

B.B (Auto) Mahavidyalaya
(Non-Government Aided College- 488 College)
At/PO: Darpan, Dist: Jajpur, Odisha | Affiliated to Utkal University

ADVERTISEMENT FOR ENGAGEMENT OF RETIRED GUEST FACULTY

Academic Session 2026– 2027

Advt. No.: 1008/26

Date: 09-9-2026

Applications are invited **ONLINE ONLY through the HIMS Portal** from eligible retired teachers for engagement as Guest Faculty in this College, purely on contract basis, in terms of the Guidelines issued by Government in Higher Education Department for engagement of retired guest faculties in Non-Government Aided Colleges of the State.

1. VACANCY POSITION

Sl. No.	Subject	No. of Posts	Category
1	History	02	488
2	English	02	488
3	Economics	01	488
4	Education	01	488
5	Physics	01	488
6	Commerce	01	488
TOTAL		08	

2. ELIGIBILITY

- Retired teacher at any University / Degree College (Government, or Aided College of 488 & 662 Category, or Sanskrit College).
- Age within 69 years as on the date of issue of this advertisement.
- Sound health, good physical ability and willingness to attend duty regularly.
- Good service record — no Departmental Proceeding / Recovery / Audit Para pending, no criminal case pending or contemplated, and not in litigation with any Court.

3. ENGAGEMENT & REMUNERATION

- Purely on contract basis for one academic session or till the vacancies are filled up by proper recruitment, renewable subject to satisfactory performance. There shall be no Employer–Employee relationship with Government in Higher Education Department.
- Remuneration from Rs. 25,000/- to Rs. 50,000/- per month according to the category of the retired faculty, for a minimum of 50 classes per month, as prescribed in the Guidelines. Attendance is biometric and payment is made in DBT mode through the HIMS Gateway.

4. SELECTION

Scrutiny of documents followed by interaction before the Selection Committee headed by the President, Governing Body. Physical attendance of the candidate on the date of selection is mandatory. Weightage shall be given for good academic career and higher qualifications. The engagement order shall be generated through the HIMS Portal only.

5. HOW TO APPLY & IMPORTANT DATES

Online Application Link: <https://hims.odisha.gov.in>

Commencement of online application	Last date of online application	Document verification & interaction
09.09.2026	23.09.2026	01.10.2026

Applications submitted by hand, by post or by e-mail shall not be entertained. Incomplete applications and applications received after the last date shall be summarily rejected. No TA/DA is admissible. Canvassing in any form shall lead to disqualification. The College reserves the right to modify or cancel this advertisement without assigning any reason.

For detailed eligibility, remuneration slabs, selection procedure and other terms and conditions, candidates may refer to the Guidelines of the Higher Education Department, Government of Odisha, available on the HIMS Portal and the College Notice Board.

Sd/- Principal I/c-cum-Secretary, Governing Body

Chandikhole, Jajpur

ଅବସରପ୍ରାପ୍ତ ଅତିଥି ଅଧ୍ୟାପକ ନିଯୁକ୍ତି ନିମନ୍ତେ ବିଜ୍ଞାପନ

ଶିକ୍ଷାବର୍ଷ ୨୦୨୭ - ୨୦୨୭

ବିଜ୍ଞାପନ ସଂଖ୍ୟା: 1008/26

ତାରିଖ: 09-9-2026

ଓଡ଼ିଶା ସରକାରଙ୍କ ଉଚ୍ଚ ଶିକ୍ଷା ବିଭାଗ ଦ୍ୱାରା ରାଜ୍ୟର ବେସରକାରୀ ଅନୁଦାନପ୍ରାପ୍ତ ମହାବିଦ୍ୟାଳୟଗୁଡ଼ିକରେ ଅବସରପ୍ରାପ୍ତ ଅତିଥି ଅଧ୍ୟାପକ ନିଯୁକ୍ତି ପାଇଁ ଜାରି ହୋଇଥିବା ମାର୍ଗଦର୍ଶିକା ଅନୁଯାୟୀ, ଏହି ମହାବିଦ୍ୟାଳୟରେ ସମ୍ପୂର୍ଣ୍ଣ ଚୁକ୍ତିଭିତ୍ତିକ ଭାବେ ଅତିଥି ଅଧ୍ୟାପକ ନିଯୁକ୍ତି ନିମନ୍ତେ ଯୋଗ୍ୟ ଅବସରପ୍ରାପ୍ତ ଶିକ୍ଷକମାନଙ୍କଠାରୁ କେବଳ HIMS ପୋର୍ଟାଲ ମାଧ୍ୟମରେ ଅନୁଲାଇନ୍ରେ ଆବେଦନ ଆହ୍ୱାନ କରାଯାଉଛି ।

