by their respective institutions to take study leave for pursuing Ph.D. degree.

(8) No person shall be appointed to the post of University teacher, Librarian or Director of Physical Education and Sports, in the University as it is recognised under clause (f) of Section 2 of the University Grants commission Act, 1956, if such person does not fulfil the requirements as to the qualifications for the appropriate post as provided.

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SECTION - B

For the direct recruitment on the post of Assistant Professor

Eligibility (A or B) :

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- i) A Master's degree with 55% marks (or an equivalent grade in a point-scale wherever the grading system is followed) in a concerned/relevant/allied subject from an Indian University, or an equivalent degree from an accredited foreign university.
- ii) A Ph. D. degree in the relevant/allied/applied disciplines.
- iii) Besides fulfilling the above qualifications, the candidate must have cleared the National Eligibility Test (NET) conducted by the UGC or the CSIR, or a similar SLET test conducted by the RPSC or who are or have been awarded a Ph. D. Degree in accordance with the University Grants Commission (Minimum Standards and Procedure for Award of M.Phil./Ph.D. Degree) Regulations, 2009 or 2016 and their amendments from time to time as the case may be exempted from NET/SLET/SET :

Provided, the candidates 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 Institution awarding the degree and such Ph.D. candidates shall be exempted from the requirement of NET/SLET/SET for recruitment and appointment of Assistant Professor or equivalent positions in Universities/Colleges/ Institutions subject to the fulfillment of the following conditions :-

- a) The Ph.D. degree of the candidate has been awarded in a regular mode;
- b) The Ph.D. thesis has been evaluated by at least two external examiners;
- c) An open Ph.D. viva voce of the candidate has been conducted;
- d) The Candidate has published two research papers from his/her Ph.D. work, out of which at least one is in a refereed journal;
- e) The candidate has presented at least two papers based on his/her Ph.D work in conferences/seminars sponsored/funded/supported by the UGC/ICSSR/ CSIR or any similar agency.

The fulfilment of these conditions is to be certified by the Registrar or the Dean (Academic Affairs) of the University concerned.

Note: NET/SLET/SET shall also not be required for such Masters Programmes in disciplines for which NET/SLET/SET is not conducted by the UGC or similar test accredited by the UGC, conducted by Rajasthan Public Service Commission, Ajmer.

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B.

The Ph.D degree has been obtained from a foreign university/institution with a ranking among top 500 in the World University Ranking (at any time) by any one of the following: (i) Quacquarelli Symonds (QS) (ii) the Times Higher Education (THE) or (iii) the Academic Ranking of World Universities (ARWU) of the Shanghai Jiao Tong University (Shanghai).

Mere possessing qualifications will not enable the candidates for consideration of the post.

The Academic score as specified in Appendix II (Table 3A) for universities in the UGC Regulations 2018, shall be considered for short-listing of the candidates for interview only, as decided by the Screening-cum-Evaluation Committee, and the selections shall be based only on the performance in the interview.

Desirable qualification as approved by Vice Chancellor shall be notified in advertisement.

Appendix II (Table 3A) for Universities

Table: 3 A

Criteria for Short-listing of Candidates for Interview for the Post of Assistant Professors in Universities.

S.No.	Academic Record	Score			
		1.	Graduation	80% & Above = 15	60% to less than 80% = 13
2.	Post-Graduation	80% & above = 25	60% to less than 80% = 23	55% (50% in case of SC/ST/OBC (non-creamy layer)/PWD) to less than 60% = 20	
3.	M.Phil.	60% & above = 07	55% to less than 60% = 05		
4.	Ph.D.	30			
5.	NET with JRF	07			
	NET	05			
	SLET/SET	03			
6.	Research Publications (2 marks for each research publication published in Peer-Reviewed or UGC-listed Journals)	10			
7.	Teaching / Post Doctoral Experience (2 marks for one year each)#	10			
8.	Awards				
	International/ National	03			

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Level (Awards given by International Organisations/ Government of India / Government of India recognised National Level Bodies)	
State Level (Awards given by State Government)	02

#However, if the period of teaching/Post-doctoral experience is less than one year then the marks shall be reduced proportionately.

