



CHAUDHARY BANSI LAL UNIVERSITY, BHIWANI

(A State University established by the Govt. of Haryana Act No. 25 of 2014)

Recruitment Notice

(Advt. No. CBLU/Estt./T-1/02/2023)

Chaudhary Bansi Lal University invites online applications from the eligible candidates for recruitment of Assistant Professors in various University Teaching Departments against sanctioned vacant posts. Subject-wise and category-wise number of vacant Teaching posts along with Advt. Nos., detailed instructions, requisite qualifications, pay scales and modalities for selection are given on the University website www.cblu.ac.in The link for submission of online application shall be available on the University Website w.e.f. 10/04/2023.

REGISTRAR

चौ. बंसी लाल विश्वविद्यालय
भिवानी-127021 (हरियाणा)



Ch. Bansi Lal University
Bhiwani -127021 (Haryana)

(A State University established under Haryana Act No. 25 of 2014)

RECRUITMENT OF ASSISTANT PROFESSORS ON REGULAR BASIS

Advt. No.: CBLU/Estt./T-1/02/2023

Applications on prescribed application form are invited through online mode from the eligible candidates for appointment to the post of Assistant Professors in various departments of the University. The link for submission of online application shall be available on the University Website w.e.f. 10/04/2023 and Closing date for apply online is 30/04/2023. The hard copy of the online application form along with all enclosures must reach the office of Registrar, Chaudhary Bansi Lal University, Bhiwani by 08/05/2023 up to 5:00 p.m. For more details, visit University website (www.cblu.ac.in).

REGISTRAR



CHAUDHARY BANSI LAL UNIVERSITY, BHIWANI

(A State University established by the Govt. of Haryana Act No. 25 of 2014)

RECRUITMENT NOTICE

Subject wise details/bifurcation of teaching posts of Assistant Professors as per Reservation Policy/Instructions of State Government of Haryana issued from time to time.

Sr. No.	Department	Details of Post(s)
		Assistant Professor
1.	Department of Economics	01-UR, 01-ESM (UR)
2.	Department of English	01-UR, 01-SC, 01-BCA (PwBD-IV) Blindness and Low Vision
3.	Department of Hindi	02-UR
4.	Department of History	01-UR
5.	Department of ICT	02-UR, 01-SC, 01-BCA
6.	Department of Management	01-UR, 01-SC
7.	Department of Mathematics	02-UR
8.	Department of MCS	01-UR, 01-EWS
9.	Department of Microbiology	01-UR, 01-SC
10.	Department of Pharmacy	03-UR, 01-SC, 01-BCA, 01-BCB
11.	Department of Physical Education	01-UR, 01-BCB, 01-SC (PwBD-V) Autism, intellectual disability, specific learning disability and mental illness
12.	Department of Physics	01-UR
13.	Department of Political Science	01-ESM(UR)
14.	Department of Social Work	01-UR, 01-BCA, 01-EWS

Abbreviation of Categories : UR- Unreserved, SC- Scheduled Caste, BCA Backward Class-A, BCB- Backward Class-B, EWS- Economically Weaker Section, PwBD- Persons with Benchmark Disabilities, ESM- Ex-serviceman

NOTE:

1. The number of post(s) may increase or decrease or may be withdrawn without assigning any reason.
2. The calculated score will purely be valid for the purpose of short listing only and does not have any bearing with the final selection. Selection will be carried out on the basis of performance by the candidate during the interview before the selection committee. Merely having high merit points in the shortlisting criteria will not bestow any right of a candidate for appointment on the basis of these points.

3. For the post of each advertised category, the candidates will be shortlisted based on criteria as per table 3A Appendix-II of Higher Education Department, Haryana, Chandigarh notification Memo No. 7/79-2017C-IV (3) dated 11/11/2022.
4. For each advertised category, a maximum of top twenty (20) shortlisted candidates will be called for the interview against one (01) post and additional five (05) candidates for each additional post.
5. Shortlisted candidates are required to prepare a Power-Point presentation of 7 to 10 minutes' duration related to their research area/interest to be presented at the time of Interview.

