

GOVERNMENT OF ODISHA
SKILL DEVELOPMENT & TECHNICAL EDUCATION DEPARTMENT

No. SDTE-HTE-HTE-II-0082-2021/ 5135 /SDTE, Bhubaneswar, dated 15/07/23

From

Sri Tapan Kumar Satapathy, OAS,
Additional Secretary to Government

To

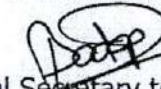
The Vice-Chancellor,
VSSUT, Burla

Sub: Approval of guidelines for appointment of faculty under direct and CAS recruitment

Sir,

With reference to the subject mentioned above, I am directed to inform that the Principal Secretary to Govt. has approved the guidelines for direct recruitment of faculty as well as recruitment of faculty under CAS as has been requested vide letter No. 1164, dated 29.06.2023.

Yours faithfully,


Additional Secretary to Government 15/7/23

Dean (F&P)
For n.a.
B.K.S.
17/07/23



VEER SURENDRA SAI UNIVERSITY OF TECHNOLOGY BURLA, ODISHA
ବୀର ସୁରେନ୍ଦ୍ର ସାଏ ବୈଷୟିକ ବିଶ୍ୱବିଦ୍ୟାଳୟ
(A UGC Recognized State Government University by an Act of Assembly, Estd. -1956)
PO: Engineering College, Burla (Sidhi Vihar) Dist – Sambalpur, Odisha – 768018, INDIA

Prof. Banshidhar Majhi
Vice-Chancellor

No. VSSUT/VCS/1164/2023

Dated: 29/06/2023

To
The Principal Secretary,
SD&TE, Government of Odisha,
Kraravel Bhawan, Bhubaneswar -751 001

Sub: Request for approval of Guidelines for appointment of Faculty under Direct and CAS recruitment.

Dear Madam,
Greetings from VSSUT Burla!

I would like to bring the following points for your kind notice and approval.

1. As per the discussion held on 27/06/2023, it was brought to your kind notice that VSSUT has its own statute and so far the selection of Faculty under direct and CAS recruitment is made by a Selection Committee constituted as per the Statute of VSSUT.
2. VSSUT is in the process of advertising for recruitment of vacant faculty positions in various levels. The VSSUT statutes has been prepared in 2009 and the recruitment norms been attached in **Annexure – I (Appendix VIII, Pg-72, Form-1)**. This outlines objective evaluation based on career with **less weightage** on teaching learning ability, research potential, communication skill, attitude etc. which are basic need of a quality faculty.
3. It may be worth mentioning here that quality faculty is the core of any educational institution and must be recruited with utmost care by following a precisely designed process.
4. At present, there are many available qualified graduates from institutes of repute and the number of applicants is expected to be large. Further, the recent AICTE guidelines (2019) has outlined 360 degree evaluation for scrutiny of faculty under CAS prior to the final selection. The essential and desirable qualifications will be as per AICTE/UGC/Architecture Council norms.
5. In consideration of above, it is proposed to adopt the **following guidelines** for recruitment of quality faculty for larger interest of the university in supersession to instructions vide letters

(a) SDTE-HTE-HTE-II-0082-2021/2576/SDTE, Bhubaneswar, Dated: 06/04/2023

(b) SDTE-HTE-HTE-II-0082-2021/3320/SDTE, Bhubaneswar, Dated: 01/05/2023

Buaf
29/06/2023

A. Guidelines for Direct Recruitment of Faculty in various positions:

1. The vacancy positions in different departments of the university shall be determined following Odisha Reservation of Vacancy (ORV) Act of Govt. of Odisha and as duly approved by the Govt.
2. The advertisement will be floated in national and state newspapers with a detail advertisement and guidelines in the website of the university.
3. The requirements of university need to be specified at the time of Advt. e.g. a specific specialisation necessary in a department/school.
4. The age limit for the entry level Assistant Professor will be as per existing Odisha State Govt. norms and subsequent ammendments from time to time.
5. The applications shall be captured through online mode with necessary documents and credentials.
6. The selection process will be consisting of two stages:
 - (a) Scrutiny of Applications and
 - (b) Evaluation for shortlisted candidates through an interview by a duly constituted Selection Committee as per the First Statute of VSSUT Burla.

These two stages are independent and the candidate has to qualify in (a) to be shortlisted in the merit list to go to stage (b) for interview through Selection Committee. Each stage may consist of one or more sub-processes. There will be no transfer of scores from stage (a) to stage (b) or from one sub-process to another in a stage.

7. Based on the number of candidates applied for a particular position in a department, the Scrutiny Committee appointed by the Vice Chancellor shall fix a scrutiny criteria, which shall be above the minimum eligibility criteria prescribed by UGC/AICTE/COA. The scrutiny is made to shortlist candidates in the first level. The typical scrutiny criteria may be in career marks/CGPA, Research Scores as given in Appendix – II, Table 2 of UGC Regulations (vide notification No. F.1-2/2017(EC/PS), dated: 18/07/2018).
8. In the second level of scrutiny, to test the knowledge in teaching ability, communication skill, attitude etc., the shortlisted candidates in the first level will present a seminar before a duly constituted committee by the Vice Chancellor. Finally, the shortlisting will be made to bring to a sizeable number of candidates to appear before the Selection Committee (stage (b)).
9. Selection Committee will interview candidates and shall spend sufficient amount of time to properly evaluate the candidate. The evaluation will be out of 100 and the selection committee will award scores according to the following table.

Position	Research contributions and outcomes	Teaching practices and subject knowledge	Attitude, Contribution to students welfare, Institute Welfare, and innovation, Institute Administration, Interview performance etc.
Professor/ Associate Professor	50	30	20
Assistant Professor (Entry Level)	20	30	50

The candidate has to secure **overall score 60** or more to qualify for the position.

Handwritten signature
29/06/2023

B. Guidelines for recruitment of Faculty under Career Advancement Scheme(CAS)

1. The selection process will be consisting of two stages
 - (a) Scrutiny of applications as per AICTE-2019 regulations and subsequent amendments from time to time,
 - and**
 - (b) Evaluation for shortlisted candidates through an interview by a duly constituted Selection Committee as per the First Statute of VSSUT Burla.

These two stages are independent and the candidate has to qualify in (a) to be shortlisted in to go to stage (b) for interview through Selection Committee. There will be no transfer of scores from stage (a) to stage (b).

2. Selection Committee will interview the candidates and shall spend sufficient amount of time to properly evaluate the candidate. The evaluation will be out of 100 and the selection committee will award scores according to the following table.

Position	Research contributions and outcomes	Teaching practices and subject knowledge	Attitude, Students Welfare, University Welfare, Innovation, Interview Performance etc.
Professor/ Associate Professor	50	30	20
Assistant Professor L-12	40	40	20
Assistant Professor L-11	30	30	40

The candidate has to secure overall score of 60 or more to qualify for the position.

This is for your kind approval and necessary approval.

Regards

Buad
29/06/23
(Prof. B. Majhi)