

**GOVERNMENT OF TELANGANA
ABSTRACT**

Higher Education- Universities- Filling up Direct Recruitment Teaching vacancies in Twelve Universities under the administrative control of the Higher Education Department – Constitution of a High-Level Committee on uniform guidelines for the recruitment of Teaching faculty in the Universities (Direct Recruitment vacancies) in the cadre of Assistant Professor in the Universities of Telangana – Recommendations of the Committee – Accepted – Orders – Issued.

HIGHER EDUCATION (UE) DEPARTMENT

G.O.Ms.No.21

Dated.04.04.2025.

Read the following:-

1. G.O.Ms.No.2, Higher Education(UE) Department, Dt.19.01.2018
2. G.O.Ms.No.15 HE(UE) Dept., dt. 29.06.2019
3. From the Chairman, TGCHE, Lr.No777/TGCHE/UMS/High level Committee/2024-25 dated 27.03.2025
4. Govt. Memo No.1831/UE/A2/2023, dt.29.03.2025.
5. From the CCE Lr.No.3/Peshi/CCE/2025, dt.29.03.2025.

ORDER:

In the reference 3rd read above, the Chairman, Telangana Council of Higher Education, Hyderabad forwarded the recommendations of the High Level Committee on uniform guidelines for recruitment to Teaching faculty in the Universities (Direct Recruitment vacancies) in the cadre of Assistant Professor. Further the Commissioner of Collegiate Education, Hyderabad was requested to furnish her remarks along with specific recommendations to the Government in the reference 4th read above.

2. In the reference 5th read above, the Commissioner of Collegiate Education, Hyderabad has submitted that the uniform guidelines are prepared taking into consideration, relevant recruitment guidelines issued on account of implementation of the Revised UGC Scales of Pay, 2016 issued in G.O.Ms.No.15, Higher Education (UE) Dept., dt.29.06.2019 and related aspects of converting grades secured by the candidates into marks at UG and PG level etc. and she has requested to take necessary action for issue of orders on the report on 'Uniform Guidelines' submitted by the Chairman, TGCHE vide reference 3rd read above.

3. Government after careful examination of the matter have decided to accept the recommendations of the Committee as received in the reference 3rd read above. Accordingly in supersession of the orders issued in the reference 1st read above, Government hereby issue the uniform guidelines for the recruitment of the Teaching faculty in the Universities (Direct Recruitment vacancies) in the cadre of Assistant Professor as appended to this G.O. in Annexure -I (for the disciplines other than Engineering and Technology) and in Annexure -II (for the disciplines of Engineering and Technology).

4. The Vice Chancellors and Registrars of the Twelve Universities of Telangana are requested to follow these guidelines scrupulously during the recruitment of Teaching faculty in the Universities in the cadre of Assistant Professor by duly placing in the Executive Councils of the Universities, to ensure uniform, consistent, fair, smooth and transparent recruitment process in all the Twelve Universities. They are also informed that all the other relevant terms and conditions stipulated in G.O. 2nd read above, shall also be implemented, such as with reference to the formation of Selection Committees and Guidelines of Selection Procedure etc..

[P.T.O.]

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5. All the Vice- Chancellors and Registrars of the Twelve Universities under the administrative control of the Higher Education Department, are requested to take necessary action in the matter accordingly.

(BY ORDER AND IN THE NAME OF THE GOVERNOR OF TELANGANA)

**DR.YOGITA RANA
SECRETARY TO GOVERNMENT**

To

The Chairman, Telangana Council of Higher Education, Hyderabad.

The Secretary, Telangana Council of Higher Education, Hyderabad.

The Vice Chancellors of 12 Universities under the control of Higher Education.

The Registrars of 12 Universities under the control of Higher Education.

Copy to:

The Secretary to Chief Minister.

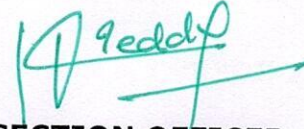
The PS to Deputy Chief Minister.