PAY SCALES:

Sr. No.	Name of the Post	Scale of Pay (Rs.) as per 7 th PAY COMMISSION
1.	Assistant Professor	Academic Level-10

Qualifications and experience etc. for the posts, in above departments shall be as under:

Qualifications prescribed by the UGC for the post of Assistant Professor

I. Assistant Professor

Eligibility (A or B):

A.

- i) A Master's degree with 55% marks (or an equivalent grade in a point-scale wherever the grading system is followed) in a concerned/relevant/allied subject from an Indian university, or an equivalent degree from an accredited foreign university.
- ii) Besides fulfilling the above qualifications, the candidate must have cleared the National Eligibility Test (NET) conducted by the UGC or the CSIR, or a similar test accredited by the UGC, like SLET/SET or who are or have been awarded a Ph. D. Degree in accordance with the University Grants Commission (Minimum Standards and Procedure for Award of M.Phil/Ph.D. Degree) Regulations, 2009 or 2016 and their amendments from time to time as the case may be exempted from NET/SLET/SET:
Provided, the candidates registered for the Ph.D. programme prior to July 11, 2009, shall be governed by the provisions of the then existing Ordinances/Bye- laws/Regulations of the Institution awarding the degree and such Ph.D. candidates shall be exempted from the requirement of NET/SLET/SET for recruitment and appointment of Assistant Professor or equivalent positions in Universities/Colleges/Institutions subject to the fulfillment of the following conditions:-
 - a) The Ph.D. degree of the candidate has been awarded in a regular mode;
 - b) The Ph.D. thesis has been evaluated by at least two external examiners;
 - c) An open Ph.D. viva voce of the candidate has been conducted;
 - d) The Candidate has published two research papers from his/her Ph.D. work, out of which at least one is in a refereed journal;
 - e) The candidate has presented at least two papers based on his/her Ph.D. work in conferences/seminars sponsored/funded/supported by the UGC / ICSSR/ CSIR or any similar agency.

The fulfilment of these conditions is to be certified by the Registrar or the Dean Academic Affairs of the University concerned.

Note: NET/SLET/SET shall also not be required for such Masters Programmes in disciplines for which NET/SLET/SET is not conducted by the UGC, CSIR or similar test accredited by the UGC, like SLET/SET.

OR

B. The Ph.D. degree has been obtained from a foreign university/institution with a ranking among top 500 in the World University Ranking (at any time) by any one of the following: (i) Quacquarelli Symonds (QS) (ii) the Times Higher Education (THE) or (iii) the Academic Ranking of World Universities (ARWU) of the Shanghai Jiao Tong University (Shanghai).

Note: The Ph.D. Degree shall be a mandatory qualification for direct recruitment to the post of Assistant Professor in Universities with effect from the date of issue of this notification by the State Government.

