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SKILL DEVELOPMENT & TECHNICAL EDUCATION DEPARTMENT

NOTIFICATION

The 10th July 2023

No. 4951—SDTE-HTE-HTE-II-0027/2022— In exercise of powers conferred by the proviso to Article 309 of the Constitution of India, the Governor of Odisha is pleased to make the following rules regulating recruitment of Teachers in Government Engineering Colleges, namely :—

PART-I

**GENERAL**

**1. Short Title and Commencement** .—(i) These rules may be called Recruitment of Teachers in Government Engineering Colleges of the State Rules, 2023.

(ii) They shall come into force on the date of their publication in the *Official Gazette*.

Definition :

**2. Definitions** .—(1) In these rules, unless the context otherwise requires :—

(a) 'Board' means Boards of Governors of respective Government Engineering Colleges;

(b) 'Commission' means Odisha Public Service Commission;

(c) 'Government' means Government of Odisha in Skill Development & Technical Education Department;

(d) 'Scheduled Castes and Scheduled Tribes' means such castes and tribes as may be specified by the President of India from time to time under Article 341 and 342 of the Constitution of India respectively;

(e) 'Schedule' means a Schedule appended to these rules;

(f) 'State' means State of Odisha.

(g) 'Teacher' means Assistant Professor, Associate Professor and Professor.

(2) All other words and expressions used but not specifically defined in these rules shall unless the context otherwise requires, have the same meaning as respectively assigned to them in the

Odisha Service Code.

(3) Constitution of Service :— The service cadre shall comprise of the following posts :

- (i) Professor
- (ii) Associate Professors
- (iii) Assistant Professors

**PART-II**  
**METHOD OF RECRUITMENT**

**3. Eligibility criteria for Direct Recruitment for the post of Assistant Professor/Associate Professor/Professor :—**

In order to be eligible for direct recruitment, a candidate must be a citizen of India.

(A) Assistant Professor (Level 10, Entry Pay 57,700)

(i) Candidate should have attained the age of not less than 21 years and not above the age of 38 years as on the 1st day of the year in which the applications are invited by the Commission.

(ii) Possess any of the following qualifications, at the minimum :—

(a) For Engineering/Technology/Management/MCA as per AICTE Notification F. No. 61-1/RIFD/7th CPC/2016-17, dated the 1st March 2019.

The qualifications for recruitment for faculty in the disciplines of Engineering/Technology/Management/MCA as per AICTE Notification F. No. 61-1/RIFD/7th CPC/2016-17, dated the 1st March 2019 and AICTE guidelines issued from time to time.

(b) For Science and Humanities as per UGC Notification No. F. 1-2/2017(EC/PS), dated the 18th July 2018 :

The qualifications for recruitment for faculty in the disciplines of Basic Sciences, Social Science and Humanities shall be as per the UGC Notification No. F. 1-2/2017 (EC/PS), dated the 18th July 2018 and UGC guidelines issued from time to time.

NOTE—Candidates who have done Ph.D. after the Bachelor's Degree from institution of National importance with GATE/GPAT/CEED shall be eligible for the post of Assistant Professor.

(B) Associate Professor (Level-13A1, Entry Pay 1.31,400)

Possess the following qualifications, at the minimum :—

(a) For Engineering/Technology/Management/MCA as per AICTE Notification F. No. 61-1/RIFD/7th CPC/2016-17, dated the 1st March 2019.

a. Ph.D. Degree in the relevant field and First Class or equivalent at either Bachelor's or Master's level in the relevant branch.

AND

b. At least total 6 research publications in SCI journals/ UGC / AICTE approved list of journals.

AND

c. Minimum of 8 years of experience in teaching/ research/ industry (Level-10, Entry Pay 57,770) out of which at least 2 years shall be post Ph.D. experience.

AND

d. At least a total research score of 75 (seventy-five) on the last date of the application [as per the criteria given in Appendix-II, Table-2 of UGC Regulations vide Notification No. F. 1-2/2017 (EC/PS), dated the 18th July 2018].

(b) For Science and Humanities as per UGC Notification No. F. 1-2/2017(EC/PS), dated the 18th July 2018 :

The qualifications for recruitment for faculty in the disciplines of Basic Sciences, Social Science and Humanities shall be as per the UGC Notification No. F. 1-2/2017(EC/PS), dated the 18th July 2018 and UGC guidelines issued from time to time.

(c) For Associate Professor, Training and Placement

The qualification, service condition and pay scale of Associate Professor, Training and Placement shall be same as Associate Professor in Engineering and Technology.

(d) For Workshop Superintendent (Associate Professor)

Direct recruitment of workshop Superintendent (Associate Professor) shall be at par with Associate Professor with the qualification as prescribed for the Associate Professor in Mechanical/ Production Engineering.

(c) Professor (Level-14, Entry Pay 1,44,200)

Possess the following qualifications, at the minimum :—

(a) For Engineering/ Technology/ Management/ MCA as per AICTE Notification F. No. 61-1/ RIFD/7th CPC/2016-17, dated the 1st March 2019.

a. Ph.D. degree in relevant field and First Class or equivalent at either Bachelor's or Master's level in the relevant branch.

AND

b. Minimum of 10 years of experience in teaching/ research/ industry out of which at least 3 years shall be at a post equivalent to that of an Associate Professor (Level-13A1, Entry Pay 1,31,400).