Note:

(A) (i) M.Phil + Ph.D Maximum - 30 Marks

(ii) JRF/NET/SLET/SET Maximum - 07 Marks

(iii) In awards category Maximum - 03 Marks

(B) Number of candidates to be called for interview shall be decided by the university.

(C) Short listing will be worked out on the basis of the decision of Screening-cum-Evaluation Committee constituted for the purpose will be final and binding

(D)	Academic Score	-	80
	Research Publications	-	10
	Teaching Experience	-	10
	Total	-	100

All candidates with equal score will be called for interview.

(E) Score shall be valid for appointment in HJU only.

SECTION - C

For the direct recruitment on the post of Associate Professor.

Eligibility:

- i) A good academic record, with a Ph.D. Degree in the concerned/allied/relevant disciplines.
- ii) A Master's Degree with at least 55% marks (or an equivalent grade in a point-scale, wherever the grading system is followed).
- iv) A minimum of eight years of experience of teaching and / or research in an academic/research position equivalent to that of Assistant Professor in a recognized University, College or Accredited Research Institution/industry with a minimum of seven publications in the peer-reviewed or UGC-listed journals and a total research score of Seventy five (75) as per the criteria given in Appendix II, Table 2 given in the UGC Regulations 2018.

Desirable qualification as approved by Vice Chancellor shall be notified in advertisement.

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The decision of Screening-cum-Evaluation Committee constituted for the purpose will be final and binding for short-listing of calling persons for the interview.

SECTION - D

For the direct recruitment on the post of Professor.

Eligibility (A or B) :

A.

i) An eminent scholar having a Ph.D. degree in the concerned/allied/relevant discipline, and published work of high quality, actively engaged in research with evidence of published work with, a minimum of 10 research publications in the peer-reviewed or UGC-listed journals and a total research score of 120 as per the criteria given in Appendix II, Table 2 given in the UGC Regulations 2018.

ii) A minimum of ten years of teaching experience in university/college as Assistant Professor/Associate Professor/Professor, and / or research experience at equivalent level at the University/National Level Institutions with evidence of having successfully guided doctoral candidate.

OR

B. An outstanding professional, having a Ph.D. degree in the relevant/allied/applied disciplines, from any academic institutions (not included in A above) / industry, who has made significant contribution to the knowledge in the concerned/allied/relevant discipline, supported by documentary evidence provided he/she has ten years' experience.

The decision of Screening-cum-Evaluation Committee constituted for the purpose will be final and binding for short-listing of calling persons for the interview.

Desirable qualification as approved by Vice Chancellor shall be notified in advertisement.

Appendix -II Table -2

Table - 2

Methodology for University and College Teachers for calculating Academic/Research Score

(Assessment must be based on evidence produced by the teacher such as: copy of publications, project sanction letter, and utilization and completion certificates issued by the University and acknowledgements for patent filing and approval letters, students' Ph.D. awards letter etc.)

S.No.	Academic/Research Activity	Faculty of Sciences/ Engineering / Agriculture / Medical / Veterinary	Faculty of Languages / Humanities / Arts/ Social Sciences / Library / Education / Physical Education /

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		Sciences	Commerce / Management & other related disciplines
1	Research Papers in Peer-Reviewed or UGC listed Journals	08 per paper	10 per paper
2	Publications (other than Research Papers)		
	(a) Books authored which are published by :		
	International publishers	12	12
	National Publishers	10	10
	Chapter in Edited Book	05	05
	Editor of Book by International Publisher	10	10
	Editor of Book by National Publisher	08	08
	(b) Translation works in Indian and Foreign Languages by qualified faculties		
	Chapter or Research paper	03	03
	Book	08	08
3	Creation of ICT mediated Teaching Learning pedagogy and content and development of new and innovative courses and curricula		
	(a) Development of Innovative pedagogy	05	05
	(b) Design of new curricula and courses	02 per curricula/course	02 per curricula/course
	(c) MOOCs		
	Development of complete MOOCs in 4 quadrants (4 credit course) In case of MooCs of lesser credits 05 marks/credit	20	20
	MOOCs (developed in 4 quadrant) per module/lecture	05	05
	Content writer/subject matter expert for each module of MOOCs (at least one quadrant)	02	02
	Course Coordinator for MOOCs (4 credit course) (In case of MOOCs of lesser credits 02 marks/credit)	08	08
	(d) E-Content		
	Development of e-content in 4 quadrants for a complete course/e-book	12	12