BEFORE APPLYING FOR THE POST, THE CANDIDATES SHOULD GO THROUGH THE INSTRUCTIONS/CONDITIONS CAREFULLY

GENERAL INSTRUCTIONS/CONDITIONS

1. In-service candidates shall route their applications through proper channel. However, candidates are advised to submit an advance copy of the application form well before the last date. They will however, be considered for interview only after their applications through proper channel are received in the University.
2. A minimum of 55% marks (or an equivalent grade in a point-scale, wherever the grading system is followed) at the Master's level shall be the essential qualification for direct recruitment of teachers and other equivalent cadres at any level.
A relaxation of 5% shall be allowed at the Bachelor's as well as at the Master's level for the candidates belonging to Scheduled Caste/Scheduled Tribe/Backward Classes 'A' & 'B' (Non-creamy Layer) of Haryana/Differently-abled (a) Blindness and low vision; (b) Deaf and Hard of Hearing; (c) Locomotor disability including cerebral palsy, leprosy cured, dwarfism, acid-attack victims and muscular dystrophy; (d) Autism, intellectual disability, specific learning disability and mental illness; (e) Multiple disabilities from amongst persons under (a) to (d) including deaf-blindness) for the purpose of eligibility and assessing good academic record for direct recruitment. The eligibility marks of 55% marks (or an equivalent grade in a point scale wherever the grading system is followed) and the relaxation of 5% to the categories mentioned above are permissible, based only on the qualifying marks without including any grace mark procedure.
3. A relaxation of 5% shall be provided, (from 55% to 50% of the marks) to the Ph.D. Degree holders who have obtained their Master's Degree prior to 19 September, 1991.
4. A relevant grade which is regarded as equivalent of 55%, wherever the grading system is followed by a recognized university, at the Master's level shall also be considered valid.
5. University reserves the right of deciding the disciplines as concerned/allied/ relevant while scrutinizing the applications. The decision of the university shall be final and binding for the candidate.
6. The time taken by candidates to acquire M.Phil. and / or Ph.D. Degree shall not be considered as teaching/ research experience to be claimed for appointment to the teaching positions. Further, the period of active service spent on pursuing Research Degree simultaneously with teaching assignment without taking any kind of leave, shall be counted as teaching experience for the purpose of direct recruitment/ promotion. Regular faculty members upto twenty per cent of the total faculty strength (excluding faculty on medical/ maternity leave) may be allowed by their respective institutions to take study leave for pursuing Ph.D. degree.
7. a) The benefit of reservation will be given only to Haryana domicile candidates. The candidates belong to SC/BC/ESM/PwBD/EWS category are required to submit SC/BC/ESM/PwBD/EWS certificate duly issued by the competent authority of Haryana only. Only such PwBD candidates would be eligible for reservation in services/posts who suffer 40% relevant disability or more.
b) Likewise, the Eligible Sports Person (ESP) are required to submit self-attested photocopy of the Sports Gradation Certificate as per Government instructions duly issued by the competent authority. ESM/DESM/DFE(s) are required to submit self-attested photocopy of the Valid Eligibility Certificate duly issued by the respective Zila Sainik Board. EWS (Economically Weaker Section) candidates are required to submit self-attested photocopy of Certificate as per instructions of the Haryana Government.
c) The benefit of reservation to Ex-Servicemen and their children will be given in accordance with the instructions of the State Govt. Haryana conveyed vide letter No. 12/15/2019-4GS-II dated 14.07.2021.

- d) Backward class Block (A&B) candidates claiming benefit of reservation have to submit self-attested photocopy of a certificate issued by the competent authority of Haryana dated not before six months of the last date of receipt of applications mentioning therein that he/she is not covered under the criteria of creamy layer as per State Govt. instructions issued vide letter No. 1170-SW(1)-95 dated 07.06.1995 & No. 213-SW(1)-1010 dated 31.08.2010, No.22/22/2004 3GS-III dated 14.06.2016, No.1282-SW(1) dated 28.08.2018 and No. 512-SW (1) 2021 dated 01.12.2021 as per Annexure-IV titled "Backward Class Certificate (BLOCK 'A' or 'B')"
- e) No change in the category of any candidate is allowed after submission of application form. No correspondence/email/phone will be entertained in this regard.
8. The selected candidates shall be appointed under a written contract/agreement.
9. The candidate(s) belonging to Reserved Category applying against Unreserved post needs to justify his/her eligibility for the post and also submit the relevant proof along-with application and NET score-card of that session alongwith cut-off. Reserved category candidates shall be considered against General Category strictly as per Govt. letter No. EC/2018/20179-389 dated 26.04.2018 & 12/1-2017 Ad (3) dated 04.06.2018.
10. Applicant must check his/her eligibility before depositing the fee and No enquiry in this regard will be entertained. The application fee is non-refundable. The fee details are as under:

Category		Fee
General	Male (irrespective of State)/Female (Non-resident of Haryana State)	Rs. 1000/-
	Female (Resident of Haryana State)	Rs. 500/-
SC/BC-A/BC-B/EWS candidates of Haryana State only	Male	Rs. 250/-
	Female	Rs. 125/-
Person with Benchmark Disabilities (PwBD) and Ex-serviceman of Haryana State	Nil	

- Fees is to be paid online only.
11. No TA/DA shall be paid to the candidates for attending the interview.
12. The prescribed qualifications and experience are minimum and mere possession of the same will not entitle a candidate for being called for interview. Stringent criteria may be applied by the University for short-listing the candidates to be called for interview.
13. Application not accompanied by necessary/required documents, self-attested copies of degree/certificates/mark sheets/experience certificate/category certificate/ reprints (if applicable) issued by the competent authority and incomplete applications shall be rejected summarily.
14. a) The period spent by the candidates to acquire M.Phil. and/or Ph.D. Degree shall not be considered as research experience.
- b) As per the UGC communication dated 1 March, 2016 a certificate from the employer needs to be submitted mentioning that the period of active service spent on pursuing Research Degree i.e. for acquiring Ph.D. degree simultaneously without taking any kind of leave may be counted as teaching experience for the purpose of direct recruitment/promotion to the post of Associate Professor and above.
15. Any change of address given in the application form needs to be communicated at once to the University.
16. The University reserves the right to modify/withdraw/cancel any communication made to the candidate(s) at any stage in the process of selection in case any inadvertent mistake is detected even after the issue of appointment letter.

