



ABSTRACT

Higher Education Department — Tamil Nadu Collegiate Educational Service — Filling up the posts of Assistant Professor in Government Arts and Science Colleges and Colleges of Education — Direct Recruitment — Dispensation of the existing method of awarding weightage of marks — Introduction of Competitive Written Examination and Interview procedure for Direct Recruitment — Orders — Issued.

HIGHER EDUCATION (F2) DEPARTMENT

G.O.(Ms) No.246

Dated 08.11.2022

ஸ்ரீ சுபகிருது வருடம், ஐப்பசி -22
திருவள்ளூர் ஆண்டு - 2053

1. G.O.Ms.No.197, Higher Education (F2) Department, dated 05.07.2006.
2. G.O.Ms.No.412, Higher Education (F2) Department, dated 07.12.2009
3. G.O.Ms.No.32, Higher Education (F2) Department, dated 08.03.2013.
4. Government Letter No.12258A/F2/2013-3, dated 31.07.2013
5. G.O.(Ms.)No.206, Higher Education (F2) Department, dated 21.08.2019.
6. Minutes of the Review Meeting under the Chairmanship of the Hon'ble Chief Minister.
7. From the Director of Collegiate Education (FAC) Letter Na.Ka.No 11734/D5/2022, dated 01.09.2022

ORDER:

In the Government Order first read above, orders were issued among other things, awarding weightage for Qualification (M.Phil. with NET/SET/ SLET and Ph.D) / Experience / Publications in the reputed journals and Interview for direct recruitment to the post of Assistant Professors in Government Arts and Science Colleges and Colleges of Education through Teachers Recruitment Board.

2. In the Government Order second read above, orders were issued revising the modalities followed for awarding of weightage of marks for experience, qualification and Interview and the same is being followed by the Government and recruitment of Assistant Professors till the year 2015 was done through Teachers

Recruitment Board by resorting to this method. Subsequently in the year 2019, the Teachers Recruitment Board vide its Notification No.12/2019, dated 28.08.2019 and 04.10.2019 invited application for 2331 posts of Assistant Professors in Government Arts and Science Colleges and Colleges of Education by following the method of awarding a weightage for 24 marks (i.e. Teaching Experience - 15 marks + Educational Qualification — 9 marks) and interview for 10 marks.

3. In the Government Order third read above, orders were issued prescribing the criteria for marks to be awarded in the Interview under various components 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 and higher qualifications

4. In the Government letter fourth read above, the Government have issued clarifications for awarding weightage of marks for teaching experience.

5. Over the last 10 years, the number of doctorates in various disciplines awarded from various Universities in Tamil Nadu alone is nearly 55,000 i.e. on an average of nearly 5,000 doctorates are awarded every year. Further, since the last direct recruitment held in 2015, the Government have permitted opening of nearly 182 Self-financing Arts and Science Colleges and with the exponential growth of these private colleges, teachers get recruited in them, even for a meager salary with an intention to get experience certificates that is of less value. In some cases, even fake experience certificates were produced by aspirants during last Teachers Recruitment Board drive. So, job aspirants easily secure a uniform 15 marks for experience. Hence, the method of awarding weightage marks for Ph.D., degree and for experience certificates becomes less fruitful in identifying the true potential candidate because, uniformly large number of candidates score the full 24 out of 24 marks (i.e. Teaching experience 15 marks + Educational qualification 9 marks). As a result, the 10 marks apportioned for Interview alone becomes the deciding factor and it is difficult to assess the applicants' knowledge in the subject and allied subjects in the interview alone and selection of right candidates against the vacancies becomes difficult.

6. Further, it is seen from records that most of the Assistant Professors who were appointed in 2015 batch have all crossed 40 to 45 years of age and they are able to serve in the department only for a minimum period of 15 to 20 years which will also affect the quality of teaching and learning.

7. The teachers who are appointed in the Government Arts Colleges will be the guides for the students who aspire to become Research Scholars. If only right candidates with in-depth knowledge in their respective subjects are selected, the students who aspire to pursue higher studies and do research can be benefitted. The faculties of Government Polytechnic Colleges, who are taking classes for diploma students who are studying subjects that are of lesser intensity and depth are recruited by direct recruitment through Teachers Recruitment Board through Written

Competitive Examinations. Likewise, the college teachers of Government Engineering Colleges are also recruited by direct recruitment through Teachers Recruitment Board following the Written Competitive Examinations.

8. In the Review meeting held under the Chairmanship of Hon'ble Chief Minister on 07.07.2022, all the above facts were highlighted and among other things, the following decisions were taken:-

- a. The prevailing weightage method for the Direct Recruitment of Assistant Professors i.e. 34 marks may be dispensed with and the erstwhile Competitive Written Examinations may again be adopted. However, the marks for written examination shall be fixed as 200 and 15 percent of the marks may be fixed for the interview (30 marks for interview). Hence, 230 marks in toto.
- b. It was decided that 4000 posts of Assistant Professor Vacancies out of 7198 shall be filled up during this year through Teachers Recruitment Board adopting the above method.
- c. The qualified Guest Lecturers working in Government Arts and Science Colleges and Colleges of Education shall also be permitted to take part in the Open Competitive Written Examinations and they may be awarded suitable weightage for the years of service rendered in Government Colleges.

