



Yogoda Satsanga Mahavidyalaya

NAAC Accredited B++ (CGPA 2.89)

Jagannathpur, Dhurwa, Ranchi – 834004
(Ranchi University)

Assistant Professor

Applications are invited in the prescribed Application Form available on the College website www.ysei.edu.in/appointments from eligible candidates for appointment to the post of Assistant Professor in various subjects in the College at Academic Pay Level 10 of the 7th Central Pay Commission Pay Matrix with entry pay level of Rs. 57,700/- plus other allowances as per UGC/Ranchi University norms. Any addendum/dedendum/corrigendum shall be posted on the website only.

The last date for receipt of application is November 10, 2021. For details, please visit the College website.

Department	Vacant
Hindi	01
English	01
Botany	01
Physics	01
Mathematics	01
Commerce	02
Political Science	02
Economics	02

The qualifications for Assistant Professors in Colleges are in accordance with the UGC regulations 2018 and their subsequent amendments as adopted by Ranchi University.

1. Good academic record as defined by the university with at least 55% marks (or an equivalent grade in a point scale wherever grading system is followed) at the Master's Degree level in a concerned/relevant/allied subject from an Indian University, or an equivalent degree from an accredited foreign university.
2. 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 Ph.D. Degree) Regulations, 2009 or 2016 and their amendments from time to time as the case may be exempted from NET/SLET or SET.

Provided, the candidates registered for the Ph.D. programme prior to 11 July 2009, shall be governed by the provisions of the then existing Ordinances/Bylaws/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/Institutes subject to the fulfilment of the following conditions:-

- a) Ph.D. degree of the candidate awarded in regular mode only;
- b) Evaluation of the Ph.D. thesis by at least two external examiners;
- c) Open Ph.D. viva voce of the candidate had been conducted;
- d) The candidate has published two research papers from/based on his/her Ph.D. work, out of which at least one must be 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.

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

Or

The Ph.D. has been obtained from a foreign University/Institution with a ranking among top 500 in the world University Ranking (at any time) by 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).

Notes:

- i. The academic score shall be considered for short listing of the candidates for the interviews only, and the selection shall be based on the performance of the candidate.*
- ii. Any other stipulation prescribed by UGC/University from time to time for the position of Assistant Professor shall be mandatory.*
- iii. Supporting documents, wherever required be attached.*
- iv. The Academic/Research scores sought from applicants are optional and meant only for in-service candidates for lateral appointments only.*

3. General Note:

- i. The direct recruitment to the posts of Assistant Professors in the Colleges shall be on the basis of merit through all India advertisement and selections by the duly constituted Selection Committee.
- ii. A relaxation of 5% may be provided at the graduate and master's level for the Scheduled Caste/Scheduled Tribe/Differently-abled (Physically and visually differently-abled) categories for the purpose of eligibility and for assessing good academic record during direct recruitment to teaching positions. 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 are permissible, based on only the qualifying marks without including any grace mark procedures.
- iii. A relaxation of 5% may 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. Relevant grade which is regarded as equivalent of 55% wherever the grading system is followed by a recognized university shall also be considered eligible.
- v. The period taken by the candidates to acquire M.Phil. degree and the residency period prescribed for pursuing Ph.D. shall not be considered as teaching/research experience to be claimed for appointment to the faculty positions.
- vi. The number of candidates to be called for interview for the faculty position in the University and its Colleges, shall be determined after screening of applications in accordance with the guidelines laid down by the Governing Body in this regard.

Short-listing of Applications

- a) The prescribed qualification and experience will be minimum, and the mere fact that a candidate possesses the same will not entitle him/her for being called for interview.
- b) The College reserves the right to restrict the number of candidates to be called for interview, based on the recommendations of the Screening Committee, to a reasonable number on the basis of qualifications and experience higher than the minimum prescribed or by any other condition that it may deem fit.
- c) The Screening Committee for applications may evolve criteria for shortlisting the candidates to be called for the interview as per the UGC Guidelines in consultation with the Chairman.

Reservation Policy

The National Commission for Minority Educational Institutions Act 2004 (2 of 2005) as amended by the NCMEI (Amendment Act 2006) lays down rights of Minority Educational Institutions. This states that the policy of reservation in employment cannot be made applicable to a minority institution.

Process of Selection

- a) The overall selection procedure shall incorporate 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 pro-forma.

Please note that those candidates, who fulfil the eligibility criteria as per the above-referred UGC notification, but who have no prior work experience, and therefore do not have any academic/research scores, are eligible to apply for the above post.

The academic/research scores sought from applicants are optional and meant only for in-service candidates for lateral appointments only.

