

COLLECTORATE: GAJAPATI: PARALAKHEMUNDI
(WELFARE SECTION)

No. 07 Welfare

Dt. 01/01/2020.

ADVERTISEMENT

Applications in the prescribed form are invited from eligible candidates to the engaged as Guest Faculties in different Higher Secondary Schools functioning by the ST & SC Development Department of Gajapati District for which a viva-voce test is going to be held on 14.01.2020 in the respective schools. The details information for engagement of Guest Faculties has been given in the Guidelines issued by the Department of Higher education, Govt. of Odisha which is enclosed herewith.

VACANCIES

Sl. No.	Name of the Higher Secondary School	Subject	No. of vacancies
1	Govt. (SSD) Higher Secondary School, Ramagiri	PGT Physics	01
2	Govt. (SSD) Higher Secondary School, Rayagada	PGT English PGT Maths	01 01
	Govt. (SSD) Higher Secondary School, Mohana	PGT Physics	01

DOCUMENTS TO BE ENCLOSED WITH APPLICATION:-

1. The application forms should be filled in by the candidates in his/her own handwriting. The application with all required documents should reach to the respective schools on or before 13.01.2020.
2. Applications received after the above dateline or incomplete application will not be entertained.
3. Academic qualification certificate.
4. Mark sheet of all Examinations.
5. One recent passport size photograph.
6. A self-addressed envelope affixing postal stamps worth of Rs. 5/-
7. Proof regarding teaching experience as a Lecturer.

SPD
District Welfare Officer,
Gajapati
01/01/2020

Memo No. 08 / Welfare

Date. 01/01/2020.

Copy to DIO, NIC, Gajapati for information and necessary action. He is requested to publish the advertisement on the District Website for wide publication.

Copy to all the Principals of Junior Colleges/ Degree Colleges of Gajapati District with a request to hoist the same in their notice board for wide publication.

Copy to P.A.ITDA, Paralakhemundi for information and necessary action.

SPJ
01/01/2020
District Welfare Officer,
Gajapati.
As
01/01/2020

APPLICATION FORM

Affix recent
passport
Size Photograph
duly attested by
Gazetted Officer.

1. Full name of the candidate :
(In Block Letters)

2. Father's Name :

3. Permanent Address :

4. Present Address (Postal) :

5. Date of Birth as recorded in
HSC Examination Certificate :

6. Age as on 1.1.2020: Years Months Days.

7. Employment Exchange Regd. No.
with name of Employment Exchange:

8. Educational Qualification :

Name of the Examination	Year of Passing	Board/University	Full Marks	Marks Secured	% of Marks
1	2	3	4	5	6

9. Sex :

10. Whether SC/ST/SEBC/PII
/Ex-Serviceman/Sportsman :

11. Mother Tongue :

12. Language Known :

13. List of Enclosures :

DECLARATION

I do hereby declare that all the statements made in the application are true complete and correct to the best of my knowledge and belief. I have read the detailed in the advertisement. Notice and de hereby declare that term and conditions of eligibility prescribed in case of any of the statement /particulars is/ are found to be given wrong during or after the selection, my candidature for the said post will be cancelled /forfeited.

Place:

Date:

Signature of the Candidate.

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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Career Marking:

Sl No.	Qualification	Marks			Distinction
		1 st Divn	2 nd Divn.	3 rd Divn.	
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	B.A. 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 absence and decide on his engagement. However, their cases may be considered for engagement up to age limit of 70 years.

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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

Acord

P. D. S.

K. K. S.
Dist. Dir. (P)

K. K. S.

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

Acad. Officer

Head
12/11/2017

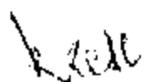
where students have taken admission but no additional posts have been sanctioned. guest faculties be engaged"). Because in many colleges, **(Annexure-V)** guest faculties were engaged in subjects where neither there is vacancy nor any extra courses (like enhancement of Hons. seats / P.G. / M. Phil) have 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)
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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.