9. In the letter seventh read above, based on the above decisions taken in the meeting, the Director of Collegiate Education has sent a proposal to the Government with a request to pass appropriate orders in this regard.

10. The Government, after careful examination of the proposal of the Director of Collegiate Education, have decided to accept the same and orders dispensation of awarding marks under weightage system for teaching experience, qualification and Interview and resort to Written Competitive Examination method as detailed below :-

- i. The prevailing method of awarding weightage for the Direct Recruitment of Assistant Professors in Government Arts and Science Colleges and Colleges of Education i.e. awarding 34 marks for teaching experience, qualification and Interview shall be dispensed with and recruitment shall be made through Competitive Written Examinations as being conducted for the teaching posts in Polytechnic Colleges, Engineering Colleges as well as to the other posts in Government service
- ii. The Educational Qualifications shall be as prescribed in G.O (Ms) No.5, Higher Education (H1) Department, dated 11.01.2021

- iii. The marks for written examination shall be fixed as 200 and 15 percent of the marks shall be for interview as detailed below.

S. No.	Description	Hours of Examination	Number of Questions	Each Question carries	Maximum Marks
1	Written Examination (Post Graduate Standard)				200
	Paper —I	3 Hours (forenoon)			100
	Section — A (Multiple choice with objective type — including Tamil Language as a component) (All the questions are compulsory)	1 Hour	50 (Five Questions from each section)	1 mark	50
	Section — B (Descriptive type reflecting all units from respective subjects with adequate choice)	2 Hours	5 (Out of 8 questions)	10 marks	50
	Paper —II	3 Hours (afternoon)			100
	Section — A (Multiple choice with objective type in respective subjects) (All the questions are compulsory)	1 Hour	50 (Five Questions from each section)	1 mark	50
	Section — B (Descriptive type reflecting all units with adequate choice)	2 Hours	5 (Out of 8 questions)	10 marks	50

2.	Interview				30
	If vacancy is more than 5 then Two times of the number of Vacancies shall be called for Interview				
	If vacancy is less than 5 then Three times of the number of vacancies shall be called for Interview				
	Grand Total				230

- iv. The 30 marks for the Interview component (Viva-voce) shall be apportioned as detailed below:

Sl.No	Particulars			Marks (Maximum)
1.	Content	-	Whether the candidate presents relevant and well organised subject material	9 Marks 30%
2.	Delivery	-	Whether the candidate is clear, understandable and audible while presenting	9 Marks 30%
3.	Language		Whether the candidate is proficient in English / Tamil language and articulates concepts well	6 Marks 20%
4.	Personal characteristics	-	Whether the candidate is confident and possesses a calm disposition	6 Marks 20%
			Total	30 Marks 100%

- v. For evaluation of descriptive papers double valuation method should be followed and the average marks is to be considered as the marks scored by the candidates.
- vi. If the difference between the two valuations exceeds ten percentage of marks, then third Valuation shall be carried out by an Expert Committee.
- vii. The Composition of Interview Board shall be as detailed below:

S.No	Position in the Interview Board	Designation of the Member to be appointed
1.	Chairperson	Director of Collegiate Education / Regional Joint Directors of Collegiate Education / Principal of Grade— I Government Colleges.
2.	Member	Members of Teachers Recruitment Board / Grade — I Government College Principals.

3.	Subject Expert — I	University Professor / Associate Professor in the subject concerned.
4.	Subject Expert — II	Principal of Government College / Associate Professor of Government College in the subject concerned.
5.	SC/ST Representative	Associate Professor belonging to SC/ST from Government Arts and Science Colleges and Colleges of Education.

11. The recruitment of Assistant Professors for Government Arts and Science Colleges and Colleges of Education shall be made by the Teachers Recruitment Board following the methodology enumerated in paragraph 10 above.

(By Orders of the Governor)

D. Karthikeyan
Principal Secretary to Government

To

The Director of Collegiate Education (FAC), Chennai-15.

The Chairman, Teacher Recruitment Board, Chennai-6

All Regional Joint Directors of Collegiate Education

(through Director of Collegiate Education (FAC))

The Accountant General, Chennai-18

The Pay and Accounts Officer, Chennai and Madurai.

The Treasury Officer / Sub-Treasury Officers

The Residential Audit Officer, O/o Principal Accountant General, Secretariat, Chennai-9.

Copy to:

The Principal Secretary-I to Hon'ble Chief Minister, Chennai-9.

The Special Personal Assistant to Hon'ble Minister (Higher Education),
Chennai — 9.

The Special Personal Assistant to Hon'ble Minister (Finance and HRM), Chennai-9.

The Special Personal Assistant to Hon'ble Minister (Law), Chennai-9.

The Private Secretary to Chief Secretary to Government, Chennai — 9.

The Senior Private Secretary to Principal Secretary to Government,
Higher Education Department, Chennai — 9

The Private Secretary to Additional Chief Secretary to Government,
Finance Department, Chennai — 9.

The Private Secretary to Secretary to Government,
Human Resource Management Department, Chennai — 9.

The Private Secretary to Secretary to Government, Law Department, Chennai — 9

SF/SC

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//Forwarded / by Order//

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Section Officer