The PS to Chief Secretary.

The PS to Secretary to Government, Education Department.

Sf/Sc.

//FORWARDED::BY ORDER//


SECTION OFFICER

ANNEXURE – I

(G.O.Ms.No.21, Higher Education (UE)Dept., dt.04.04.2025)

Uniform Guidelines/Standard Operating Procedures (SOPs) for Recruitment of Teaching faculty (Direct Recruitment vacancies) in the disciplines other than Engineering and Technology etc., in the cadre of Assistant Professor in the Universities of Telangana.

**A) WEIGHTAGE FOR ACADEMIC RECORD AND RESEARCH PERFORMANCE:
Max. 50 marks**

Applications that fulfill the minimum eligibility criteria as per the UGC norms and as notified by the University are assessed for Academic and Research performance for 50 weightage marks as detailed below, based on which the candidates shall be shortlisted by following a screening method by a Scrutiny Committee.

The marks for academic record and research performance (Part-A) shall be awarded by a **Scrutiny Committee** consisting of following members:

1. Vice-chancellor's nominee
2. One subject expert to be nominated by TGCHE (from the same discipline)
3. Chairperson, BoS
4. Head of the Department - Convener

1. Weightage for aggregate percentage of marks in UG -- Max. 08 marks
 - (i). $\geq 70\%$ - 08 marks
 - (ii). $\geq 60\%$ and $< 70\%$ - 06 marks
 - (iii). $\geq 50\%$ and $< 60\%$ - 04 marks
 - (iv). $< 50\%$ - 02 marks

2. Weightage for aggregate percentage of marks in PG in concerned subject -- Max.12 marks
 - (i). $\geq 70\%$ - 12 marks
 - (ii). $\geq 60\%$ and $< 70\%$ - 10 marks
 - (iii). $\geq 50\%$ and $< 60\%$ - 8 marks

[**Note:** The method followed in India for converting CGPA to percentage of marks shall be followed if the candidate is awarded Grades in UG and/or PG under the CGPA system]

3. Weightage for having following qualifications. -- Max. 20 marks
 - (a). UGC/CSIR – JRF - 10 marks
or
UGC-NET (for other than Ph.D.Admission) /SLET/ SET - 5 marks
 - (b). Ph.D.(as per UGC Regulations) -10 marks
or
M.Phil. - 5 marks
4. Weightage for Research Publications in UGC recognized Journals & Creation of ICT mediated Teaching Learning pedagogy and content. -- Max. 05 marks

Research Publications

- (i). International- 2 marks (for 1st and 2nd author)
1 mark (for 3rd author onwards)
- (ii). National- 1.50 mark (for 1st and 2nd author)
0.75 mark (for 3rd author onwards)
5. Seminars / Conferences/ Symposia/ Edited volumes with ISSN/ ISBN (Other than journals) -- Max. 05 marks
1 mark for each presentation in Seminars / Conferences/ Symposia and 1 mark for each publication in proceedings of Seminars/ Conferences/ Symposia or in Edited volumes subject to submission of presentation certificates and publication of proceedings/ edited volumes.

The lists of candidates along with the marks obtained by them in this phase shall be published on the official website.

After finalization of the marks of each candidate based on the academic record and research performance by the Scrutiny Committee for a total of 50 marks, the University shall invite the top ten (10) candidates for determining weightage for assessment of domain knowledge and teaching skills (category wise) as per the Roster system applicable followed by the Government of Telangana.

Note: If a reserved candidate is shortlisted in both the categories (i.e. general & reserved), His/her candidate would be considered in both categories. In case of a tie in the marks secured by the candidates in short listing them in the prescribed ratio, the candidates securing equal marks will be qualified for the next stage. (This may increase ration of 1:10 as the case may be marginally)

B) WEIGHTAGE FOR ASSESSMENT OF DOMAIN KNOWLEDGE AND TEACHING SKILLS: Max. 30 marks

The shortlisted candidates by the Scrutiny Committee in the ratio of 1:10 shall be called for Demonstration before a **Screening Committee**.

