

OFFICE OF THE PRINCIPAL GOVT. WOMEN'S COLLEGE, BALANGIR

Email: womenscollegebalangir@gmail.com

Notice No. 1263/GWC

Date: 20.06.2024

A Walk-in-Interview for engagement of Guest Faculties against the existing teaching vacancies of Govt. Women's Higher Secondary School, Balangir and Govt. Women's College, Balangir for the academic session 2024-25 will be held on as per the schedule given below. Candidates having a minimum of 55% of marks in the concerned subject at P.G. Level are eligible to appear in the interview. They should produce all their testimonials in original with a set of self-attested copies of the same at the time of interview for verification and evaluation. Candidates with B.Ed. will be given preference for Higher Secondary School while Ph.D./NET will be given preference for U.G./P.G. Classes. No T.A./D.A. will be provided by the college for attending interview. For further information, candidates may kindly refer to the college website: www.gwcbalangir.in.

Sl. No.	Wing	Stream		Date & Day	Time of Reporting	Subjects		
						+2 (Arts)	+2 (Science)	
1	Higher Secondary	Arts & Science		30.06.2024 (Sunday)	08.00 A.M.	Economics, Education, English, Hindi, History, Home Science, Indian Music (Odishi Vocal), Logic & Philosophy, Odia, Pol. Science, Psychology, Sanskrit	Botany, Chemistry, Mathematics, Physics, Zoology	
2	Degree	U.G. (Arts & Science)	P.G. (Arts)	30.06.2024 (Sunday)	08.00 A.M.	U.G. (Arts)		
						U.G. (Science)	P.G. (Arts)	
						Education, Hindi, History, Home Science, Journalism & Mass Communication, Odia, Philosophy, Pol. Science, Psychology, Sanskrit	Botany, Chemistry, Computer Science, Mathematics, Physics, Zoology	History, Odia, Sanskrit

**Sd./- Principal
Govt. Women's College, Balangir**

GOVERNMENT OF ODISHA

DEPARTMENT OF HIGHER EDUCATION

PT1-HE-GCET-MISC-0118-2020 22315 /HE, Dated 05-06-2024

From

Smt. Snigdha Champatiray,
Joint Secretary to Government

To

The Principal,
All Government Degree Colleges of Odisha.

Sub: Engagement of Guest Faculties in Government Degree Colleges of the State.

Madam/ Sir,

In inviting reference to the subject cited above, I am directed to say that after careful consideration, Government have been pleased to request to take necessary action for fresh engagement of Guest Faculties in their respective colleges against the sanctioned vacant posts in different disciplines strictly in accordance with the guidelines issued vide this Department Letter No-12109/HE, dated 12.06.2019 (Copy enclosed) for the academic year 2024-25.

The principals are also instructed to engage additional Guest Faculties, if any, by adhering strictly to this Department guidelines issued vide Letter No. 12109/HE dated 12.06.2019 taking into consideration of the students strength/yardstick.

Yours faithfully,

Snay
05-06-24
Joint Secretary to Government

Memo No 22316 /HE, dated 05-06-2024

Copy forwarded to the AG(A&E), Odisha/Finance Department/all the RDEs for information and necessary action.

Snay
05-06-24
Joint Secretary to Government



Memo No 22217 /HE, dated 05-06-2024

Copy forwarded to the PS to the Hon'ble Minister, Higher Education, Odisha/ OSD to Commissioner-cum-Secretary, Higher Education Department for kind information of the Hon'ble Minister, Higher Education, Odisha/ Commissioner-cum-Secretary, Higher Education Department respectively.

Srey
05-06-24
Joint Secretary to Government

Memo No 22218 /HE, dated 05-06-2024

Copy forwarded to the Budget & Finance Section/GCET-A Section(GF)-05 spare copies for information and necessary action.

Srey
05-06-24
Joint Secretary to Government

MOST URGENT

**GOVERNMENT OF ODISHA
DEPARTMENT OF HIGHER EDUCATION**

HE-FEIIA-MISC-0051-2019 12109 /HE, Dtd 12.6.19

From

Dr. Partha Sarathi Mishra, IAS
Additional Secretary to Government

To

The Director, Higher Education, Odisha, Bhubaneswar.
All RDEs/ All Principals of Govt. Colleges of the State.

Sub: Guidelines for the engagement of Guest Faculties in the Govt. Colleges of the State.

Madam/Sir,

I am directed to invite a reference to the subject cited above and to enclose herewith a copy of the proceeding of the meeting held on 27.03.2019 regarding the guidelines for the engagement of Guest Faculties in the Govt. Colleges of the State.

You are therefore requested to follow the guidelines enumerated in the proceeding during the time of engagement of Guest Faculties in the Govt. Colleges of the State. Engagement of number of Guest Faculties will depend on the enrollment of students as per sanctioned seats and sanctioned posts. Any deviation in this regard will be viewed seriously and responsibility will be fixed accordingly.


