

**RABINDRA BHARATI UNIVERSITY**  
**56A, B.T. ROAD, KOLKATA-700050**

**EMPLOYMENT NOTIFICATION NO. Estt./6959 /2019**

**DATE: 22/08/2019**

Applications are invited from eligible candidates for the below mentioned posts from **28/08/2019 to 18/09/2019 (up to 04.00 p.m.)** to be downloaded from university website (**www.rbu.ac.in**) and submitted to the Office of the Registrar of the University along with a Demand Draft of Rs. 500/- (Rupees Five Hundred only) (Rs.250/- for SC/ST) in favour of 'RABINDRA BHARATI UNIVERSITY' payable at 'KOLKATA' not later than **19/09/2019 (from 11 a.m. to 4.00 p.m. on all university working days)**. The applicants are requested to submit the duly filled-in application form (with six photocopies of the same) **personally or by post** to the Registrar at the abovementioned address along with requisite testimonials and the Demand Draft [ i.e. Application form + six photo copies of application form + Demand Draft + one copy each of all mark sheets, certificates, age proof and other testimonials]. Applications received after the last date due to any reasons including Postal delay shall not be entertained.

<b>PROFESSOR</b>			<b>Total No. of Post – 06 (Six)</b>
<b>Sl. No.</b>	<b>Subject</b>	<b>No. of post</b>	<b>Category</b>
<b>1.</b>	Centre for Mass Communication and Videography: Director-Professor	<b>1</b>	General
<b>2.</b>	School of Vedic Studies: Professor-Director	<b>1</b>	General
<b>3.</b>	Sanskrit	<b>1</b>	General
<b>4.</b>	Philosophy	<b>1</b>	General
<b>5.</b>	Vocal Music	<b>1</b>	General
<b>6.</b>	Rabindra Sangeet	<b>1</b>	General

<b>ASSOCIATE PROFESSOR</b>			<b>Total No. of Post – 06 (Six)</b>
<b>Sl. No.</b>	<b>Subject</b>	<b>No. of post</b>	<b>Category</b>
<b>1.</b>	Vocal Music	<b>3</b>	General
<b>2.</b>	History	<b>1</b>	General
<b>3.</b>	Rabindra Sangeet	<b>2</b>	General

<b>ASSISTANT PROFESSOR</b>			<b>Total No. of Post – 01 (One)</b>
<b>Sl. No</b>	<b>Subject</b>	<b>No. of post</b>	<b>Category</b>
<b>1.</b>	Drama	<b>1</b>	General

## **Scales of pay and Qualification: For all Posts:**

**I. ASSISTANT PROFESSOR (PAY BAND - Rs. 15,600 - 39,100/- PLUS ACADEMIC GRADE PAY OF Rs. 6000/-):**

**A) Assistant Professor in Arts, Humanities, Sciences, Social Sciences, Commerce, Education, Languages, Law, Journalism & Mass Communication.**

i) Good academic record as defined by the concerned University with at least 55% marks (or an equivalent grade in a point scale wherever grading system is followed) at the Masters Degree level in a relevant subject, along with relaxations applicable to specified categories, as explained in the Note 1.

ii) The candidate must have cleared the National Eligibility Test (NET) conducted by the UGC (CSIR) or similar test accredited by the UGC like NET/SLET/SET, along with exemptions to specified categories, as explained in the Note 2.

**B) Assistant Professor of Music, Performing Arts, Visual Arts and Other Traditional Indian Art Forms like Sculpture, etc.**

### **1. Music and Dance Discipline**

i) Good academic record as defined by the concerned University with at least 55% marks (or an equivalent grade in a point scale wherever grading system is followed) at the Masters Degree level in a relevant subject along with relaxations applicable to specified categories as explained in the Note 1.

ii) The candidate must have cleared the National Eligibility Test (NET) conducted by the UGC (CSIR) or similar test accredited by the UGC like NET/SLET/SET along with relaxations applicable to specified categories, as given in the Note 2.

**OR**

A traditional and a professional artist with highly commendable professional achievement in the concerned subject, who should have:

- a) Studied under noted/reputed traditional masters and has thorough knowledge to explain the subject concerned
- b) A high grade artist of AIR/TV; and
- c) Ability to explain the logical reasoning of the subject concerned and adequate knowledge to teach theory with illustrations in that discipline.

