

Method of recruitment for selection of Faculty members:

Selection of faculty members and other staff are made as per provision mentioned in the chapter – II of Statutes of SKUAST-Jammu under clause 6 (a) to 8, which is reproduced here as under:

6 (a) Method of Recruitment:

Recruitment to the posts under the chapter shall be made by:

- i. direct recruitment,
 - ii. transfer, and
 - iii. deputation.
- b.**
- i. The Vice Chancellor shall have a post advertised indicating there-in the requisite qualifications to be possessed by a candidate prescribed in the schedule and may invite suggestions/recommendations from such persons/Institutions/agencies as he deems proper in connection with filling up of a vacancy.
 - ii. Applications received in response to the advertisement shall be screened in the university office and the vice chancellor shall finally select the candidates for being invited to appear before the selection committee for interview.
Provided that the vice chancellor shall have the power to place before the Selection Committee the names of suitable persons for their consideration along with the applications received in response to the advertisement, but such persons shall not be amongst those in the service of the university or those who have retired from its service.
 - iii. After interviewing the candidates or considering them in absentia, as the case may be, the selection Committee shall make its recommendations for each post.
 - iv. The recommendations of the Selection Committee shall be put up to the appropriate authority/vice chancellor of the university as provided in the Act for consideration and approval.
 - v. For reason to be recorded, the appropriate authority/vice chancellor of the university may, as the case may be, on the recommendations of the selection committee approved selection of any candidate in relaxation of the qualification as prescribed.
 - vi. The period of validity of any panel prepared by the Selection Committee and approved by the appropriate authority/vice chancellor of the university shall be six months from the date of such approval.
 - vii. In special cases where the Selection Committee is not able to recommend a suitable candidate the vice chancellor may negotiate with suitable persons.

7. Age of recruitment

A person shall not be less than 20 years and more than 55 years of age on the first day of January of the year in which the advertisement is issued in respect of a post by the

University. Upper age limit may be relaxed in case of persons already in employment of the University and for the post of Officer/Professor and equivalent.

8. Merit

Appointments shall be made on the basis of merit and suitability on the level of All India Competition, without any discrimination on account of race, creed, sex or class as envisaged in section 7 of Act.

However, for further clarification for any eager person, seeking information in this respect it is mentioned that as per provisions of Statutes of this university, a screening committee is appointed where two external experts are also involved. The Select Committee considered individual application on the basis of requirement of posts. To follow objectivity in screening, points on their academic records, NET, experience etc. are given.

Usually names recommended by the screening committee are called to appear before the interview board. Grade obtained by the candidates is placed under a confidential cover. To avoid any kind of biasness, experts involved in the Screening and grading of candidates are not called for the interview board. A different board is formed comprising of subject matter experts and as per the provision in the Statutes, to interview the candidates. Points obtained by the candidates on the basis of their academic achievements are not known to the members of interview board. Once the candidates are graded on the basis of their performance in the interview; marks obtained by first board is placed before the interview board. Both the marks i.e. academic marks given by earlier board and marks obtained in the interview are summed up for making the final merit list. This final merit list is signed by each member of the interview board. Depending on the vacancies available, offer of appointments are issued to the respective candidates on the basis of merit. Upto Assistant professors/Jr. Scientists and equivalent, Vice Chancellor is empowered to issue the offer of appointment. Higher positions beyond this are approved by Board of management, where sealed envelopes are opened before the members of Board of management and after their approval, offer of appointments are issued by the University.

To maintain the accuracy and transparency in selection procedure, the proceeding of the interviews showing the merit of candidates are prepared in duplicate and both lists are signed by each members of the board. One sealed envelope is kept reserved for any eventuality to compare the merit of selection from the list which is used to issue the offer of appointments by the University after due approval from Vice Chancellor / Board of Management.