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**ABSTRACT**

Higher Education - Collegiate Education Department – Teachers Recruitment Board – Direct Recruitment of Assistant Professors in Government Arts and Science Colleges and Colleges of Education – Prescribing criteria and marks for the interview - orders - issued.

G.O. (Ms) No.32 Higher Education (F2) Department

Dated: 8.03.2013  
Nandhana Masi, 24  
Thiruvalluvar Aandu 2044  
Read:-

- 1.G.O.(Ms) No. 412 Higher Education (F2) Department, dated 07.12.2009.
2. From the Chairman, Teachers Recruitment Board Lr.Rc.No.5112/A6/2011, dated 18.1.2013
3. From The Vice Chairperson Tamilnadu State Council for Higher Education, Chennai-5, Lettter No. RC.No.280/2013A dated 28.02.2013

**ORDERS**

In the G.O 1<sup>st</sup> read above, the following guidelines were issued for award of marks for teaching experience, higher qualification and interview for selection of Assistant Professors in Government Arts and Science Colleges and Colleges of Education through direct recruitment by Teachers Recruitment Board as follows:-

1	For teaching experience in Universities / Government / aided colleges / self financing colleges in the approved post including the teaching experience (in the relevant subject) of the candidates in Medical/Engineering/Law Colleges. (2 marks for each year subject to a maximum of 15 marks)	<u>Maximum</u> 15 marks
2	Higher Qualification a) For Ph.D in concerned subject - 9 b) For M.Phil with SLET/NET - 6 c) For PG & SLET/NET - 5	9 marks (Maximum)
3	Interview	10 marks
	Total	34 marks



2. In the letter 2<sup>nd</sup> read above, the Chairman, Teachers Recruitment Board has stated that, while adopting the existing procedure of recruitment of Assistant Professors /Lecturers by conducting certificate verification and then followed by interview, the 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:-

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4.	Personal Characteristics	-	Whether the candidate is confident and possesses a calm disposition	2 Marks 20%
<b>Total</b>				<b>10 Marks 100%</b>

5. Teachers Recruitment Board is directed to adhere to the above criteria and award of marks for the interview.

(BY ORDER OF THE GOVERNOR)

APURVA VARMA  
PRINCIPAL SECRETARY TO GOVERNMENT.

To  
 ✓ The Chairman, Teachers Recruitment Board, Chennai-6  
 The Member-Secretary, Teachers Recruitment, Board, Chennai-6  
 The Director of Collegiate Education, Chennai-6  
 All Regional Joint Director of the Collegiate Education.(thro' Director of Collegiate Education)  
 All Principals in Government Colleges (through Director of Collegiate Education)  
 Copy to:- Special Personal Assistant to Hon'ble Minister (Higher Education), Chennai-9  
 Private Secretary to Principal Secretary, Higher Education, Chennai-9

//Forwarded/By Order//

21. 8. 2013  
 8.3.13  
 Section Officer.  
 08-03-13