### **2. Drama Discipline**

i) Good academic record as defined by the concerned University with at least 55% marks (or an

equivalent grade in a point scale wherever grading system is followed) at the Masters Degree level in a relevant subject, along with relaxations applicable to specified categories, as explained in the Note 1.

ii) The candidate must have cleared the National Eligibility Test (NET) conducted by the UGC (CSIR) or similar test accredited by the UGC like NET/SLET/SET along with relaxations applicable to specified categories, as given in the Note 2.

**OR**

A traditional and a professional artist with highly commendable professional achievement in the concerned subject, who should be or have:

i) A professional artist with first class degree/diploma from National School of Drama or any other such approved institution in India or abroad.

ii) Five years or regular acclaimed performance in regional/ national/ international stage with evidence; and

iii) Ability to explain the logical reasoning of the subject concerned and adequate knowledge to teach theory with illustrations in that discipline.

### **3. Visual (Fine) Arts Discipline**

i) Good academic record as defined by the concerned University with at least 55% marks (or an equivalent grade in a point scale wherever grading system is followed) at the Masters Degree level in a relevant subject, along with relaxations applicable to specified categories as explained in the Note 1.

ii) The candidate must have cleared the National Eligibility Test (NET) conducted by the UGC (CSIR) or similar test accredited by the UGC like NET/SLET/SET along with relaxations applicable to specified categories, as given in the Note 2.

**OR**

A professional artist with highly commendable professional achievement in the concerned subject, who should be or have:

i) A first class diploma in Visual (Fine) Arts from the recognized Institution of India or abroad.

ii) Five years experience of holding regular regional/ National exhibitions/Workshops with evidence; and

iii) Ability to explain the logical reasoning of the subject concerned and adequate knowledge to teach theory with illustrations in that discipline.

**II. ASSOCIATE PROFESSOR (PAY BAND - Rs.37,400 - 67,000/- PLUS ACADEMIC GRADE PAY OF Rs. 9000/-):**

**A) Associate Professor in Arts, Humanities, Sciences, Social Sciences, Commerce, Education, Languages, Law, Journalism & Mass Communication.**

**1. Minimum Eligibility Criteria:**

- i) Good academic record with a Ph.D. degree in the concerned/ allied/ relevant disciplines.
- ii) A Master's degree in concerned/allied/relevant disciplines with at least 55% marks (or an equivalent grade in a point scale wherever grading system is followed) along with relaxations applicable to specified categories, as explained in the Note 1.
- iii) A minimum of 8 (eight) years of experience of teaching and/ or research in an academic/ research position equivalent to that of Assistant Professor in a University, College or reputed research institution/industry with a number of good quality publications in reputed journals and/ or publication of books
- iv) A minimum score as stipulated in the Academic Performance Indicators (API) based on Performance Based Appraisal System (PBAS), set out the in UGC Regulations 2016 in Appendix III Table II(B).

**2. Additional Experience**

- i) Contribution to educational innovation, design of new curricula and courses and use of modern technology in teaching-learning process.
- ii) Guidance of Ph. D students/ research projects.

**B) Associate Professor of Music, Performing Arts, Visual Arts and Other Traditional Indian Art Forms like Sculpture, etc.**

**I) Music Discipline**

**I) Minimum Eligibility Criteria**

- i) Good academic record with a Ph.D. degree in the concerned/ allied/ relevant disciplines.
- ii) A Master's degree in concerned allied relevant disciplines with at least 55% marks (or an equivalent grade in a point scale whichever grading system is followed) along with relaxations applicable to specified categories, as explained in the Note 1.
- iii) A minimum of 8 (eight) years of experience of teaching and/or research in an academic/ research position equivalent to that of Assistant Professor in a University, College or reputed research institution/industry with a number of good quality publications in reputed journals and/or publication of books

iv) A minimum score as stipulated in the Academic Performance Indicators (API) based on Performance Based Appraisal System (PBAS), set out the in UGC Regulations 2016 in Appendix III Table II(B).

## **2) Additional Experience**

i) Contribution to educational innovation, design of new curricula and courses and use of modern technology in teaching-learning process.

ii) Guidance of Ph. D students/ research projects

**OR**

A traditional and a professional artist with highly commendable professional achievement in the concerned subject, who should be or have:

i) 'A' Grade artist of AIR/TV

ii) 8 (eight) years of outstanding performing achievements in the field of specialization;

iii) Experience in designing of new courses and / or curricula;

iv) Participation in Seminars/ Conferences in reputed institutions; and

v) Ability to explain the logical reasoning of the subject concerned and adequate knowledge to teach theory with illustrations in that discipline.