This may please be treated as most urgent.

Yours Faithfully,

[Signature]
12.6.19
Additional Secretary to Government

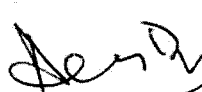

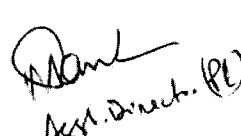
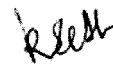
PROCEEDINGS OF THE MEETING HELD ON 27.03.2019 AT 4.30P.M IN THE OFFICE CHAMBER OF ADDITIONAL SECRETARY REGARDING STREAMLINE OF ENGAGEMENT OF GUEST FACULTIES WORKING IN DIFFERENT GOVT. COLLEGES AND PREPARATION OF GUIDELINES.

Members Present:

- | | | |
|--|-------|--|
| 1. Sri Asoka Kumar Das
Vice Chairman,
Odisha State Higher Education Council. | ----- | 
Chairman |
| 2. Dr. Partha Sarathi Mishra, IAS
Additional Secretary to Govt. | ----- | Member |
| 3. Mihir Ranjan Sethi
Regional Director of Education,
Bhubaneswar | ----- | Member |
| 4. Dr. Mamata Panda
Assistant Director(Planning) ,
DHE (O), Bhubaneswar. | ----- | Member |

The meeting was held on the scheduled date and time and the above members were present.

The agenda note prepared by this Department was placed before the Chairman and other members present in the meeting. Agenda wise detailed discussion/deliberations among the members were made.

   
Asst. Dir. (P)

Engagement of Guest Faculty

After the re-opening of college after summer vacation, process of selection of guest faculty be started.

After the process of selection is over, Principals are required to furnish data as per the proforma enclosed as **Annexure-I** to the Directorate of Higher Education at the earliest. Guest faculties be engaged only against sanctioned posts. However, where students have taken admission without sanction of additional post, guest faculties can be engaged as per the workload calculated in **Annexure-II**.

SELECTION PROCEDURE:-

Selection of guest/visiting faculties shall be made by a committee. The composition of such committee for each subject shall be as follows:-

- (1) Principal of the college shall be the Chairman of the committee.
- (2) Head of the Department.
- (3) One Senior faculty from other department /subject nominated by Principal.
- (4) One subject expert from the same college (if there is a member at all)

Colleges where there is no faculty member in the concerned subject, persons in order of following preferences may be invited.

- i- Faculty of nearby Govt. College.
- ii- Retired faculty of Govt. College.
- iii- Faculty of nearby Non-Govt. Aided College.
- iv- Retired faculty of Non-Govt. Aided College.

Qualification, Career Assessment and age limit of Guest Faculty.

Master's Degree in the concerned subject from a recognized University with at least 55% marks or its equivalent grade with a second class in the Bachelor's Degree is essential.

Selection shall be based on career marks and viva-voce test. The distribution of weightage for the career assessment suggested is as follows:-

Career and Teaching experience	-	60 marks.
Viva-voce	-	40 marks.

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Acct. Dir (PE)

Career Marking :

Sl No.	Qualification	Marks			
		1 st Divn	2 nd Divn.	3 rd Divn.	Distinction
i	Ph.D			08	
ii	Net			06	
iii	M. Phil			04	
iv	MA/M.Sc./M.Com or equivalent Degree	12 marks	08 marks	04 marks	-
v	B.A.(H)/B.Sc.(H)/B.Com(H) or equivalent Degree	08 marks	05 marks	02 marks	02 marks
vi	B.A.(P)/B.Sc.(P)/B.Com(P) or equivalent Degree	05 marks	03 marks	01 marks	02 marks
vii	+2 or equivalent Degree	04 marks	03 marks	02 marks	-
viii	H.S.C or equivalent Degree	03 marks	02 marks	01 marks	-
ix	Teaching experience	02 mark for each year of experience * (subject to maximum 10 marks)			

*Engagement for 9 months or more may be considered as one year in case of guest faculties engaged earlier.

Viva-Voce Marking :

- (i) Teaching capability : **20 marks**
- (ii) Conceptual understanding in the subject domain : **15 marks**
- (iii) Perspective in positivity and leadership : **5 marks**

Preferences be given to superannuated faculties and teachers having Ph.D./NET with more than 3 years experience in any Govt. Colleges of the State may be engaged without going through the interview process as per the regular selection procedure. In case of superannuated faculty at least 10 years of teaching experience at UG level or above must be recommended by the HOD of the Department with their CV attached. The Committee may consider the CV in absentia and decide on his engagement. However, their cases may be considered for engagement up to age limit of 70 years.