୧. ଶୂନ୍ୟପଦ ବିବରଣୀ

କ୍ରମିକ	ବିଷୟ	ପଦ ସଂଖ୍ୟା	ଶ୍ରେଣୀ
୧	ଇତିହାସ	୨	୪୮୮
୨	ଇଂରାଜୀ	୨	୪୮୮
୩	ଅର୍ଥଶାସ୍ତ୍ର	୧	୪୮୮
୪	ଶିକ୍ଷା	୧	୪୮୮
୫	ଭୌତିକ ବିଜ୍ଞାନ	୧	୪୮୮
୬	ବାଣିଜ୍ୟ	୧	୪୮୮
	ମୋଟ	୮	

୨. ଯୋଗ୍ୟତା

- (କ) ଯେକୌଣସି ସରକାରୀ ବିଶ୍ୱବିଦ୍ୟାଳୟ / ଡିଗ୍ରୀ ମହାବିଦ୍ୟାଳୟ (ସରକାରୀ, କିମ୍ବା ୪୮୮ ଓ ୬୭୨ ଶ୍ରେଣୀର ସାହାଯ୍ୟପ୍ରାପ୍ତ ମହାବିଦ୍ୟାଳୟ, କିମ୍ବା ସଂସ୍କୃତ ମହାବିଦ୍ୟାଳୟ)ର ଅବସରପ୍ରାପ୍ତ ଶିକ୍ଷକ ହୋଇଥିବେ ।
- (ଖ) ଏହି ବିଜ୍ଞାପନ ପ୍ରକାଶ ତାରିଖ ସୁଦ୍ଧା ବୟସ ୬୯ ବର୍ଷ ମଧ୍ୟରେ ହୋଇଥିବ ।
- (ଗ) ସୁସ୍ଥ ସ୍ୱାସ୍ଥ୍ୟ, ଉତ୍ତମ ଶାରୀରିକ ସାମର୍ଥ୍ୟ ଏବଂ ନିୟମିତ କର୍ତ୍ତବ୍ୟ ସମ୍ପାଦନ ପାଇଁ ଇଚ୍ଛୁକ ହୋଇଥିବେ ।
- (ଘ) ଚାକିରି ରେକର୍ଡ ଉତ୍ତମ ହୋଇଥିବ — କୌଣସି ବିଭାଗୀୟ କାର୍ଯ୍ୟାନୁଷ୍ଠାନ / ଆଦାୟ / ଅତିବୃ ପାରା ଲମ୍ବିତ ନଥିବ, ଫେଜିବାରୀ ମାମଲା ବିଚାରାଧୀନ ବା ପ୍ରସ୍ତାବିତ ନଥିବ ଏବଂ କୌଣସି ନ୍ୟାୟାଳୟରେ ମକଦ୍ଦମାରତ ନଥିବେ ।

୩. ନିଯୁକ୍ତି ଓ ପାରିଶ୍ରମିକ

- (କ) ସମ୍ପୂର୍ଣ୍ଣ ଚୁକ୍ତିଭିତ୍ତିକ ଭାବେ ଏକ ଶିକ୍ଷାବର୍ଷ ପାଇଁ ଅଥବା ନିୟମିତ ନିଯୁକ୍ତି ମାଧ୍ୟମରେ ଶୂନ୍ୟପଦ ପୂରଣ ହେବା ପର୍ଯ୍ୟନ୍ତ; ସନ୍ତୋଷଜନକ କାର୍ଯ୍ୟଦକ୍ଷତା ସାପେକ୍ଷରେ ନବୀକରଣ ଯୋଗ୍ୟ । ଉଚ୍ଚ ଶିକ୍ଷା ବିଭାଗର ସରକାରଙ୍କ ସହ କୌଣସି ନିଯୁକ୍ତିବାତା-କର୍ମଚାରୀ ସମ୍ପର୍କ ରହିବ ନାହିଁ ।
- (ଖ) ମାର୍ଗଦର୍ଶିକାରେ ନିର୍ଦ୍ଧାରିତ ଶ୍ରେଣୀ ଅନୁଯାୟୀ ମାସିକ ୨୫,୦୦୦/- ଟଙ୍କାରୁ ୫୦,୦୦୦/- ଟଙ୍କା ପର୍ଯ୍ୟନ୍ତ ପାରିଶ୍ରମିକ, ମାସିକ ସର୍ବନିମ୍ନ ୫୦ଟି ଶ୍ରେଣୀ ପାଇଁ । ଉପସ୍ଥାନ ବାୟୋମେଟ୍ରିକ୍ ହେବ ଏବଂ HIMS ଗେଟୱେ ମାଧ୍ୟମରେ DBT ପ୍ରଣାଳୀରେ ପୈଠ କରାଯିବ ।