## **II) Drama Discipline**

### **I) Minimum Eligibility Criteria**

i) Good academic record with a Ph.D. degree in the concerned/ allied relevant disciplines.

ii) A Master's degree in concerned /allied/relevant disciplines with at least 55% marks (or an equivalent grade in a point scale wherever grading system is followed) along with relaxations applicable to specified categories, as explained in the Note1.

iii) A minimum of 8 (eight) years of experience of teaching and/ or research in an academic/ research position equivalent to that of Assistant Professor in a University, College or reputed research institution/industry with a number of good quality publications in reputed journals and/ or publication of books.

iv) A minimum score as stipulated in the Academic Performance Indicators (API) based on Performance Based Appraisal System (PBAS), set out the in UGC Regulations 2016 in Appendix III Table II(B).

## **2. Additional Experience**

i) Contribution to educational innovation, design of new curricula and courses and use of modern technology in teaching-learning process.

ii) Guidance of Ph. D. students/ research projects

**OR**

A traditional and a professional artist with highly commendable professional achievement in the

concerned subject, who should be or have:

- i) A recognized artist of Stage/ Radio/TV
- ii) 8 (eight) years of outstanding performing achievements in the field of specialization;
- iii) Experience in designing of new courses and / or curricula;
- iv) Participation in Seminars/ Conferences in reputed institutions; and
- v) Ability to explain the logical reasoning of the subject concerned and adequate knowledge to teach theory with illustrations in that discipline.

**III. PROFESSOR (PAY BAND - Rs. 37,400 - 67,000/- PLUS ACADEMIC GRADE PAY OF Rs. 10,000/-):**

**A) Professor in Arts, Humanities, Sciences, Social Sciences, Commerce, Education, Languages, Law, Journalism & Mass Communication.**

**1) Minimum Eligibility Criteria**

- i) An eminent scholar with consistently good academic record and a Ph.D. degree in the concerned/allied/ relevant discipline with a number of high quality research publications in reputed journals and/or publication of books.
- ii) At least 10 years' teaching experience in University/ College and/ or experience in research in university/reputed research institutions/ industries.
- iii) Research guidance of doctoral students.
- iv) A minimum score as stipulated in the Academic Performance Indicator (API) based on Performance Based Appraisal System (PBAS), set out the in UGC Regulations 2016 in Appendix III Table II(B).

**OR**

An outstanding professional with established reputation in the relevant field, who has made significant contribution to the knowledge in the concerned/allied/relevant discipline, to be substantiated by credentials.

**2) Additional Experience**

Contribution to educational innovation, design of new curricula and courses and use of modern technology in teaching-learning process.

**B) Professor of Music, Performing Arts, Visual Arts and Other Traditional Indian Art Forms like Sculpture, etc.**

**I) Music Discipline**

**I) Minimum Eligibility Criteria**

i) An eminent scholar with consistently good academic record and a Ph.D. degree in the concerned/ allied/relevant discipline with a number of high quality research publications in reputed journals and / or publication of books.

ii) At least 10 years' teaching experience in University/ College and/ or experience in research in university/reputed research institutions/ industries.

iii) Research guidance of doctoral students.

iv) A minimum score as stipulated in the Academic Performance Indicators (API) based on Performance Based Appraisal System (PBAS), set out the in UGC Regulations 2016 in Appendix III Table II(B).

**OR**

A traditional and a professional artist with highly commendable professional achievement in the concerned subject, who should be or have:

i) 'A' Grade artist of AIR/TV

ii) 12 (twelve) years of outstanding performing achievements in the field of specialization;

iii) Significant contributions in the field of specializations and ability to guide research;

iv) Participation in National/ International Seminars/ Conferences/ workshops and/ or recipient of National/International Awards/ Fellowships; and

v) Ability to explain the logical reasoning of the subject concerned and adequate knowledge to teach theory with illustrations in that discipline.

**2) Additional Experience**

Contribution to educational innovation, design of new curricula and courses and use of modern technology in teaching-learning process.

**II) Drama Discipline**

**1) Minimum Eligibility Criteria**

i) An eminent scholar with consistently good academic record and a Ph.D. degree in the concerned/ allied/relevant discipline with a number of high quality research publications in reputed journals and / or publication of books.

ii) At least 10 years' teaching experience in University/ College and/ or experience in research in university/reputed research institutions/ industries.

iii) Research guidance of doctoral students.

iv) A minimum score as stipulated in the Academic Performance Indicators (API) based on Performance Based Appraisal System (PBAS), set out in UGC Regulations 2016 in Appendix III Table II(B).