	e-content (developed in 4 quadrants) per module	05	05
	Contribution to development of e-content module in complete course/paper/e-book (at least one quadrant)	02	02
	Editor of e-content for complete course/ paper/e-book	10	10
4	(a) Research guidance		
	Ph.D.	10 per degree awarded 05 per thesis submitted	10 per degree awarded 05 per thesis submitted
	M.Phil./P.G. dissertation	02 per degree awarded	02 per degree awarded
	(b) Research Projects Completed		
	More than 10 lakhs	10	10
	Less than 10 lakhs	05	05
	(c) Research Projects ongoing :		
	More than 10 lakhs	05	05
	Less than 10 lakhs	02	02
	(d) Consultancy	03	03
5	(a) Patents		
	International	10	10
	National	07	07
	(b) #Policy Document (Submitted to an International body/organization like UNO/UNESCO/World Bank/International Monetary Fund etc. or Central Government or State Government)		
	International	10	10
	National	07	07
	State	04	04
	(c) Awards/Fellowship		
	International	07	07
	National	05	05
6	#Invited lectures / Resource Person / Paper presentation in seminars/conferences/full paper in Conference Proceedings (Paper presented in Seminars/Conferences and also published as full paper in Conference Proceedings will be counted only one)		
	International (Abroad)	07	07
	International (within country)	05	05
	National	03	03
	State / University	02	02

The Research score for research papers would be augmented as follows :

Peer-Reviewed or UGC-listed Journals (Impact factor to be determined as per Thomson Reuters list :

- | | | | |
|------|--|---|-----------|
| i) | Paper in refereed journals without impact factor | - | 5 Points |
| ii) | Paper with impact factor less than 1 | - | 10 Points |
| iii) | Paper with impact factor between 1 and 2 | - | 15 Points |
| iv) | Paper with impact factor between 2 and 5 | - | 20 Points |
| v) | Paper with impact factor between 5 and 10 | - | 25 Points |
| vi) | Paper with impact factor >10 | - | 30 Points |
- a) Two authors : 70% of total value of publication for each author.
- b) More than two authors : 70% of total value of publication for the First/Principal/ Corresponding author and 30% of total value of publication for each of the joint authors.

Joint Projects: Principal Investigator and Co-investigator would get 50% each.

Note:

- Paper presented if part of edited book or proceeding then it can be claimed only once.
- For joint supervision of research students, the formula shall be 70% of the total score for supervisor and Co-supervisor. Supervisor and Co-supervisor, both shall get 7 marks each.
- *For the purpose of calculating research score of the teacher, the combined research score from the categories of 5(b). Policy Document and 6. Invited lectures/Resource Person/Paper presentation shall have an upper capping of thirty percent of the total research score of the teacher concerned.
- The research score shall be from the minimum of three categories out of six categories.

SECTION - E

For direct recruitment of Librarian

- i. A Master's Degree in Library Science / Information Science / Documentation Science with at least 55% marks or an equivalent grade in a point - scale wherever the grading system is followed.
- ii. At least ten years as a Librarian at any level in University Library or ten years of teaching as Assistant/Associate Professor in Library Science or 10 years experience as a College Librarian.
- iii. Evidence of innovative library services, including the integration of ICT in a library.
- iv. A Ph.D. degree in library science/ information science/ documentation/archives and manuscript-keeping.

Desirable qualification as approved by Vice Chancellor shall be notified in advertisement.

