

# **RECRUITMENT RULES**

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GOVERNMENT OF PUDUCHERRY  
DEPARTMENT OF ART AND CULTURE

(G.O. Ms. No. 02, Puducherry, dated 07th May 2024)

NOTIFICATION

In exercise of the powers conferred under sub-clauses (1), (2), (13) and (22) of clause (III) of the Memorandum of Association of the Bharathiar Palkalai Koodam, Puducherry, read with Rule VII of the Rules and Regulations of the Bharathiar Palkalai Koodam, Puducherry, and all other enabling powers conferred on the Governing Body of the Bharathiar Palkalai Koodam, Puducherry, in this behalf, the Governing Body of the Bharathiar Palkalai Koodam with the approval of the Lieutenant-Governor, Puducherry, hereby makes the following rules regulating the method of recruitment to the Group 'A' post of "Assistant Professor in Performing Arts (Music and Dance)" in the Bharathiar Palkalai Koodam, Puducherry under the Directorate of Art and Culture, Government of Puducherry, namely:—

1. *Short title and commencement.*— (i) These rules may be called the Group 'A' post of "Assistant Professor (Music and Dance)" in the Bharathiar Palkalai Koodam, Puducherry, Recruitment Rules, 2024.

(ii) These rules shall come into force on and from the date of their publication in the Official Gazette.

2. *Number of post, its classification and Academic Level in the Pay Matrix.*— The number of the said post, its classification and the Academic Level in the Pay Matrix attached thereto, shall be as specified in columns (2) to (4) of the Schedule annexed hereto.

3. *Method of recruitment, age-limit and other qualifications.*— The method of recruitment to the said post, age-limit, qualifications and other matters relating thereto, shall be as specified in columns (5) to (13) of the said Schedule.

4. *Disqualifications.*— No person,—

(a) who has entered into or contracted a marriage with a person having a spouse living; or

(b) who having a spouse living, has entered into or contracted a marriage with any person, shall be eligible for appointment to the said post;

Provided that the Governing Body of the Bharathiar Palkalai Koodam, Puducherry, with the approval of the Hon'ble Lieutenant-Governor, Puducherry, may, if satisfied that such marriage is permissible under the Personal Law applicable to such person and the other party to the marriage, and there are other grounds for so doing, exempt any person from the operation of this rule.

5. *Power to relax.*— Where, the Governing Body of the Bharathiar Palkalai Koodam, Puducherry, is of the opinion that it is necessary or expedient so to do, it may, by order and for reasons to be recorded in writing and with the approval of the Hon'ble Lieutenant-Governor, Puducherry, relax any of the provisions of these rules with respect to any class or category of persons.

6. *Initial Constitution.*— The Faculty Member already holding the post of Assistant Professor in Performing Arts (Music and Dance), Bharathiar Palkalai Koodam, Puducherry, shall be eligible for absorption on regular basis subject to his/her fulfilling the eligibility criteria prevalent at the time of his/her selection.

7. *Saving.*— Nothing in these rules shall affect the reservations, relaxations in upper age-limit and other concessions required to be provided for the Scheduled Castes/Scheduled Tribes and other special categories of persons in accordance with the orders issued by the Government of Puducherry from time to time in this regard.

**A. NEDUNCHEZHIAN, I.A.S.,**  
Secretary to Government (Art and Culture).

## SCHEDULE

**RECRUITMENT RULES FOR THE POST OF ASSISTANT PROFESSOR IN PERFORMING ARTS  
(MUSIC AND DANCE) IN BHARATHIAR PALKALAI KOODAM**

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1. Name of the post : Assistant Professor in Performing Arts (Music and Dance)

2. Number of posts : 14 (Fourteen) [2024], Subject to variation dependent on workload,

Subject	No. of Post
(1) Veena	: 2
(2) Mirudhangam	: 2
(3) Violin	: 2
(4) Vocal	: 4
(5) Dance	: 4
<b>Total</b>	<b>: 14</b>

3. Classification : Group 'A'

4. Level in the Pay Matrix : Academic Level-10 (₹ 57,700-1,82,400)

5. Whether selection post or non-selection post : Not applicable

6. Age-limit for direct recruits : Not exceeding 35 years.

*Note* : The crucial date for determining the age-limit shall be as notified by the Competent Authority.