AND

c. At least 6 research publications at the level of Associate Professor in SCI journals/ UGC/ AICTE approved list of journals and at least 2 successful Ph.D. guided as Supervisor/ Co-supervisor.

OR

At least 10 research publications at the level of Associate Professor in SCI journals/ UGC/ AICTE approved list of journals.

## AND

d. At least a total research score of 120 (one hundred twenty) on the last date of the application [as per the criteria given in Appendix-II, Table-2 of UGC Regulations vide Notification No. F. 1-2/2017 (EC/PS), dated the 18th July 2018].

(b) For Science and Humanities as per UGC Notification No. F. 1-2/2017 (EC/PS), dated the 18th July 2018 :

The qualifications for recruitment for faculty in the disciplines of Basic Sciences, Social Science and Humanities shall be as per the UGC Notification No. F. 1-2/2017 (EC/PS), dated the 18th July 2018 and UGC guidelines issued from time to time.

#### 4. Selection Procedure for the post of :—

(i) Assistant Professor :

(a) The recruitment to the post of Assistant Professor shall be made by way of direct recruitment through the Commission; from amongst the candidates possessing qualification as mentioned at Rule 3(a) of this guideline.

(b) The selection process will be as follows : Candidates having the minimum eligibility criteria shall be eligible to appear the written test—

(i) Phase-I : Objective type written will be conducted by the Commission for short listing the candidates for the interview in the ratio of 1:4. The syllabus for the written test will be as per GATE Syllabus for Engineering/ Technology and NET syllabus for Basic Science and Humanities/ Management/MCA.

(ii) Phase-II : The candidates shortlisted in Phase-I shall be eligible to appear before the Selection Committee for interview.

(c) The weightage of Phase-I and Phase-II will be in the ratio of 40:60. The detail distribution is given below :—

| Written score (Phase-I)<br>40% | Phase- II (60%) |                  |                  |                               | Total |
|--------------------------------|-----------------|------------------|------------------|-------------------------------|-------|
|                                | Research        | Domain Knowledge | Teaching ability | Communication skill/ attitude |       |
| 40                             | 10              | 20               | 20               | 10                            | 100   |

The threshold for qualifying would be 50 marks out of 100

NOTE—Multiple choice question written tests will be of 100 marks consisting of 100 MCQ in 90 minutes. For one correct answer one mark will be awarded and for one wrong answer, negative marks of 0.25 (i.e. -0.25) will be awarded and zero mark will be awarded for not answering a question.

(ii) Professor and Associate Professor :

(a) Commission will short list the eligible candidates for the interview in the ratio of 1:4 based on

their research score [as per the criteria given in Appendix-II, Table-2 of UGC Regulations vide Notification No. F. 1-2/2017 (EC/PS), dated the 18th July 2018].

(b) The detail distribution of marks for selection is given below :—

| Research | Domain Knowledge | Teaching ability | Attitude, contribution to students welfare, institute welfare, and innovation, interview performance etc. | Total |
|----------|------------------|------------------|---|-------|
| 40       | 20               | 20               | 20  | 100   |

The threshold for qualifying would be 50 marks out of 100

#### **5. Selection Committee for Assistant Professor/Associate Professor/Professor :—**

The selection committee shall be duly constituted by the Commission consisting of the following members :

I. Chairperson;

II. Three subject experts in the relevant field from outside the State out of which at least two should be present ;

III. Vice-Chancellor or his nominee of a Technical University;

IV. Secretary or his/her nominee not below the rank of Additional Secretary, SD & TE, Department;

V. Director/ Principal of the concerned Institution;

VI. An academician representing SC/ST/OBC/Minority/Women/Differently-abled categories (if any of the candidates representing these categories is the applicant)

To constitute the quorum for the meeting, five minimum members out of which at least two must be from out of the three subject experts in the relevant field from outside the State shall be present.

\* Thereafter, the Commission shall prepare a list of candidates in order of merit and recommend it to the Government for its approval.

\* The list recommended by the Commission shall remain valid for a period of one year from the date of its approval by the Government. Once the post is filled up then the concerned list will be *null* and *void*.

\* Reservations—Notwithstanding anything contained in these rules reservations of vacancies or posts, as the case may be, for :-

(i) Scheduled Castes and Scheduled Tribes shall be made in accordance with the provisions of the Odisha Reservation of Vacancies in Posts and Services (for Scheduled Caste and Scheduled Tribes) Act, 1975 and the rules made thereunder, and

(ii) SEBC, Women, Sports Persons, Ex-Servicemen and Persons with Disabilities shall be made in accordance with the provisions made under such Act, Rules, Orders or instructions issued in this respect by the Government, from time to time.

**MISCELLANEOUS**

**6. Relaxation** :— When the Government is of the opinion that it is considered necessary or expedient so to do, in public interest, it may, by order for reasons to be recorded in writing, relax any of the provisions of these rules in respect of any class or category of employees in consultation with the Commission.

**7. Repeal and Savings** :— Notwithstanding and any such repeal anything done or any action taken under the rules so repealed shall be deemed to have been done or taken with the corresponding provisions of these rules.

**8. Interpretation** :— If any question arises relating to the interpretation of these rules, it shall be referred to Government whose decision thereon shall be final.

**9. Power to Issue Instructions** :— The Government may issue such instructions not inconsistent with the provisions of these rules as they may consider necessary to regulate the matters not specifically covered by the provisions of these rules.

By order of the Governor

USHA PADHEE

Principal Secretary to Government