**OR**

A traditional and a professional artist with highly commendable professional achievement in the concerned subject, who should be or have:

i) 12 (twelve) years of outstanding performing achievements in the field of specialization;

ii) Made significant contributions in the field of specializations and ability to guide research;

iii) Participation in National/ International Seminars/ Conferences/ workshops and/ or recipient of National/ International Awards/ Fellowships; and

iv) Ability to explain the logical reasoning of the subject concerned and adequate knowledge to teach theory with illustrations in that discipline.

**2) Additional Experience**

Contribution to educational innovation, design of new curricula and courses and use of modern technology in teaching-learning process.

**NOTE**

**1: Relaxation of Marks for Direct Recruitment of Assistant Professor, Associate Professor and Professor:**

i. A relaxation of 5% may be provided at the Graduate and Masters level for the Scheduled Castes/Scheduled Tribes/Differently-abled (physically and visually differently-abled) / other Backward Classes (non-creamy layer) categories for the purpose of eligibility and for assessing good academic records during direct recruitment to teaching positions. However, differently-abled (physically and visually) candidates are not eligible for any marks relaxation in Physical Education discipline.

ii. The minimum qualifying marks of 55% is relaxable by 5% marks (from 55% to 50%) at the Master level for Ph.D. Degree holders who have obtained their Masters degree prior to September 19, 1991.

iii. The eligibility marks of 55% marks (or an equivalent grade in a point scale wherever grading system is allowed) and the relaxation of 5% to the categories mentioned above are permissible, based on only the qualifying marks without including any grace mark procedures.

iv. All the essential qualifications must have been obtained from a recognized University/ Institute. By a recognized University / Institute is meant a University / institute affiliated to UGC/other statutory apex bodies, or recognized by the State or Central Government as a centre of higher learning. In case of a foreign University, the degree concerned should be recognized as equivalent to its Indian counterpart by the Association of Indian Universities.



## **2. NET/SLET/SET Exemption for the Post of Assistant Professor:**

i. The candidates who have been awarded Ph.D. Degree in the same or in a relevant subject in accordance with the University Grants Commission (Minimum Standards and Procedure for award of Ph.D. Degree) Regulations, 2009 are exempted from qualifying in the Eligibility Test (NET/SLET/SET).

ii. Candidates registered for Ph.D. programme prior to 11 July, 2009 shall be exempted from qualifying in the Eligibility Test (NET/SLET/SET) as described hereinafter:

The award of Degree to candidates registered for the Ph.D. programme prior to July 11, 2009, shall be governed by the provisions of the then existing Ordinances/ Bye laws/ Regulations of the institutions awarding the Degree in the same or relevant subject shall be exempted from the requirement of NET/SLET/SET, subject to fulfillment 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) Candidate has published two research papers from his/her Ph.D. work out of which at least one must be in a refereed journal;
- e) Candidate has made at least two presentations in conferences/seminars, based on his/her Ph.D. work.
- f) (a) to (e) as above are to be certified by the Vice-Chancellor/Pro-Vice-Chancellor /Dean (Academic Affairs)/Dean (University instructions).

**iii) NET/SLET/SET shall also not be required for such Master's Programmes in disciplines for which NET/SLET/SET is not conducted.**

3. Relevant/ allied disciplines in each case, good academic record may be decided by the appropriate bodies of the concerned university.

4. The Period of time spent by the candidates to acquire M. Phil and/ or Ph.D. degree shall not be claimed or considered as teaching/research experience for appointment to the post of Associate Professor/Professor.

5. Composition of the selection committee and the selection criteria based on the candidates' academic record, research experience, performance in his/ her previous academic/ research positions in the colleges/universities/ research institutes/ industries and other related aspects may be decided by the appropriate bodies of the concerned university taking into consideration as far as practicable, the relevant guidelines of UGC in such matters.

6. A minimum Academic Performance Indicators (API) based on Performance Based Appraisal System (PBAS), set out the in UGC Regulations, 2016 in Appendix III Table II(B) score and weightages in Selection Committees are essential for Direct Recruitment as mentioned below for the post of Assistant Professor, Associate Professor and Professor.