The Screening Committee shall consist of –

- 1) Dean of the Faculty
- 2) One Subject Expert-Professor (nominated by TGCHE); and
- 3) One Subject Expert-Professor (nominated by the VC from other discipline).

The Committee shall determine the weightage for assessment of domain knowledge and teaching skills for a maximum of 30 marks as under:

- | | | | |
|----|---------------------|----|------------------|
| 1. | Teaching Experience | -- | Max. 10
marks |
|----|---------------------|----|------------------|

Note: The Weightage for assessment of teaching experience will be 1 mark for each year of service and will be counted only for following

- (i). Government / University Degree / PG College Regular Teachers
- (ii). Government / University Degree / PG College Contract Teachers
- (iii). Private Aided Degree / PG College Regular Teachers
- (iv). Private Unaided Degree / PG College Teachers – (who have been selected by duly constituted Selection Committee and ratified by the respective University.)

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| 2. | Book - Single Authorship (ISBN) - 5 marks | -- | Max.05 |
| | Book - Joint Authorship (ISBN) - 3 marks | | marks |
| | Book - Edited Authorship (ISBN) - 3 marks | | |
| | Book - Co-Editor Authorship (ISBN)- 2 marks | | |

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| 3 | Weightage for Post Doctoral Fellowship (PDF)/ Research Associate ship* after obtaining Ph.D. degree. For every year of completion 2 marks will be awarded on production of valid proof. | -- | Max. 05
marks |
|---|---|----|------------------|

* PDF/ Research Associateship include those awarded by CSIR/ DST/ DBT/ UGC/ ICSSR/ ICHR etc. and other National / international funding agencies/ institutes/ universities.

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|----|--------------------------------------|----|------------------|
| 4. | Teaching Skills through Demo Lecture | -- | Max. 10
marks |
|----|--------------------------------------|----|------------------|

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After finalization of the marks of each candidate based on Assessment of Domain knowledge and Teaching Skills by the Screening Committee for a total of 30 marks , the University shall invite the top five (05) candidates for determining weightage for interview (category wise) as per the Roster system applicable followed by the Government of Telangana.

The lists of 1:5 shortlisted candidates shall be published on the official website, along with the marks obtained in the phase.

Note: If a reserved candidate is shortlisted in both the categories (i.e. general & reserved), His/her candidature would be considered in both categories. In case of a tie in the marks secured by the candidates in short listing them in the prescribed ratio, the candidates securing equal marks will be qualified for the next stage. (This may increase ration of 1:5 as the case may be marginally).

C) INTERVIEW PERFORMANCE:

Max. 20 marks

Based on the assessment for 30 marks for Domain knowledge and Teaching Skills, top 5 candidates for each post i.e., in the ratio of **1:5** (category wise) shall be called for interview by Selection Committee under the Chairmanship of Vice-Chancellor of the concerned university constituted as per G.O.Ms.No.15, Higher Education (UE) Department ,dated: 29-06-2019 in accordance with the UGC Regulations applicable.

It will be assessed on the following basis:

1. Subject presentation
2. Research Aptitude
3. Overall personality and Interview performance

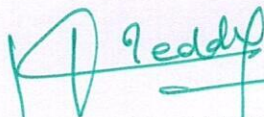
The final selection would be made by the Selection Committee keeping in view the aggregate score obtained by the candidate in the parameters mentioned above (A + B + C).

NOTE:

1. These Uniform Guidelines/SOPs, broadly based on UGC Regulations, shall be adopted by the Executive Councils of the concerned universities, before issuing the recruitment notification.
2. All the Statutory reservation and the roster system as applicable to Telangana State shall be followed in filling-up the vacancies
3. The above guidelines shall be applicable to the disciplines of Library Science and Physical Education also.

