

2. In the letter 2 read above, the Chairman, Teachers Recruitment Board stated that, while adopting the existing procedure of recruitment of Assistant Professor/Lecturers by conducting certificate verification and then followed by interview, Teachers Recruitment Board faces a lot of difficulties such as Court Cases and is answerable to many forums such as Information Commission, SC/ST Commission, Consumer Forums. He has therefore, proposed that a written competitive examination may be conducted in lieu of interview by awarding 10 marks for the same to ensure only meritorious candidates get selected and thereby quality of Higher Education can be assured in all Government Colleges. He has therefore requested orders of the Government on the above proposal.

3. The Government have examined the proposal of Chairman, Teachers Recruitment Board in consultation with Vice-Chairperson, Tamil Nadu State Council for Higher Education. The Vice-Chairperson, Tamil Nadu State Council for Higher Education has stated that the NET/SET tests are highly competitive. Considering that the candidates have already proved their worth by passing their degree examination and NET/SET test, eliminating interviews altogether and replacing them with other State-level written test may prove penalising for the candidates. She has therefore suggested the following Criteria and award of marks for conduct of Interview for selection of Assistant Professor in Government Arts and Science Colleges and Colleges of Education

1	Content	Whether the candidate presents relevant and well organized subject material	3 Marks 30%
2	Delivery	Whether the candidate is clear, understandable and audible while presenting	3 Marks 30%
3	Language	Whether the candidate is proficient in English/Tamil language and articulates concepts well	2 Marks 20%
4	Personal Characteristics	Whether the candidate is confident and possesses a calm disposition	2 Marks 20%
<b>Total</b>			<b>10 Marks 100%</b>

4. The Government, after careful consideration, have decided to accept the suggestions of Vice-Chairperson, Tamil Nadu State Council for Higher Education. Accordingly, the Government prescribe following criteria and award of marks for conduct of the interview for selection of Assistant Professors in Government Arts and Science Colleges and Colleges of Education through Teachers Recruitment Board apart from awarding marks for teaching experience [15 marks] and higher qualification [9 marks] as per G.O.(M/s) No. 412 Higher Education dated 07.12.2009:-