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The decision of Screening-cum-Evaluation Committee constituted for the purpose will be final and binding for short-listing of calling persons for the interview.

SECTION - F

For direct recruitment of Assistant Librarian

- i) A Master's Degree in Library Science, Information Science or Documentation Science or an equivalent professional degree, with at least 55% marks (or on equivalent grade in a point - scale, where the grading system is followed)
- ii) A consistently good academic record, with knowledge of computerization of a library.
- iii) Besides fulfilling the above qualifications, 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 or who are or have been awarded a Ph.D. Degree in accordance with the University Grants Commission (Minimum Standards and Procedure for Award of M.Phil./Ph.D. Degree) Regulations, 2009 or 2016 and their amendments from time to time as the case may be:

Provided that the, candidates registered for the Ph.D. degree prior to July 11, 2009, shall be governed by the provisions of the then existing Ordinances / Bye-laws / Regulations of the Institution awarding the degree, and such Ph.D. candidates shall be exempted from the requirement of NET/SLET/SET for recruitment and appointment of Assistant Professor or equivalent position in Universities/Colleges/Institutions subject to the fulfillment of the following conditions :-

- a) The Ph.D. degree of the candidate has been awarded in the regular mode
- b) The Ph.D. thesis has been evaluated by at least two external examiners;
- c) Open Ph.D. viva voce of the candidate has been conducted;
- d) The candidate has published two research papers from his/her Ph.D. work out of which at least one is in a refereed journal;
- e) The candidate has presented at least two papers based on his/her Ph.D. work in conferences/seminars sponsored/funded/supported by the UGC/ICSSR/CSIR or any similar agency.

Note :

- (i) *The fulfilment of these conditions is to be certified by the Registrar or the Dean (Academic Affairs) of the University concerned.*
- (ii) NET/SLET/SET shall also not be required for candidates in such Master's Programmes for which NET/SLET/SET is not conducted by the UGC, CSIR or similar test accredited by the UGC like SLET/SET.

Desirable qualification as approved by Vice Chancellor shall be notified in advertisement.

The decision of Screening-cum-Evaluation Committee constituted for the purpose will be final and binding for short-listing of calling persons for the interview.

SECTION - G

Selection Committee and Screening-cum-Evaluation Committee

- (1) The Selection Committee for direct recruitment of Assistant Professors, Associate Professors and Professors or equivalent teaching positions as well as for promotion under CAS as Associate Professor/Professor shall be constituted under Section 5 of the Rajasthan Universities Teachers and Officers (Selection for Appointment) Act, 1974.

The quorum for the meeting of the Selection Committee shall not be less than five out of which at least two shall be experts if the selection to be made is for the post of Professor or Associate Professor; and at least one shall be subject expert if the selection to be made is for the post of an Assistant Professor or any other post of a teacher equivalent there to.

At least five members including the two subject experts shall constitute the quorum

- (2) For every selection of a teacher or of an officer in a University, there shall be constituted a Selection Committee as per *The Rajasthan Universities' Teachers and Officers (Selection for Appointment) Act No. 18 of 1974* as amended from time to time, consisting of the following: -
- (i) Vice-Chancellor of the University concerned, who shall be the Chairman of the committee;
 - (ii) an eminent educationist to be nominated by the Chancellor for a period of one year;
 - (iii) an eminent educationist to be nominated by the State Government for a period of one year;
 - (iv) one member of the Board of Management to be nominated by the State Government for a period of one year; and
 - (v) such other persons as members specified in column 2 of the Schedule for the selection of the teachers and officers mentioned in column 1 thereof in the Rajasthan Universities' Teachers and Officers (Selection for Appointment) Act No. 18 of 1974 as amended from time to time.
- (3) The eminent educationists nominated under clause (ii) and clause (iii) of sub-section (1) of Rajasthan Universities' Teachers and Officers (Selection for Appointment) Act No. 18 of 1974 and the member of the Board of Management nominated under clause (iv) of the said sub-section shall be members of every Selection Committee constituted during the course of one year from the date of his nomination [:].