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Aut. Dir. (P)

Honorarium to be paid:-

Rate of honorarium to be paid to the guest/visiting faculties to be engaged for Degree classes in Govt. Degree/Autonomous and Model Degree Colleges is Rs.500/- (Rupees five hundred only) per class/lecture of 45 minutes duration subject to a maximum ceiling of Rs.25,000/- (Rupees twenty five thousand only) per month averaged over nine months (limited to average 50 classes per month and to 450 classes during the year of engagement wherever possible. For example the guest faculty must be assigned 450 classes during 9 months and paid accordingly. The monthly limit is an average indicator). The Principal must keep a record of monthly database with respect to each guest faculties work record for the month containing the following data (Name, subject, number of theory or theory equivalent practical taken, reason for deviation from the 50 class average, Balance classes left from the total 450, additional duties done, remark). Since the workload calculation is based on 450 classes per Guest Faculty is self consistent with the minimum required hours necessary for managing the Course, the Principal must ensure the class distribution accordingly.

Rate of honorarium to be paid to the guest/visiting faculties to be engaged for +2 wing (Higher Secondary) of composite Govt. Colleges is Rs.400/- (Rupees four hundred only) per class/lecture of 45 minutes duration subject to a maximum ceiling of Rs.16,000/- (Rupees Sixteen Thousand only) per month (40 classes per month).

JOB CHART:-

- (i) Guest Faculties are required to be engaged for both theory and practical classes .
- (ii) Guest faculties with 3 years of experience (Engagement for 9 months or more may be considered as one year) may be involved in question setting and evaluation on recommendation of the respective Principal, if required. Assignment of question setting would be required for implementing the introduction of compilation of question bank in each subject. Assignment of Evaluation must be implemented after coding of answer paper is fully implemented.

Head *P3* *Am. Dir (P)* *Head*

Other Issues:-


- a. However the practice of employing guest faculty regularly year after year must be discontinued through urgent regular appointment or withdrawing of the faculty deployed in +2 colleges. This practice is making young post graduates complacent and demotivated in teaching, learning, research as well as development of personality. **Moreover with increasing number they are becoming unionized that would create problem later on.** As a first measure 300 faculties deployed to 17 stand alone Higher Secondary Schools (erstwhile junior colleges) now under the administrative control of Deptt. of School & Mass Education (**Annexure-III**) may be withdrawn and be absorbed in the nearby degree colleges from the next academic session. The fraction of Guest Faculty must be limited to 20% of the total faculty strength. Ideally these should be in areas related to DSE or SEC Subjects where teachers are not available in the Institute.
- b. The Department must reflect a realistic assessment of Budgetary requirement for the Guest Faculty payments based on the number employed during the preceding year. This will avoid unreasonable delays in payment of their honorarium.
- c. The choice based credit system demands faculty to be involved in activities beyond limited black board teaching. The Guest Faculty must be involved in student projects and other related activities.
- d. The committee recommends that NET qualification may be introduced as an essential qualification for Guest Faculty engagement two years down the line to ensure feeder viability.
- e. The monthly limit of 50 classes may be modified to limiting the number of classes assigned during the nine month period to 450 classes and payment be made accordingly.
- f. Presently **1510** guest faculties have already been engaged in Degree/ Composite colleges against **1374** vacancies. (**Annexure-IV**). But this number should actually be 1327 as per the norms fixed by Govt. in Department of Higher Education letter No. 16278/HE, dt. 24.06.2017, (which state "guest faculties be engaged against sanctioned posts") and letter No. 15696/HE, dt. 11.07.14, (which state "to finish the curriculum

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where students have taken admission but no additional posts have been sanctioned, guest faculties be engaged"). Because in many colleges, **(Annexure-V)** guest faculties were engaged in subjects where neither there is vacancy nor any extra courses (like enhancement of Hons. seats / P.G. / M. Phil) have been introduced. For example in Bhadrak Auto College, in Philosophy subject though 02 regular faculties are present against 02 sanctioned post , 03 guest faculties have been engaged without introduction of any additional course like PG, M. Phil etc.

Based on the number of guest faculties engaged / to be engaged as per norm, the financial requirement is recalculated to be **Rs. 23,62,71,400/- (Rupees twenty three crore sixty two lakhs seventy one thousand four hundred) only** per financial year.

Further, Govt. vide letter No. 32135/HE, dt. 20.11.18, have increased the maximum ceiling of classes to be engaged by a guest faculty from 40 classes per month to 50 classes per month (Rs. 25,000/- per month). Hence, the amount to be paid to guest faculties shall also increase.



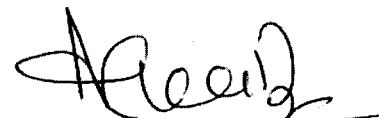
Dr. Mamata Panda
Asst. Director,(Planning)
DHE(O), BBSR



Dr. Mihir Ranjan Sethy
Regional Director of
Education, BBSR



Dr. Parthasarathi
Mishra, IAS,
Additional Secretary
to Govt.



Dr. Asoka Ku Das
Vice Chairman, Odisha
State, Higher Education
Council.