୪. ଚୟନ ପ୍ରକ୍ରିୟା

ଦଲିଲପତ୍ର ଯାଞ୍ଚ ପରେ ପରିଚାଳନା ପରିଷଦର ସଭାପତିଙ୍କ ଅଧିଷ୍ଠିତାରେ ଗଠିତ ଚୟନ କମିଟି ସମ୍ପୂର୍ଣ୍ଣରେ ଆଲୋଚନା ହେବ । ଚୟନ ତାରିଖରେ ପ୍ରାର୍ଥୀଙ୍କ ଶାରୀରିକ ଉପସ୍ଥିତି ବାଧ୍ୟତାମୂଳକ । ଉତ୍ତମ ଶିକ୍ଷାଗତ ଜୀବନବୃତ୍ତି ଓ ଉଚ୍ଚତର ଯୋଗ୍ୟତା ପାଇଁ ଅଧିକ ଗୁରୁତ୍ୱ ଦିଆଯିବ । ନିଯୁକ୍ତି ଆଦେଶ କେବଳ HIMS ପୋର୍ଟାଲ ମାଧ୍ୟମରେ ପ୍ରସ୍ତୁତ ହେବ ।

୫. ଆବେଦନ ପ୍ରଣାଳୀ ଓ ଗୁରୁତ୍ୱପୂର୍ଣ୍ଣ ତାରିଖ

ଅନୁଲାଇନ୍ ଆବେଦନ ଲିଙ୍କ: <https://hims.odisha.gov.in>

ଅନୁଲାଇନ୍ ଆବେଦନ ଆରମ୍ଭ ତାରିଖ	ଆବେଦନର ଶେଷ ତାରିଖ	ଦଲିଲ ଯାଞ୍ଚ ଓ ଆଲୋଚନା ତାରିଖ
୦୯.୦୯.୨୦୨୭	୨୩.୦୯.୨୦୨୭	୦୧.୧୦.୨୦୨୭

ହାତରେ, ଡାକଯୋଗେ ବା ଇ-ମେଲ୍ ଯୋଗେ ଦାଖଲ ଆବେଦନ ଗ୍ରହଣ କରାଯିବ ନାହିଁ । ଅସମ୍ପୂର୍ଣ୍ଣ ଆବେଦନ ଓ ଶେଷ ତାରିଖ ପରେ ପ୍ରାପ୍ତ ଆବେଦନ ନାକଚ କରାଯିବ । କୌଣସି ଟି-ଏ/ଡି-ଏ ଦିଆଯିବ ନାହିଁ । ସୁପାରିଶ ବା ପ୍ରଭାବ ପ୍ରୟୋଗ କଲେ ପ୍ରାର୍ଥୀଙ୍କୁ ବାତିଲ ହେବ । ମହାବିଦ୍ୟାଳୟ କୌଣସି କାରଣ ନଦର୍ଶାଇ ଏହି ବିଜ୍ଞାପନ ସଂଶୋଧନ ବା ବାତିଲ କରିବାର ଅଧିକାର ରଖେ ।

ବିସ୍ତୃତ ଯୋଗ୍ୟତା, ପାରିଶ୍ରମିକ ହାର, ଚୟନ ପ୍ରକ୍ରିୟା ଓ ଅନ୍ୟାନ୍ୟ ସର୍ତ୍ତାବଳୀ ପାଇଁ ପ୍ରାର୍ଥୀମାନେ HIMS ପୋର୍ଟାଲ ଓ ମହାବିଦ୍ୟାଳୟ ସୂଚନା ପତ୍ରରେ ଉପଲବ୍ଧ ଉଚ୍ଚ ଶିକ୍ଷା ବିଭାଗର ମାର୍ଗଦର୍ଶିକା ଦେଖନ୍ତୁ ।