- b) The institution may assess the ability for teaching and/or research aptitude through a seminar or lecture in a class room situation or discussion on the capacity to use latest technology in teaching and research at the interview stage.
- c) The publications shall be provided to the subject experts for assessment before the interview and the evaluation score of the publications provided by the experts shall be factored into the weightage scores while finalizing the outcome of selection by the selection committee.
- d) No recommendations should be made with a condition attached to the concurrence of the future events.
- e) If any candidate is recommended by the Selection Committee for appointment in relaxation of any of the prescribed conditions relating to qualifications, age, experience etc., it shall be so stated and recorded.
- f) When the Selection Committee considers it fit to recommend a higher initial pay or advance increments to be offered to a selected candidate, it shall be as per the UGC Regulations.

Appointment

1. In case of selection to two or more posts on the same date, the recommendations shall invariably be made in order of merit of the selected candidates for the purpose of determining seniority in service.
2. The Selection Committee's recommendations, when approved by the Governing Body, shall remain valid for a period of one year from the date of such approval.
3. In cases of any disputes any suites or legal proceedings against the college, the jurisdiction shall be restricted to the Courts in Ranchi.

Period of Probation and Confirmation

1. The minimum period of probation shall be one year, which is extendable in case of unsatisfactory performance. The confirmation shall be given at the end of one year, unless extended for another year by a specific order.

Pay and Allowances

As per the Government of India rules/UGC regulations, as adopted by Government of Jharkhand, issued from time to time.

Increment

Every teacher shall be entitled to increment in his/her scale of pay, unless the same is withheld or postponed by a resolution of the Executive Council and after the teacher has been given due opportunity to make his/her written representation.

Teaching Days, Work Load and Leave Rules

The rules and conditions governing number of teaching days, work load and leave rules shall be as prescribed by the University Grants Commission from time to time.

Age of Superannuation

Subject to the provision of Statute 25, every teacher confirmed in the service, shall continue in such service until he/she attains the age of superannuation as prescribed by the UGC and Govt. of India from time to time.

Provided further that if the date of Superannuation of a teacher falls at any time during the Academic Session the Governing Body, may on the recommendation of the Vice-Chancellor reemploy the teacher for any period up to the end of the academic session, with a view not to disturb the teaching work of the Department. In special cases, a teacher on his/her attaining the age of superannuation, may be re-employed on a contract in keeping with the regulations in this behalf as issued by the UGC from time to time.

Voluntary Retirement

As Per the Government of India/UGC Rules issued from time to time

Variations in terms and conditions of service

Every teacher shall be bound to act in conformity with the Statutes, Ordinances, Regulations and rules of the College as well as a code of professional ethics as may be formulated by the college.

Provided that no change in the terms and conditions of service of a teacher shall be made after his/her appointment in regard to designation, scale of pay, increment, provident fund, retirement benefits, age of retirement, probation, confirmation, leave, salary and removal from service so as to adversely affect him.

Resignation

A whole-time salaried teacher may, at any time, terminate his/her contract by giving the college three months' notice in writing or on payment to the college of three months' salary in lieu thereof. The notice period shall be one month in case of probationers, contractual, temporary and ad-hoc teachers or salary in lieu thereof.

Provided that the Governing Body may waive the requirement of notice at its discretion.

Professional Code of Conduct

Every teacher of the college shall abide by the Code of Conduct framed by the college and the following lapses would constitute misconduct on the part of a college teacher:

1. Any lapses in performing his / her duties as assigned by the college from time to time.
2. Inciting students against other students, colleagues or administration (This does not interfere with the right of a teacher to express his / her difference of opinion on principles in seminars and other places where students are present) or any other such actions which are against the interest of the college.
3. Indulging in communal activities, or making inappropriate remarks on caste, creed, religion, race or sex in his / her relationship with his / her colleagues and trying to use the above considerations for improvement of his / her prospects or any other such actions which are against the interest of the college.
4. Refusal to carry out the decisions by appropriate administrative and academic bodies and / or functionaries of the college without giving reason.
5. Indulging in Plagiarism of any sort within the legal meaning, interpretation and expression of the term.

TEACHERS AND THEIR RESPONSIBILITIES

Whoever adopts teaching as a profession assumes the obligation to conduct himself /herself in accordance with the ideal of the profession. A teacher is constantly under the scrutiny of his students and the society at large. Therefore, every teacher should see that there is no incompatibility between his precepts and practice. The national ideals of education which have already been set forth and which he/she should seek to inculcate among students must be

his/her own ideals. The profession further requires that the teachers should be calm, patient and communicative by temperament and amiable in disposition.