17. Canvassing in any form may lead to cancellation of his/her candidature.
18. The applicants who have registered for Ph. D. Programme prior to July 11, 2009 and have been awarded the degree, are required to produce a certificate for the fulfilment of the conditions to be issued by the Registrar or Dean Academic Affairs of the concerned University as per **Annexure-I**
19. The applicants who have registered for Ph. D. Programme on or after July 11, 2009 are required to produce a certificate for the fulfilment of the provisions of the UGC (minimum standards and procedure for award of Ph. D. degree) Regulations, 2009 to be issued by the Registrar or Dean Academic Affairs of the concerned University as per **Annexure-II**.
20. The applicants who has obtained his/her degree(s), which is/are essential for eligibility, from Singhanian University (Rajasthan), EILM University (Sikkim), Manav Bharti University (Himachal Pradesh), Vinayaka Mission University (Sikkim), Global Open University (Nagaland) and Vinayaka Mission University, Salem, Tamilnadu vide notification. D.O No. F 5-4/2014 (CPP-I/PU) dated 05.08.2014 and D.O No. F 10-6/2011 (PS) Misc. dated 06.07.2015 have been declared ineligible for appointment in the University. However, their candidature will be considered for appointment in the university if they upload the certificate as per **Annexure-III** in addition to **Annexure-I & II** from their University whichever is applicable. Such candidate(s) having degrees issued by the above Universities through distance education mode will have to upload the certificates duly verified from the Distance Education Council/ Distance Education Bureau, New Delhi.
21. Candidates, who have obtained degrees or certificates required for fulfilling the eligibility conditions from any Institution declared fake by the University Grants Commission or not recognized by Haryana Government/ Govt. Regulatory Bodies and CBLU shall not be eligible for recruitment to the said posts advertised and no representation in this regard shall be entertained.
22. As per Ministry of Human Resource Development Notifications No. 44 dated 01.03.1995 published in Gazette of India edition dated 10.06.2015, the Degree obtained through open Universities/ Distance Education Mode needs to be recognized by Distance Education Council, IGNOU (Now Distance Education Bureau). Accordingly, unless such Degrees had been recognized for the period when the candidates acquired the relevant qualifications, these will not be accepted for the purpose of Educational Qualification.
23. The University shall not be responsible for postal delay, if any.
24. In Case of any dispute(s), any suite(s) or legal proceedings against the University, the territorial jurisdiction shall be restricted to the Courts in Haryana at District Court, Bhiwani and Punjab & Haryana High Court, Chandigarh.
25. The university reserves the right not to fill up any of the vacancies advertised, if the circumstances so warrant.
26. An undertaking to be given by the candidate mentioning that 'the research publications submitted by him/her are free from any plagiarism. If found later, their candidature/selection shall stand automatically rejected/cancelled.
27. The crucial date for determining the eligibility on the basis of qualifications/experience/publications etc. shall be reckoned the last date of submission of application.
28. The university shall in no way, be responsible for any error/ omission/ commission/ suppression of relevant information by the applicant knowingly/ unknowingly/ overtly/ covertly while filling up the application form and uploading the documents required therein. Candidates must ensure that they fulfil all the eligibility conditions on the last date fixed for receipt of application. If on verification at any stage, before or after the selection, it is found that the candidate did not fulfil any of the eligibility condition(s) as on last date or it is found that the information furnished is false or incorrect, the candidature will be cancelled, and services will be terminated. Applicants will also be liable for criminal/legal prosecution.