7. Educational and other qualifications required for direct recruits. : **Eligibility (A or B) :**

**A.** (i) Master's Degree with 55% marks (or an equivalent grade in a Point Scale wherever grading system is followed) in the relevant subject or an equivalent Degree from an Indian/foreign University.

(ii) 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 further, 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 Institutions 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 fulfilment of the following conditions:-

- (a) Ph.D. Degree has been awarded to the candidate 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 had been conducted;
- (d) Candidate has published two research papers from his/her Ph.D. work, out of which, at least one is in a referred journal;
- (e) The candidate has presented at least two research papers based on his/her Ph.D. work in conferences/seminars supported/funded/sponsored by the UGC/AICTE/ICSSR or any other similar agency.

*Note 1:* The fulfilment of these conditions is to be certified by the Registrar or the Dean (Academic Affair) of the University concerned.

*Note 2:* The clearance of NET/SLET/SET shall also not be required for such Master's Programmes in disciplines for which NET/SLET/SET is not conducted by the UGC, CSIR or similar test accredited by the UGC (like SLET/SET).

OR

**B.** A traditional or a professional Artist with highly commendable professional achievement in the subject concerned having a Bachelor's Degree who has :

- (i) studied under a noted/reputed traditional Master(s)/Artist(s);
- (ii) has been 'A' grade Artist of AIR/Doordarshan;
- (iii) has the ability to explain, with logical reasoning the subject concerned; and
- (iv) has adequate knowledge to teach theory with illustrations in the discipline concerned.

*Note 1:* A relaxation of 5% shall be allowed at the Bachelor's as well as at the Master's level for the candidates belonging to Scheduled Castes/Scheduled Tribes/Other Backward Classes (OBC) (Non-creamy Layer)/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. The eligibility marks of 55% (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 marks procedure.

*Note 2:* 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 19th September, 1991.

*Note 3:* 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.

*Note 4:* 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.

*Note 5:* The Academic score as specified in Appendix II (Table 3B) of UGC Guidelines, dated 18-07-2018 for Colleges, shall be considered for short-listing of the candidates for interview only, and the selections shall be based only on the performance in the interview.

8. Whether age and educational qualifications prescribed for direct recruits will apply in the case of promotees. : Not applicable
9. Period of probation, if any : One year
10. Method of recruitment, whether by direct recruitment or by promotion. : By direct recruitment
11. In case of recruitment by promotion grade, from which promotion is to be made. : Not applicable
12. If, Recruitment Committee/Selection Committee, Departmental Promotion Committee exists, what is its composition? : (a) The Selection Committee for the post of Assistant Professor shall consist of the following persons:  
(i) Secretary (Art and Culture)/Vice-Chairman of the College shall be the Chairperson of the Committee.

(ii) The Principal of the College – Member.

(iii) Head of the Department/Teacher in-charge of the subject concerned (Music/Dance) in the College – Member.

(iv) Two nominees of the Vice-Chancellor of the affiliating University of whom one should be a subject-expert – Members.

(v) Two subject-experts not connected with the College who shall be nominated by the Chairperson of the Governing Body 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 – Members.

(vi) An academican representing Scheduled Castes/ Scheduled Tribes/Other Backward Classes/Minority/ Women/Differently-abled categories to be nominated by the Vice-Chancellor, if, any of the candidates from any of these categories is an applicant and if any, of the above Members of the Selection Committee does not belong to that category – Member.

(b) Five Members, including two outside subject experts, shall constitute the quorum.

*Group 'A' Departmental Confirmation Committee (for considering confirmation):—*

1. The Secretary to Government . . . Chairperson  
(Art and Culture).
2. The Director (Art and Culture) . . . Member
3. The Principal, . . . Member  
Bharathiar Palkalai Koodam,  
Puducherry.