A. Teachers should:

- i. Adhere to a responsible pattern of conduct and demeanour expected of them by the community;
- ii. Manage their private affairs in a manner consistent with the dignity of the profession;
- iii. Seek to make professional growth continuous through study and research;
- iv. Express free and frank opinion by participation at professional meetings, seminars, conferences etc. towards the contribution of knowledge;
- v. Maintain active membership of professional organizations and strive to improve education and profession through them;
- vi. Perform their duties in the form of teaching, tutorial, practical, seminar and research work conscientiously and with dedication;
- vii. Co-operate and assist in carrying out functions relating to the educational responsibilities of the college and the university such as: assisting in appraising applications for admission, advising and counselling students as well as assisting the conduct of university and college examinations, including supervision, invigilation and evaluation; and
- viii. Participate in extension, co-curricular and extra-curricular activities including community service.

Teachers and Students

B) Teachers should:

- i. Respect the right and dignity of the student in expressing his/her opinion;
- ii. Deal justly and impartially with students regardless of their religion, caste, political, economic, social and physical characteristics;
- iii. Recognize the difference in aptitude and capabilities among students and strive to meet their individual needs;
- iv. Encourage students to improve their attainments, develop their personalities and at the same time contribute to community welfare;
- v. Inculcate among students scientific outlook and respect for physical labour and ideals of democracy, patriotism and peace;
- vi. Be affectionate to the students and not behave in a vindictive manner towards any of them for any reason;
- vii. Pay attention to only the attainment of the student in the assessment of merit;
- viii. Make themselves available to the students even beyond their class hours and help and guide students without any remuneration or reward;
- ix. Aid students to develop an understanding of our national heritage and national goals; and

- x. Refrain from inciting students against other students, colleagues or administration.

Teachers and Students

C) Teachers should:

- i. Treat other members of the profession in the same manner as they themselves wish to be treated;
- ii. Speak respectfully of other teachers and render assistance for professional betterment;
- iii. Refrain from lodging unsubstantiated allegations against colleagues to higher authorities; and
- iv. Refrain from allowing considerations of caste, creed, religion, race or sex in their professional endeavour.

Teachers and Authorities

D) Teachers should:

- i. Discharge their professional responsibilities according to the existing rules and adhere to procedures and methods consistent with their profession in initiating steps through their own institutional bodies and/or professional organizations for change of any such rule detrimental to the professional interest;
- ii. Refrain from undertaking any other employment and commitment including private tuitions and coaching classes which are likely to interfere with their professional responsibilities;
- iii. Co-operate in the formulation of policies of the college by accepting various offices and discharge responsibilities which such offices may demand;
- iv. Co-operate through their organizations in the formulation of policies of the other institutions and accept offices;
- v. Co-operate with the authorities for the betterment of the college keeping in view the interest and in conformity with dignity of the profession;
- vi. Should adhere to the conditions of contract;
- vii. Give and expect due notice before a change of position is made; and
- viii. Refrain from availing themselves of leave except on unavoidable grounds and as far as practicable with prior intimation, keeping in view their particular responsibility for completion of academic schedule.
- ix. No whole-time salaried teacher of the college shall without the permission of the Executive Council engage directly or indirectly in any trade or business whatsoever or any private tuition or other work to which any emolument or honorarium is attached. However, teachers may engage in consultancy work as per UGC guidelines and with prior approval of the college.
- x. Every teacher shall undertake to take part in such activities of the college and perform such duties in the college as may be required by and in accordance with the Act, the Statutes and Ordinances framed there-under, for the time being in force, whether the same relate to organisation of teaching, research, extension,

examination of students, their discipline, welfare, and generally to act under the direction of the authorities of the college.

Teachers and non-teaching staff

E) Teachers should:

- i. Treat the non-teaching staff as colleagues and equal partners in a cooperative undertaking, within college; and
- ii. Should help in the function of joint staff-councils covering both teachers and the non-teaching staff.

Teachers and guardians

F) Teachers should:

Try to see through teachers' bodies and organizations, that college maintain contact with the guardians, their students, send reports of their performance to the guardians whenever necessary and meet the guardians in meetings convened for the purpose for mutual exchange of ideas and for the benefit of the college.

Teachers and society

G) Teachers should:

- i. Recognize that education is a public service and strive to keep the public informed of the educational programmes which are being provided;
- ii. Work to improve education in the community and strengthen the community's moral and intellectual life;
- iii. Be aware of social problems and take part in such activities as would be conducive to the progress of society and hence the country as a whole;
- iv. Perform the duties of citizenship, participate in community activities and shoulder responsibilities of public offices;
- v. Refrain from taking part in or subscribing to or assisting in any way activities which tend to promote feeling of hatred or enmity among different communities, religions or linguistic groups but actively work for National Integration.

The other conditions of service or any matter which are not covered above shall be as prescribed by the Yogoda Satsanga Mahavidyalaya Constitution/Ranchi University/University Grants Commission.

Secretary (Governing Body)