29. Experience gained as Project Assistant, Research Scholar, Research Fellow, JRF, URF or SRF shall not be counted towards experience.
30. The advertisement and further recruitment process will be subject to any clarifications from DGHE, UGC or any competent authority.
31. In case of any difficulty in submitting application form please contact the university at 01664-299081 or e-mail jobs@cblu.ac.in
32. Corrigendum/Addendum, if any, shall be posted on the University's website (www.cblu.ac.in) only.
33. Documents to be brought at the time of interview:
 - a) All original certificates/documents/testimonials of educational qualifications, experience, Haryana Domicile and other documents submitted in the application form including complete research publications/books etc.
 - b) Candidates who are in employment in Govt./Semi Govt. will have to submit "No Objection Certificate" from their employer at the time of interview.
34. The Advt. No. CBLU/Estt./T-1/02/2020 hereby stands withdrawn and candidate needs to apply afresh. Request for refund of fee shall be considered only on production of photocopy of valid proof of University Receipt/Demand Draft within 30 days.
35. In case of lateral entry programs, percentage marks given in the degree of awarding university shall be considered final.
36. In case the applicant gets screened/ shortlisted/ selected/ appointed based on the credentials furnished by the applicant which are, on scrutiny, found to be incorrect/ inadmissible/ forged/ fabricated/falsified, applicant's candidature shall be liable to be cancelled at any stage of the recruitment/ at any time during the tenure of the service and appropriate legal action under applicable law shall be initiated against the applicant. The University shall verify the antecedents or documents submitted by a candidate at any time at the time of appointment or during the tenure of the service. In case, it is detected that the documents submitted by the candidates are fake or the candidate has a clandestine antecedents/ background and has suppressed the said information, then this services shall be terminated.
37. Candidates must upload the title, index page and first page of each publication in peer reviewed or UGC listed journals as claimed/listed in online application. The candidates are required to bring hard copies of all documents, publications along with a hard copy of the application form at the time of interview/as and when instructed by the University.
38. In case of any inadvertent mistake in the process of selection which may be detected at any stage even after the issue of appointment letter, the University reserves the right to modify/withdraw/ cancel any communication made to the candidates. In case of any dispute arising out of such a situation, the decision of the University shall be final and binding on the applicant.
39. Information uploaded on the University website shall not be provided to the candidate under RTI Act, 2005. The uploaded information on the University website shall remain for a specific period only. Therefore, the candidates are advised to download the information and keep them for future reference. During the recruitment process, neither any application under RTI Act, 2005 shall be entertained nor information shall be provided. Factual information under RTI Act shall be provided only after declaration of final result and completion of the entire recruitment process of this notification subject to condition. Reply shall not be provided for any inferential or speculative question.
40. All the documents to be attached with the application form should be Indexed and self-attested with page number and details of enclosed documents should be specified else the candidate will be responsible himself/herself for misplace/loss of enclosed document(s), if any.
41. While filling up of the academic details, if marks are given in the form of CGPA, then a conversion formula to convert CGPA into percentage need to be essentially provided by the candidate from the competent authority. In case only CGPA is given but conversion formula is

- not provided by the candidate then CGPA shall be multiplied by default value 9 on a scale of 10m to obtain the percentage marks.
42. The hard print copy of duly filled in application form in the prescribed format (downloadable from the University's website i.e. www.cblu.ac.in) along-with required documents must reach on or before the 08/05/2023 upto 05:00 p.m. at the below given address. The name of the post must be mentioned on the top of the envelope. Applications received after due/last date shall not be entertained.

**REGISTRAR
CHAUDHARY BANSI LAL UNIVERSITY
BHIWANI-127021 (HARYANA)**

REGISTRAR

Criteria for Short-listing of Candidates for Interview for the Post of Assistant Professors
Table 3A, Appendix II

Sr. No.	Academic Record	Score			
		1.	Graduation	80% & Above = 15	60% to less than 80% = 13
2.	Post-Graduation	80% & Above = 25	60% to less than 80% = 23	55% (50% in case of SC/ST/OBC (non-creamy layer)/PWD) to less than 60% = 20	
3.	M.Phil.	60% & above = 07	55% to less than 60% = 05		
4.	Ph.D.	30			
5.	NET with JRF	07			
	NET	05			
	SLET/SET	03			
6.	Research Publications (2 marks for each research publications published in Peer-Reviewed or UGC-listed Journals)	10			
7.	Teaching / Post-Doctoral Experience (2 marks for one year each) #	10			
8.	Awards	03			
	International / National Level (Awards given by International Organizations/ Government of India/ Government of India recognized National Level Bodies)	03			
	State-Level (Awards given by State Government)	02			

#. However, if the period of teaching/Post-doctoral experience is less than one year then the marks shall be reduced proportionately.