13. Circumstances in which Union Public Service : Not applicable  
Commission is to be consulted in making  
recruitment.

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(By order of the Lieutenant-Governor)

**A. NEDUNCHEZHIAN, I.A.S.,**  
Secretary to Government (Art and Culture).

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GOVERNMENT OF PUDUCHERRY  
DEPARTMENT OF ART AND CULTURE

(G.O. Ms. No. 03, Puducherry, dated 07th May 2024)

NOTIFICATION

In exercise of the powers conferred under sub-clauses (3), (13) and (22) of clause (III) of the Memorandum of Association of Bharathiar Palkalai Koodam, Puducherry, read with Rule VII of the Rules and Regulations of the Bharathiar Palkalai Koodam, Puducherry, and all other enabling powers conferred on the Governing Body of the Bharathiar Palkalai Koodam, Puducherry, in this behalf, the Governing Body of the Bharathiar Palkalai Koodam with the approval of the Lieutenant-Governor, Puducherry, hereby makes the following rules regulating the method of recruitment to the Group 'A' post of "Assistant Professor (Visual Arts)" in Bharathiar Palkalai Koodam, Puducherry under the Directorate of Art and Culture, Government of Puducherry, namely:—

1. *Short title and commencement.*— (i) These rules may be called the Group 'A' post of "Assistant Professor (Visual Arts)" in the Bharathiar Palkalai Koodam, Puducherry, Recruitment Rules, 2024.

(ii) These rules shall come into force on and from the date of their publication in the Official Gazette.

2. *Number of post, its classification and academic Level in the Pay Matrix.*— The number of the said post, its classification and the academic Level in the Pay Matrix attached thereto, shall be as specified in columns (2) to (4) of the Schedule annexed hereto.

3. *Method of recruitment, age-limit and other qualifications.*— The method of recruitment to the said post, age-limit, qualifications and other matters relating thereto, shall be as specified in columns (5) to (13) of the said Schedule.

4. *Disqualifications.*— No person,—

(a) who has entered into or contracted a marriage with a person having a spouse living; or

(b) who having a spouse living, has entered into or contracted a marriage with any person, shall be eligible for appointment to the said post;

Provided that the Governing Body of the Bharathiar Palkalai Koodam, Puducherry, with the approval of the Hon'ble Lieutenant-Governor, Puducherry, may, if satisfied that such marriage is permissible under the Personal Law applicable to such person and the other party to the marriage, and there are other grounds for so doing, exempt any person from the operation of this rule.

5. *Power to relax.*— Where, the Governing Body of the Bharathiar Palkalai Koodam, Puducherry, is of the opinion that it is necessary or expedient so to do, it may, by order and for reasons to be recorded in writing and with the approval of the Hon'ble Lieutenant-Governor, Puducherry, relax any of the provisions of these rules with respect to any class or category of persons.

6. *Initial Constitution.*— The Faculty Member already holding the post of Assistant Professor (Visual Arts), Bharathiar Palkalai Koodam, Puducherry, shall be eligible for absorption on regular basis subject to his/her fulfilling the eligibility criteria prevalent at the time of his/her selection.

7. *Saving.*— Nothing in these rules shall affect the reservations, relaxations in upper age-limit and other concessions required to be provided for the Scheduled Castes/Scheduled Tribes and other special categories of persons in accordance with the orders issued by the Government of Puducherry from time to time in this regard.

**A. NEDUNCHEZHIAN, I.A.S.,**  
Secretary to Government (Art and Culture).

## SCHEDULE

**RECRUITMENT RULES FOR THE POST OF ASSISTANT PROFESSOR (VISUAL ARTS)  
IN BHARATHIAR PALKALAI KOODAM**

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1. Name of the post : Assistant Professor (Visual Arts)
2. Number of posts : 16 (Sixteen) [2024], Subject to variation dependent on workload,
- | Subject               | No. of Post |
|-----------------------|-------------|
| (1) Painting          | : 4         |
| (2) Sculpture         | : 3         |
| (3) Applied Arts      | : 4         |
| (4) Textile Design    | : 2         |
| (5) Print Making      | : 1         |
| (6) Computer Graphics | : 1         |
| (7) Photography       | : 1         |
| <b>Total</b>          | <b>: 16</b> |
3. Classification : Group 'A'
4. Level in the Pay Matrix : Academic Level-10 (₹ 57,700-1,82,400)
5. Whether selection post or non-selection post : Not applicable
6. Age-limit for direct recruits : Not exceeding 35 years.
7. Educational and other qualifications required for direct recruits. : **Eligibility (A or B) :**