ସ୍ୱା/- ଅଧ୍ୟକ୍ଷ (ବାୟୁପ୍ରାପ୍ତ)-ତଥା-ସମ୍ପାଦକ, ପରିଚାଳନା ପରିଷଦ
B.B (Auto) Mahavidyalaya
Chandikhole, Jaipur

**Guidelines for engagement of retired guest faculties
in Non-Govt. Aided Colleges of the State (both 488 &
662 Category and Sanskrit Colleges)**

Government in Higher Education Department have decided to engage the retired faculties in Non-Govt. Aided Colleges of the State (both 488 & 662 Category and Sanskrit Colleges) from the current academic session till the vacancies are filled up following the principles and procedure as stated below:

However, the Colleges which are fully integrated to HIMS and using the portal shall be eligible for engagement of retired guest faculties. Therefore, all the Colleges are required to implement all modules of HIMS by date 31.08.2025 unfailingly.

Mode of advertisement & manner of Application:

The Principal in charge of the Non-Aided Government Colleges shall float draft advertisement along with the available vacancies against the direct payment posts in case of 488-Category Colleges and against the sanctioned Block Grant vacancies in case of 662-Category Colleges duly signed by them and upload the same through HIMS portal mandatorily.

Then, upon approval by the Government, there shall be open advertisement of the same at college level in at least 2 (two) widely circulated Odia daily and such Advertisement shall also be uploaded on HIMS portal by the respective Colleges inviting applications from the interested retired faculties for engagement as Guest Faculty in Non-Government Aided Colleges of the State.

The applicants are required to apply to respective colleges only by online mode through HIMS portal and the link to be provided in the advertisement.

Nature & tenure of engagement:

Engagement of suitable retired Faculties shall be made as Guest Faculty to impart teachings in Non-Government Aided Colleges of the State (Both 488 & 662 Category) purely on contract basis.

Such engagement shall be initially for one academic session till vacancies are filled up by proper recruitment, subject to renewal in succeeding year subject to satisfactory performance.

Criteria for candidate:

1. Candidate must be a retired teacher of any public Universities/Degree Colleges (Government or Non-Government Aided College of 488 & 662 category as well as Sanskrit colleges).
2. The upper age limit of the retired teachers as on the date of issue of advertisement should be within 69 years. They will be allowed for engagement till they attain 70 years of age.
3. Candidate must have sound health with good physical ability and willing to attend duty regularly.
4. Candidate should have good service records i.e. no Departmental Proceedings/Recovery/Audit Para (pending or recovery suggested)/no Criminal Case pending or contemplated against the applicant and there will be no litigation with Government.

Selection Procedure:

The selection of guest faculties shall be made by a Selection Committee to be duly constituted at College level and such committee shall be headed by the President, Governing Body or his representative/nominee and the Principal I/c of the respective College, HoD of the subject and an OES Officer duly nominated by the RDE will be the member. They shall conduct scrutiny of the applications first followed by interaction with candidates and after that a panel of selected candidates shall be prepared.

In case of more than required numbers of candidates for a subject, the selection committee shall follow the process mentioned in Annexure-A. Thus, physical attendance of the candidate on the date of selection is must. Weightage shall be given for good academic career and higher qualifications.

All information relating to selection including secured marks shall be mandatorily uploaded in HIMS portal. The order of engagement shall be generated by the Principal I/c of the College through HIMS portal only after taking approval of the President of the Governing Body concerned.

Remuneration Structure & its disbursement:

1	Retired Asst. Professors (up to Stage-II) of Government College / Retired Lecturer of Aided College (448/662 Category) / Recognised Private College (without Ph.D.)	Rs. 25,000/- p.m. for minimum 50 classes
2	Retired Asst. Professors (up to Stage-II) of Government College / Retired Lecturer of Aided College (448/662 Category) / Recognised Private College (with Ph.D.)	Rs. 30,000/- p.m. minimum 50 classes
3	Retired Asst. Professor (Stage-III) or Retired Associate Professor of Government College / Retired Reader of Aided College (448/662 Category) / Recognised Private College (without Ph.D.)	Rs. 35,000/- p.m. minimum 50 classes
4	Retired Asst. Professor (Stage-III) / Retired Associate	Rs. 40,000/- p.m. minimum 50 classes

	Professor / Retired Reader (with Ph.D.)	
5	Retired Professors	Rs. 50,000/- p.m. minimum 50 classes

If minimum classes taken by the retired faculties is less than 50, then, deduction of remuneration shall be made proportionately.