[Provided that the member for a Selection Committee nominated under clauses (ii), (iii) or (iv) of sub-section (1) shall continue to be the member of every Selection Committee even after the expiry of his term until a fresh nomination is made by the Chancellor or, as the case may be, by the State Government subject, however, that fresh nomination of such member for Selection Committee shall be made within a period not exceeding three months from the date of expiry of his term.]

- (4) No person shall be eligible to be nominated as an expert on any Selection Committee in any one year if he has been a member of any two Selection Committees during the course of the same year.]
- (5) Procedure of selection committees. - [(1) The quorum required for the meeting of a Selection Committee constituted under [section 5] shall not be less than [five] out of which at least two shall be the experts, if the selection to be made is for the post of a Professor or Reader, and at least one shall be expert, if the selection to be made is for the post of a Lecturer or any other post of a teacher equivalent thereto. The quorum required for the meeting of a Selection Committee for the selection of non-teaching posts shall be not less than one-half of the number of the members of the Selection Committee, out of which at least one shall be an expert.]
- (6) The Selection Committee shall make its recommendations to the Board of Management. If the Board of Management disapproves the recommendations of the Selection Committee, the Vice-Commissioner of the University concerned shall submit such recommendations along with reasons for disapproval given by the Board of Management to the Chancellor for his consideration and the decision of the Chancellor thereon shall be final.
- (7) Every Selection Committee shall be bound by the qualifications laid down in the relevant law of the University concerned for the post of a teacher or, as the case may be, of an officer.
- (8) The Selection Committee, while making its recommendations to the Board of Management under sub-section (2) shall prepare a list of candidates selected by it in order of merit and shall further prepare a reserve list in the same order and to the extent of 50% of the vacancies in the posts of teachers or officers for which the Selection Committee was constituted under sub-section (1) of section 5 and shall forward the main list and the reserve list along with its recommendations to the Board of Management.
- (9) Disqualification for sitting as member in selection committees. - A person shall be disqualified from sitting as a member of any Selection Committee and from taking part in any selection under this Act if he is personally interested in a candidate seeking selection to the post of a teacher or an officer in any University.
- (10) Vacancy or defect not to invalidate selections. - Subject to the provisions as to the requirement of quorum, no act, proceeding or selection made by a Selection Committee shall be questioned on the ground of the existence of any vacancy or defect in the nomination of a member of such committee.

****FIRST SCHEDULE**

- 1. Dean or Associate Dean of College or Dean of Student Welfare and Director of the School of Basic Sciences and Humanities, Director of Research Station, Director of Agricultural Experiment Station, Three experts not connected with the University concerned to be nominated by the Vice-Chancellor of the University concerned out of a panel of names recommended by the Academic Council of such University.

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Director of Extension Education and Associate Director or any other teacher having his pay in the scale not lower than that of the Professor.

2. Professor

*(i) Dean or, as the case may be, Chairman of the faculty if he is a Professor, with reference to the Agriculture wing of Mohan Lal Sukhadia University, however, the Chairman of the faculty concerned, the Dean or, as the case may be, the Director of the College concerned, the Director, Research concerned and the Director, Extension Education.

†(ii) Head of the Department concerned if he is a Professor; otherwise the senior-most Professor in the department.

(iii) Three experts not connected with the University concerned having special knowledge in the subject in which a Professor is to be appointed, to be nominated by the Vice-Chancellor of the University concerned out of a panel of names recommended by the Academic Council of such University.

** As amended by the Rajasthan Universities' Teachers and Officers (Special conditions of Service) (Amendment) Act No. 24 of 1976

* As amended by the Rajasthan Universities' Teachers and Officers (Special conditions of Service) (Amendment) Act No. 18 of 1984

† As amended by the Rajasthan Universities' Teachers and Officers (Special conditions of Service) (Amendment) Act No. 18 of 1984

3. Reader, Lecturer & any other teacher having his pay in the scale of a Reader or a Lecturer but lower than that of the Professor

+(i) Dean or, as the case may be, Chairman of the Faculty if he is a Professor; with reference to the Agriculture wing of the Mohan Lal Sukhadia University, however, the Chairman of the Faculty concerned, the Dean or, as the case may be, the Director of the College concerned, the Director, Research concerned and the Director, Extension Education.