*Note :* The crucial date for determining the age-limit shall be as notified by the Competent Authority.

**A.** (i) Master's Degree with 55% marks (or an equivalent grade in a point scale wherever grading system is followed) in the relevant subject or an equivalent Degree from an Indian/Foreign University.

(ii) 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 further, 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 Institutions 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 fulfilment of the following conditions:-

- (a) Ph.D. Degree has been awarded to the candidate 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 had been conducted;
- (d) Candidate has published two research papers from his/her Ph.D. Work, out of which, at least one is in a referred journal;
- (e) The candidate has presented at least two research papers based on his/her Ph.D. Work in conferences/seminars, supported/funded/sponsored by the UGC/AICTE/ICSSR or any other similar agency.

*Note 1:* The fulfilment of these conditions is to be certified by the Registrar or the Dean (Academic Affair) of the University concerned.

*Note 2:* The clearance of 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, CSIR or similar test accredited by the UGC (like SLET/SET).

OR

**B.** A traditional or a professional Artist with highly commendable professional achievement in the subject concerned having a Bachelor's Degree who has-

- (i) studied under a noted/reputed traditional Master(s)/Artist(s);
- (ii) has been 'A' grade Artist of AIR/Doordarshan;
- (iii) has the ability to explain, with logical reasoning the subject concerned; and
- (iv) has adequate knowledge to teach theory with illustrations in the discipline concerned.

*Note 1:* A relaxation of 5% shall be allowed at the Bachelor's as well as at the Master's level for the candidates belonging to Scheduled Castes/Scheduled Tribes/Other Backward Classes (OBC) (Non-creamy Layer)/

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. The eligibility marks of 55% (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 marks procedure.

*Note 2:* 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 19th September, 1991.

*Note 3:* 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.

*Note 4:* 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.

*Note 5:* The Academic score as specified in Appendix II (Table 3B) of UGC Guidelines, dated 18-07-2018 for Colleges, shall be considered for short-listing of the candidates for interview only, and the selections shall be based only on the performance in the interview.

- |   |   |                       |
|---|---|-----------------------|
| 8. Whether age and educational qualifications prescribed for direct recruits will apply in the case of promotees. | : | Not applicable        |
| 9. Period of probation, if any  | : | One year              |
| 10. Method of recruitment, whether by direct recruitment or by promotion.   | : | By direct recruitment |
| 11. In case of recruitment by promotion grade, from which Promotion is to be made.                                | : | Not applicable        |

12. If, Recruitment Committee/Selection Committee, :  
Departmental Promotion Committee exists, what  
is its composition?

(a) The Selection Committee for the post of Assistant Professor shall consist of the following persons:

(i) Secretary (Art and Culture)/Vice-Chairman of the College shall be the *Chairperson* of the Committee.

(ii) The Principal of the College – *Member*.

(iii) Head of the Department/Teacher-incharge of the subject concerned (Visual Arts) in the College – *Member*.

(iv) Two nominees of the Vice-Chancellor of the affiliating University, of whom one should be a subject-expert – *Members*.

(v) Two subject-experts not connected with the College who shall be nominated by the Chairperson of the Governing Body 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 – *Members*.

(vi) An academician representing Scheduled Caste/ Scheduled Tribe/Other Backward Classes/Minority/ Women/Differently-abled categories to be nominated by the Vice-Chancellor, if any, of the candidates from any of these categories is an applicant and if, any of the above Members of the Selection Committee does not belong to that category – *Member*.