Attendance and monthly remuneration bill of engaged retired faculties shall be generated through HIMS portal. Till the attendance module in HIMS portal is ready their attendance shall be taken through biometric system. Number of classes taken by the retired faculties duly certified by the HoD concerned, their biometric attendance and other required documents are to be uploaded in the HIMS Portal by the Principal I/C. After verification of genuineness of the particulars by accounts section of the Higher Education Department, Campus-II, the remuneration amount shall be credited to the bank accounts of retired faculties through account transfer.

Entitlement of Leave:

The retired Guest Faculties shall be entitled for Casual Leave up to 10 (Ten) days in one academic session subject to approval by the Principal I/c-cum-Secretary, Governing Body of the College.

Disengagement of retire faculties:

The President of the Governing Body shall have the authority to disengage any or all the retired Guest Faculties in the event of any indisciplined activities or unsatisfactory performance through HIMS portal only after obtaining concurrence of the Director, Higher Education. However, if any retired faculty wishes to resign for any reason may submit resignation at his own motion by giving 30 days prior notice to the Principal in charge, through HIMS portal.

Other Terms and Conditions:

- The number of retired Guest Faculties to be engaged subject wise in a particular College are to be decided by Higher Education Department by way of rationalization taking into consideration the person in position vis-a-vis sanctioned strength of the respective subject and latest vacancy.**
- They shall put Bio-metric attendance while entry into and exit from the College and the same shall be linked to HIMS.**
- They will undertake administrative assignments as may be assigned by the Principal I/c and the President, Governing Body of the College, if any.**
- On engagement of retired Guest Faculties, such posts in the particular subject of the respective College (488 Category) shall not be filled up by way of transfer until disengagement of guest faculty.**
- The selected retired faculty shall submit a declaration to the effect that he/she shall not put to any litigation out of such engagement.**

N.B.: There shall be no Employee and Employer relationship of the retired Guest Faculties with Govt. in Higher Education Department.

Standard Operating Procedure (SOP)

Engagement of Retired Guest Faculties in Non-Government Aided Colleges

Step 1: Vacancy Creation (At College level)

Performed By: College Admin

Procedure

1. Login to the HIMS Portal using College Admin credentials.
2. Navigate to **Human Resource** → **Vacancy Management** → **Add Vacancy**.
3. Enter all required vacancy details.
4. Click **Submit**.
5. Click on the ok button on the popup message.
6. The vacancy will appear in the Vacancy List, where it can be viewed or deleted if required.

Outcome

- Vacancy details are successfully created in the system.
- The created vacancy becomes available for raising a Guest Faculty requisition.

Step 2: Guest Faculty Requisition (At College level)

Performed By: College Admin

Procedure

1. Navigate to **Guest Faculty Module** → **Vacancy Management** → **Add Requisition**.
2. Select the created vacancy.
3. Enter the Guest Faculty engagement requisition details.
4. Click **Submit**.
5. The requisition is forwarded to the Joint Secretary for verification.
6. The submitted requisition appears under the **Pending** tab.
7. After approval by the Joint Secretary, the requisition is moved to the **Approved** tab.

Outcome

- The Guest Faculty requisition is approved and becomes available for advertisement creation.
- The College Admin can proceed with publishing the advertisement.

Step 3: Advertisement Publication (At College level)

Performed By: College Admin

Procedure

1. Login to the HIMS Portal using **College Admin** credentials.
2. Navigate to **Guest Faculty Module** → **Vacancy Management** → **Add Advertisement**.
3. Select the approved requisition.
4. Enter the **Advertisement Number**.
5. Select the **Advertisement Start Date** and **Advertisement End Date**.

- The **Start Date** is the date from which candidates can begin submitting applications.
 - The **End Date** is the last date for submission of applications.
6. Upload the Advertisement Copy.
 7. Click **Send for Approval** to Principal.

Approval Process

Performed By: Principal

1. Login using **Principal** credentials.
2. Navigate to **Guest Faculty Module** → **Vacancy Management** → **Advertisement List**.
3. Open the **Pending** tab.
4. Click **View** against the advertisement.
5. Verify all advertisement details.
6. Click **Approve** to publish the advertisement or **Reject** to return it for correction.

Outcome

- Once approved, the advertisement will be published on the HIMS Portal.
- Candidates can submit applications during the advertisement period. (In between Start date and end date)
- After the advertisement closes, no further applications will be accepted.