+(ii) Head of the department concerned if he is a Professor, otherwise the senior most Professor in the Department.

++(iii) Two experts not connected with the University concerned having special knowledge in the subject in which a Reader, Lecturer or any other such teacher is to be appointed, to be nominated by the Vice-Chancellor of the University concerned out of a panel of names recommended by the Academic Council of such University.

4. Registrar, Deputy Registrar, Assistant Registrar or any other officer having the pay-scale

One expert not connected with the University concerned to be nominated by the Vice-Chancellor of such University.

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equivalent to or lower than that of the Registrar and Deputy Registrar but not lower than that of the Asstt. Registrar.

5. Librarian

Three experts not connected with the University concerned having special knowledge of Library Science and Library Administration, to be nominated by the Vice-Chancellor of the University concerned out of a panel of names recommended by the Syndicate of such University.

+ As amended by the Rajasthan Universities' Teachers and Officers (Special conditions of Service) (Amendment) Act No. 9 of 1977

++ As amended by the Rajasthan Universities' Teachers and Officers (Special conditions of Service) (Amendment) Act No. 18 of 1984

6. Deputy Librarian, Assistant Librarian or Junior Technician in the Library or any other officer in the Library having his pay in a scale not lower than that of the Lecturer.

Two experts not connected with the University concerned having special knowledge of Library Science and Library Administration, to be nominated by the Vice-Chancellor of such University.

***Explanations -**

I. The expression "expert or experts not connected with the University concerned", wherever used in the Schedule, shall mean such experts who are neither in the employment of the University concerned nor are members of the Senate, Board of Management, Syndicate or the Academic Council of such University at the time when the selection committee is constituted.

*II. Three or, as the case may be, two experts to be nominated by the Vice-Chancellor of the University concerned for the selection of the teachers specified at serial numbers 1, 2 and 3 in column 1 of the Schedule shall be chosen by him on the advice of a committee consisting of a member of the Rajasthan Public Service Commission to be nominated by the State Government after consultation with the Chairman of the said Commission who will be the Chairman of the Committee, the eminent educationist nominated under clause (iii) of sub-section (I) of Section 5 and the member of the Syndicate nominated under clause (iv) of the said sub-section of the said section and said committee shall from out of the panel of names recommended by the Academic Council recommend to the Vice-Chancellor of the University concerned names of at least twelve experts for each selection committee which shall be in order of priority.

(11) The screening cum evaluation Committee provided under these Ordinances shall consist of the following

- (i) Vice-Chancellor or his/her nominee shall be the Chairperson.
- (ii) Dean of the faculty concerned, if the person holds the post of Professor
- (iii) Head of the Department/Director of the Centre, as the case may be, if the person holds the post of Professor.
- (iv) One subject expert in the concerned subject/discipline, nominated by the Vice-Chancellor.

Note : In case of any technical problem, like non-availability of the Professor as Dean or Head of the Department, the Vice Chancellor will constitute the Committee by nominating the person in place of Dean and/or Head of the department.

At least three members including the subject expert shall constitute the quorum.

Application form, process method and other addable rules and procedure to be adopted will be as per decision of the Vice-Chancellor in that matter. Decision of Vice-Chancellor shall be binding & final.