(b) Five Members, including two outside subject experts, shall constitute the quorum.

*Group 'A' Departmental Confirmation Committee (for considering confirmation):—*

1. The Secretary to Government . . . Chairperson  
(Art and Culture).
2. The Director (Art and Culture) . . . Member
3. The Principal, . . . Member  
Bharathiar Palkalai Koodam,  
Puducherry.

13. Circumstances in which Union Public Service : Not applicable  
Commission is to be consulted in making  
recruitment.

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(By order of the Lieutenant-Governor)

**A. NEDUNCHEZHIAN, I.A.S.**  
Secretary to Government (Art and Culture).

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**GOVERNMENT OF PUDUCHERRY  
DEPARTMENT OF ART AND CULTURE**

*(G.O. Ms. No. 04, Puducherry, dated 07th May 2024)*

NOTIFICATION

In exercise of the powers conferred under sub-clauses (13) and (22) of clause (III) of the Memorandum of Association of Bharathiar Palkalai Koodam, Puducherry, read with Rule VII of the Rules and Regulations of the Bharathiar Palkalai Koodam, Puducherry, and all other enabling powers conferred on the Governing Body of the Bharathiar Palkalai Koodam, Puducherry, in this behalf, the Governing Body of the Bharathiar Palkalai Koodam with the approval of the Lieutenant-Governor, Puducherry hereby makes the following rules regulating the method of recruitment to the Group 'A' post of "Assistant Professor (Language)" in the Bharathiar Palkalai Koodam, Puducherry under the Directorate of Art and Culture, Government of Puducherry, namely:—

1. *Short title and commencement.*— (i) These rules may be called the Group 'A' post of "Assistant Professor (Language)" in the Bharathiar Palkalai Koodam, Puducherry, Recruitment Rules, 2024.

(ii) These rules shall come into force on and from the date of their publication in the Official Gazette.

2. *Number of post, its classification and Academic Level in the Pay Matrix.*— The number of the said post, its classification and the Academic Level in the Pay Matrix attached thereto, shall be as specified in columns (2) to (4) of the Schedule annexed hereto.

3. *Method of recruitment, age-limit and other qualifications.*— The method of recruitment to the said post, age limit, qualifications and other matters relating thereto, shall be as specified in columns (5) to (13) of the said Schedule.

4. *Disqualifications.*— No person,—

(a) who has entered into or contracted a marriage with a person having a spouse living; or

(b) who having a spouse living, has entered into or contracted a marriage with any person, shall be eligible for appointment to the said post;

Provided that the Governing Body of the Bharathiar Palkalai Koodam, Puducherry, with the approval of the Hon'ble Lieutenant-Governor, Puducherry, may, if satisfied that such marriage is permissible under the Personal Law applicable to such person and the other party to the marriage, and there are other grounds for so doing, exempt any person from the operation of this rule.

5. *Power to relax.*— Where, the Governing Body of the Bharathiar Palkalai Koodam, Puducherry, is of the opinion that it is necessary or expedient so to do, it may, by order and for reasons to be recorded in writing and with the approval of the Hon'ble Lieutenant-Governor, Puducherry, relax any of the provisions of these rules with respect to any class or category of persons.

6. *Initial Constitution.*— The Faculty Member already holding the post of Assistant Professor (Language), Bharathiar Palkalai Koodam, Puducherry, shall be eligible for absorption on regular basis subject to his/her fulfilling the eligibility criteria prevalent at the time of his/her selection.

7. *Saving.*— Nothing in these rules shall affect the reservations, relaxations in upper age-limit and other concessions required to be provided for the Scheduled Castes/Scheduled Tribes and other special categories of persons in accordance with the orders issued by the Government of Puducherry from time to time in this regard.