**APPENDIX - III TABLE -II (B)**

Minimum Scores for APIs for direct recruitment of teachers in university departments to be considered along with other specified eligibility qualifications stipulated in the Regulation:

	<b>Assistant Professor (Stage 1)</b>	<b>Associate Professor (Stage 4)</b>	<b>Professor (Stage 5)</b>
Minimum API Score	Minimum Qualification as stipulated in these regulations	Consolidated API score requirement of 300 points from categories II & III of APIs (cumulative)	Consolidated API score requirement of 400 points from categories II & III of APIs (cumulative)
Selection Committee criteria I weightages (Total Weightages = 100)	a) Academic Record and Research Performance (50%) b) Assessment of Domain Knowledge & Teaching Skills (30%) c) Interview performance (20%)	a) Academic Background (20%) b) Research performance based on API score and quality of publications (40%) c) Assessment of Domain knowledge and Teaching Skills (20%) d) Interview performance: (20%)	a) Academic Background (20%) b) Research performance based on API score and quality of publications (20%) c) Assessment of Domain Knowledge and Teaching Skills (20%). d) Interview performance:(20%)

7. 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 proforma, based on Academic performance Indicators (API) as provided in the UGC Regulations 2016 (4<sup>th</sup> Amendment) in Tables I to XI.

8. In addition to the minimum eligibility criteria and experiences as stated above for each category of academic positions, the concerned universities may include other relevant qualifications/experiences.

9. Candidate must fulfil all the essential qualifications/experience on the last date of submission of applications. Any qualification (s) obtained after the last date submission of Application Form shall not be accepted.

10. However, fulfillment of minimum qualifications does not guarantee a call for interview. The University reserves the right to decide the number of candidates to be called for interview for a particular post. Incomplete applications are liable to be cancelled.

11. Candidates already in employment should apply through proper channel. Counting of past service may be allowed as per rules issued by Govt. of West Bengal and the University if application is received through proper channel and release order, last pay certificate etc. are submitted at the time of joining, if appointed.

## 12. Age Limits:

i) The upper age limit is 40 (Forty) years on the 1<sup>st</sup> January of the year of the advertisement relaxable up to 5 years for SC/ST and 3 years for OBC category (non-creamy layer) candidates for the post of Assistant Professor. Differently-abled candidates (except in the post of Physical Education) are entitled to an age relaxation of 10 years. Age relaxation of 5 years is available to the candidates possessing Ph.D. Degree.

ii) Age limit for the post of Associate Professor and Professor may be followed as per the UGC Guidelines in this regard and their amendments from time to time.

**Note:** Exceptionally qualified over-age candidates may be called for the interview at the discretion of the Concerned University authority only in the rarest cases. But their recruitment will depend on the condonation of overage by the Government on a case-to-case basis, purely on merit, normally not exceeding one percent the total size of the concerned panel, rounded off to the next whole number.

**13. RESERVATION:** The State Government norms regarding reservation as amended from time to time shall be followed.

Relaxations and concessions for SC / ST / OBC / PWD candidates will be applicable in accordance with reservation policy laid down by Govt. of West Bengal and subsequent clarifications / directives issued from time to time to this effect by the competent authority.

It is also to be noted that for the candidates falling under reserved categories, the SC/ST/OBC certificates issued by the competent authorities of the Govt. of West Bengal shall only be taken into consideration.

**14. SPECIALISATIONS :****(i)**

PROFESSOR			Total No. of Post – 06 (Six)	
Sl. No.	Subject	No. of post	Category	Specialization
1.	Mass Communication and Videography: Director-Professor	1	General	Open
2.	Vedic Studies: Professor-Director	1	General	Vedic Studies-with specialisation in Historical-Philological Methodology
3.	Sanskrit	1	General	Open
4.	Philosophy	1	General	Vedanta Philosophy / Mimansa Philosophy / Baghavad Geeta / Continental Philosophy
5.	Vocal Music	1	General	Dhrupad
6.	Rabindra Sangeet	1	General	Eminent performer of high grade. Experience as Trainer / Administrator. Experience in conducting workshops, seminars, editing journals on Rabindra Sangeet.

**(ii)**

ASSOCIATE PROFESSOR			Total No. of Post – 06 (Six)	
Sl. No.	Subject	No. of post	Category	Specialization
1.	Vocal Music	3	General -1	Bengali Song
			General -1	Kirtan
			General -1	Open
2.	History	1	General	Open
3.	Rabindra Sangeet	2	General -2	Tagore Studies. Practical and theoretical knowledge in reading, writing, editing notation system as applicable in the curriculum. Published book (other than Ph.D Thesis) on Rabindra Sangeet and/or published articles on Rabindra Sangeet in learned journals.

**(iii)**

ASSISTANT PROFESSOR			Total No. of Post – 1 (One)	
Sl. No.	Subject	No. of post	Category	Specialization
1.	Drama	1	General	Open

**Registrar**