Step 4: Document Verification (At college level)

Performed By: College Admin

Procedure

1. Login to the HIMS Portal using **College Admin** credentials.
2. Navigate to **Guest Faculty Module** → **Selection Process** → **Document Verification**.
3. Open the **Pending** tab.
4. Click **View Application** against the candidate.
5. Verify all uploaded documents, including:
 - Educational Qualification Certificates
 - Retirement Documents
 - Experience Certificates
 - Identity Proof
 - Other mandatory documents prescribed by Government.
6. Click **Action**.
7. Select:
 - **Approve**, if all eligibility criteria are satisfied.
 - **Reject**, if mandatory documents are missing or eligibility conditions are not fulfilled.

Outcome

- Approved applications move to the **Approved** tab.
- Rejected applications move to the **Rejected** tab.

Step 5: Candidate Scrutiny (At College Level)

Performed By: College Admin

Procedure

1. Navigate to **Selection Process** → **Scrutinization Process** → **Create Scrutiny**.
2. Open the **Pending** applications.
3. Click **View Application**.
4. Review the complete application along with verified documents.
5. Verify the candidate's eligibility as per Government guidelines.
6. Click:
 - **Approve** for eligible candidates.
 - **Reject** for ineligible candidates.

Outcome

- Approved candidates become eligible for interview scheduling.
- Rejected applications are moved to the **Rejected** list.

Step 6: Interview Committee Configuration (At College Level)

Performed By: College Admin

Procedure

1. Navigate to **Selection Process** → **Staff List**.
2. Select the internal faculty members who will be part of the Selection Committee.
3. Enable **Is Interview Selection Member** against the selected staff.
4. Click **Confirm**.
5. Click **Add External Member**. (OES Officer nominated by RDE)
6. Enter the details of the nominated external expert.
7. Save the details.

Outcome

The interview panel is successfully configured for the recruitment process.

Selection Committee Composition

As per Government Guidelines, the Selection Committee shall consist of:

- President of the Governing Body (Chairperson) or Nominee
- Principal/Principal-in-Charge of the Institution
- Head of the Concerned Department
- OES Officer nominated by the Regional Director of Education (RDE)

Note: The Selection Committee shall conduct scrutiny, interaction, evaluation and preparation of the merit panel.

Step 7: Interview Scheduling (At College level)

Performed By: College Admin

Procedure

1. Navigate to **Interview Management** → **Interview Schedule**.
2. Select one or more approved candidates.
3. Click **Schedule Interview**.
4. Enter:
 - Interview Date
 - Start Time
 - End Time
 - Interview Venue
 - Interview Mode (Online/Offline)
 - Additional Instructions (if any)
5. Click **Schedule**.

Outcome

- Interview notifications are automatically sent to selected candidates.
- Scheduled interviews are displayed in the **Interview List**.
- If required, interviews may be rescheduled through the **Re-Scheduled** tab.

Step 8: Conduct of Interview (At College level)

Performed By: Selection Committee

Procedure

1. Conduct the interview on the scheduled date.
2. Verify the candidate's physical attendance.
3. Verify original documents submitted by the candidate.
4. Evaluate each candidate based on: **(Attached in [Annexure- A](#))**
 - Academic Career
 - Higher Qualification
 - Teaching Experience
 - Research Publications
 - Interview Performance
5. Award marks as per Government-prescribed evaluation criteria.
6. Enter interview marks in the HIMS Portal.
7. Finalize the subject-wise merit list.
8. Submit the recommendations for approval.

Important Notes

- Physical attendance of the candidate during the interview is mandatory.
- Weightage shall be awarded strictly in accordance with Government guidelines for:
 - Academic Career
 - Teaching Experience
 - Research Publications
 - Interview Performance

ANNEXURE-A

(An objective system of evaluation of guest Faculty for Teaching posts)

	DEGREE	Marks (1st Div)	Marks (2nd Div)	Marks (3rd Div)
1	10th	3	2	1
2	+2	4	3	2
3	+3 Hons	5	3	2
4	Distinction	2		
5	PG (At least 55%)	8	6	Nil
6	M.Phil	8		
7	P.hD	10		
8	Teaching Experience (Only in UG and PG classes, 1 mark for each year maximum up to 10 marks	10		
9	Research Publications (2 marks for each publication maximum 10 marks)	10		
10	Total	60 Marks		