**A. NEDUNCHEZHIAN, I.A.S.**  
Secretary to Government (Art and Culture).

## SCHEDULE

**RECRUITMENT RULES FOR THE POST OF ASSISTANT PROFESSOR (LANGUAGE)  
IN BHARATHIAR PALKALAI KOODAM**

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1. Name of the post : Assistant Professor (Language)
2. Number of posts : 3 (Three) [2024], Subject to variation dependent on workload,
- | Subject      | No. of Post |
|--------------|-------------|
| (1) Tamil    | : 1         |
| (2) English  | : 1         |
| (3) Sanskrit | : 1         |
| <b>Total</b> | <b>: 3</b>  |
3. Classification : Group 'A'
4. Level in the Pay Matrix : Academic Level-10 (₹ 57,700-1,82,400)
5. Whether selection post or non-selection post : Not applicable
6. Age-limit for direct recruits : Not exceeding 35 years.
7. Educational and other qualifications required for direct recruits. : **Eligibility (A or B) :**

*Note :* The crucial date for determining the age-limit shall be as notified by the Competent Authority.

**A.** (i) 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) 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 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 exempted from NET/SLET/SET.

Provided further, 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 Institutions 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 fulfilment of the following conditions:-

- (a) The Ph.D. Degree has been awarded to the candidate 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 had been conducted;
- (d) Candidate has published two research papers from his/her Ph.D. work, out of which, at least one is in a referred journal;
- (e) The candidate has presented at least two research papers based on his/her Ph.D. work in conferences/seminars, supported/funded/sponsored by the UGC/ICSSR/CSIR or any other similar agency.

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

*Note :* The clearance of 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, CSIR or similar test accredited by the UGC (like SLET/SET).

OR

**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).

*Note 1:* A relaxation of 5% shall be allowed at the Bachelor's as well as at the Master's level for the candidates belonging to Scheduled Castes/Scheduled Tribes/Other Backward Classes (OBC) (Non-creamy Layer)/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. The eligibility marks of 55% (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.

*Note 2:* 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 19th September, 1991.

*Note 3:* 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.

*Note 4:* 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.

*Note 5:* The academic score as specified in Appendix II (Table 3B) of UGC Guidelines, dated 18-07-2018 for Colleges, shall be considered for short-listing of the candidates for interview only, and the selections shall be based only on the performance in the interview.

8. Whether age and educational qualifications prescribed for direct recruits will apply in the case of promotees. : Not applicable
9. Period of probation, if any : One year
10. Method of recruitment, whether by direct recruitment or by promotion. : By direct recruitment
11. In case of recruitment by promotion grade, from which promotion is to be made. : Not applicable
12. If, Recruitment Committee/Selection Committee, Departmental Promotion Committee exists, what is its composition? : (a) The Selection Committee for the post of Assistant Professor shall consist of the following persons:  
(i) Secretary (Art and Culture)/Vice-Chairman of the College shall be the *Chairperson* of the Committee.  
(ii) The Principal of the College – *Member*.

(iii) Head of the Department/Teacher-incharge of the subject concerned in the College – *Member*.

(iv) Two nominees of the Vice-Chancellor of the affiliating University, of whom one should be a subject-expert – *Members*.

(v) Two subject-experts not connected with the College who shall be nominated by the Chairperson of the Governing body 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 – *Members*.

(vi) An academician representing Scheduled Castes/ Scheduled Tribes/Other Backward Classes/Minority/ Women/Differently-abled categories to be nominated by the Vice-Chancellor, if any, of the candidates from any of these categories is an applicant and if any, of the above Members of the Selection Committee does not belong to that category – *Member*.

(b) Five Members, including two outside subject experts, shall constitute the quorum.

*Group 'A' Departmental Confirmation Committee (for considering confirmation):—*

- |   |    |                                   |
|---|----|-----------------------------------|
| 1. The Secretary to Government                                  | .. | Chairperson<br>(Art and Culture). |
| 2. The Director (Art and Culture)                               | .. | Member                            |
| 3. The Principal,<br>Bharathiar Palkalai Koodam,<br>Puducherry. | .. | Member                            |

13. Circumstances in which Union Public Service Commission is to be consulted in making recruitment. : Not applicable

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(By order of the Lieutenant-Governor)

**A. NEDUNCHEZHIAN, I.A.S.**  
Secretary to Government (Art and Culture).