SECTION - H

SELECTION PROCEDURE

- (1) The overall selection procedure shall incorporate transparent, objective and credible methodology of analysis of the merits and credentials of the applicants based on the weightage given to the performance of the candidate in different relevant parameters and his/her performance on a grading system proforma, based on Appendix II. Tables 1, 2, 3A, 3B, 4 and 5 given in the UGC Regulations 2018.
- (2) In order to make the system more, credible, universities may assess the ability for teaching and / or research aptitude through a seminar or lecture in a classroom situation or discussion on the capacity to use the latest technology in teaching and research at the interview stage.
- (3) The process of selection of a Professor shall be based on the Assessment Criteria and Methodology guidelines set out in UGC Regulations, 2018 in Appendix II, Table 1 and 2 and reprints of all significant publications of the candidates.
- (4) In the case of selection of faculty members who are from outside the academic field and are considered under Clause 4.1 (III.B), 4.2 (I.B, II.B, III.B) and 4.4 (III.B) of UGC Regulation, 2018, the decision of Screening-cum-Evaluation Committee will be final & binding.
- (5) The direct recruitment to the posts of Assistant Professors or equivalent teaching post, Associate Professors and Professors in the University shall be on the basis of merit through all India advertisement for a period of 30 days. The period of validity of the applications received by the University shall be six months at a time which can be extended for a period of six months by the Board of Management.
- (6) The scrutiny of the application forms shall be done by the Screening cum Evaluation Committee constituted by the Vice-Chancellor.
- (7) In case a large number of applications (*more than 10 times of the number of post for the category*) are received, the short listing of applications for Assistant Professor or equivalent position will be done by preparing merit on basis of Table 3A of Appendix II for Universities given in UGC Regulations, 2018.

In case of equal score at cut off for short listing all such candidates will be shortlisted.

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OR

In case of very large number of applicants, University may hold written examination for short listing the candidates. Short listing score will not be communicated to Selection Committee as well as if written exam is to be conducted then these marks are also not to be communicated to Selection Committee.

OTHER RULES

1. The candidate shall be a citizen of India.
2. Screening in Phase I will be done for short-listing only and marks obtained in Phase I will not count for selection.
3. All the provisions of Rajasthan Government regarding reservation will also be effective in Haridev Joshi University of Journalism and Mass Communication, Jaipur.
4. The University reserves the right to increase or decrease the number of posts till the last minute.
5. SC / ST / Backward Class / Special Backward Class and differently abled candidates from outside the state of Rajasthan will not be eligible for reservation as per the reservation policy of Rajasthan University. Therefore, they will be considered under the unreserved category only.
6. The appointments for the above posts will be as probationary trainees and during this period they will be paid consolidated salary as per the rules of the State Government. After successful completion of probationary trainee period, the minimum salary of the pay scale will be payable. The said probationary training period will not be counted for annual increment.
7. The benefit of pay protection may be granted to the personnel already employed as per the rules of the State Government.
8. The rules regarding the number of surviving children and the conduct of the employees in the State Government will also be applicable to the above appointments.
9. Married female candidate will have to submit the caste (SC / ST / Backward Class) certificate issued on the basis of her father's name, place of residence and income to get the benefit of reserved category. Caste certificate issued on the basis of husband's name, place of residence and income will not be valid.
10. For selection against the Unreserved category posts, it will be necessary for the reserved category candidates to be eligible as Unreserved category candidates.
11. Applicants applying for the post(s) reserved for OBC (non-creamy layer) in the prescribed form issued by Competent Authority. The certificate should be of the current financial year, in accordance with instructions issued by the Government of Rajasthan in this respect from time to time. Applicants should ascertain that they belong to the reserved categories (caste) enlisted in the Central List for the Other Backward Classes. If the relevant certificates for respective reserved categories are not uploaded with the application, the application may be rejected and no appeal against its rejection will be entertained.

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12. The Age of superannuation shall be 60 years.
13. Direct Recruits on the post of Assistant Professor and equivalent posts shall be appointed as Probationer Trainee for 2 years and allowed fixed remuneration as per State Government Rules and Guidelines.
14. Direct Recruits on the post higher than the post of Assistant professor and equivalent posts shall be appointed on 'probation' of one year as per the provisions of rule 26 of RSR.
15. Other guidelines issued by Government of Rajasthan regarding University service as issued from time to time shall be applicable after approval of the Vice Chancellor.

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