**DR.YOGITA RANA
SECRETARY TO GOVERNMENT**

//FORWARDED::BY ORDER//


SECTION OFFICER

ANNEXURE – II

(G.O.Ms.No.21, Higher Education (UE)Dept., dt.04.04.2025)

Uniform Guidelines/Standard Operating Procedures (SOPs) for Recruitment of Teaching faculty (Direct Recruitment vacancies) in the disciplines of Engineering and Technology etc., in the cadre of Assistant Professor in the Universities of Telangana.

A) WEIGHTAGE FOR ACADEMIC RECORD AND RESEARCH PERFORMANCE:

Max. 50 marks

Applications that fulfill the minimum eligibility criteria as per the UGC norms and as notified by the University are assessed for Academic and Research performance for 50 weightage marks as detailed below, based on which the candidates shall be shortlisted by following a screening method by a Scrutiny Committee.

The marks for academic record and research performance (Part-A) shall be awarded by a **Scrutiny Committee** consisting of following members:

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concerned subject
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3. Weightage for having following qualifications. -- **Max. 20 marks**
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5. Seminars / Conferences/ Symposia/ Edited volumes with ISSN/ -- Max. 05 marks
ISBN (Other than journals)
1 mark for each presentation in Seminars / Conferences/ Symposia
and 1 mark for each publication in proceedings of Seminars/
Conferences/ Symposia or in Edited volumes subject to submission
of presentation certificates and publication of proceedings/ edited
volumes.

***Note:** In case of Technical/ Engineering streams/ other specialized fields where there are no NET/ SLET/ SET examinations, the AICTE Regulations on Pay Scales, Service Conditions and Minimum Qualifications for the Appointment of Teachers and Other Academic Staff Such as Library, Physical Education and Training & Placement Personnel. In Technical Institutions and Measures for the maintenance of standards in Technical Education – (Degree) Regulation, 2019 as modified and applicable from time to time shall apply.

In case of Technical/ Engineering streams/ other specialized fields where there are no NET/ SLET/ SET examinations, and the AICTE or similar regulatory body's regulations do not exist, the Universities/Telangana Council of Higher Education, Hyderabad shall conduct a separate test/computer based online test for 100 marks and will be scaled to 20 marks, preferably on the lines of GATE examination.

If a candidate possesses Ph.D. degree in the eligible subject, the marks secured in the test will be normalized to 10 marks, as Weightage given to Ph.D. degree is 10 marks.

The lists of candidates along with the marks obtained by them in this phase shall be published on the official website.

After finalization of the marks of each candidate based on the academic record and research performance by the Scrutiny Committee for a total of 50 marks , the University shall invite the top ten (10) candidates for determining weightage for assessment of domain knowledge and teaching skills (category wise) as per the Roster system applicable followed by the Government of Telangana.

Note: If a reserved candidate is shortlisted in both the categories (i.e. general & reserved), His/her candidature would be considered in both categories. In case of a tie in the marks secured by the candidates in short listing them in the prescribed ratio, the candidates securing equal marks will be qualified for the next stage(This may increase ration of 1:10 as the case may be marginally).

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* PDF/ Research Associateship include those awarded by CSIR/ DST/ DBT/ UGC/ ICSSR/ ICHR etc. and other National / international funding agencies/ institutes/ universities.

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After finalization of the marks of each candidate based on Assessment of Domain knowledge and Teaching Skills by the Screening Committee for a total of 30 marks, the University shall invite the top five (05) candidates for determining weightage for interview (category wise) as per the Roster system applicable followed by the Government of Telangana.

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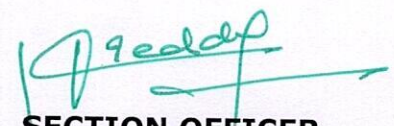
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**DR.YOGITA RANA
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SECTION OFFICER