Note:

- A.
- (i) M.Phil.+ Ph.D. Maximum - 30 Marks
 - (ii) JRF/NET/SET Maximum - 07 Marks
 - (iii) In awards category Maximum - 03 Marks
- B. For the post of each advertised category, a maximum of top twenty (20) candidates will be shortlisted and called for interview against one (01) post and additional five (05) candidates for additional post.
- C.
- | | | |
|-----------------------|---|------------|
| Academic Score | - | 80 |
| Research Publications | - | 10 |
| Teaching Experience | - | 10 |
| Total | - | 100 |
- D. Score shall be valid for appointment in respective State SLET/SET/Universities/ Colleges/ Institutions only

(Candidate registered for Ph.D. Programme prior to July 11, 2009) CERTIFICATE

Certified that Dr. _____ son/daughter of Sh. _____ Regn. No. _____
_____ has been awarded Ph.D. Degree vide Notification No. _____ Dated _____.

He/She has fulfilled the following conditions prescribed by the U.G.C. under point 3 of U.G.C. notification dated 11.07.2016, published in the Gazette of India, New Delhi on 11.07.2016: -

- a) The Ph.D. degree of the candidate has been awarded in a regular mode;
- b) The Ph.D. thesis has been evaluated by at least two external examiners;
- c) An open Ph.D. viva-voce of the candidate has been conducted;
- d) The candidate has published two research papers from his/her Ph.D. work, out of which at least one is in a refereed journal;
- e) The candidate has presented at least two papers based on his/her Ph.D. work in conferences/seminars sponsored/funded/supported by the UGC/ICSSR/CSIR or any other similar agency.

The fulfillment of these conditions is to be certified by the Registrar or Dean Academic Affairs of the University concerned.

Authorized Signatory of the Concerned
University

Annexure – II

(Candidate registered for Ph.D. Programme on or after July 11, 2009) CERTIFICATE

This is to certify that Dr. _____ S/D/_____ with
Regn. No. _____ has been awarded the Degree of Ph.D. on _____ in the subject
of _____ on fulfillment of the Provision of the UGC (Minimum Standards and
Procedure for awards of Ph.D. Degree) Regulations, 2009 or 2016.

*The fulfillment of these conditions is to be certified by the Registrar or Dean Academic
Affairs of the University concerned.*

Authorized Signatory of the Concerned University

Annexure – III

(The candidate who have obtained their degrees from Singhania University (Rajasthan), EIILM University (Sikkim), Manav Bharti University (Himachal Pradesh), Vinayaka Mission University (Sikkim), Global Open University (Nagaland) and Vinayaka Mission University, Salem, Tamilnadu and want to claim the benefit of his/her degree are required to submit a certificate from their Universities, in addition to **Annexure-I** or **Annexure-II**, whichever is applicable.

CERTIFICATE

This is to certify that Mr./Ms. _____ son/daughter of Sh. _____ has completed his/her _____ degree through the main campus _____ of _____ the _____ (Name of the University) _____ in regular mode with the approval of the Statutory Bodies/Councils, wherever it is required.

Further, in case of M.Phil./Ph.D. degrees, this is to certify that the University has allocated the supervisor from amongst the regular faculty members in a department or its affiliated PG College/Institutes depending on the number of students per faculty members, the available Specialization among the faculty supervisor and the research interest of the student.

Registrar or the Dean Academic Affairs
of the Concerned University



CHAUDHARY BANSI LAL UNIVERSITY, BHIWANI
(A State University established under Haryana Act No. 25 of 2014)

**CRITERIA/WEIGHTAGE FOR AWARD OF SCORES DRAWN IN THE LIGHT OF
THE CRITERIA PROPOSED FOR THE POST OF ASSISTANT PROFESSOR**

	Total Marks-100
(A) INTERVIEW	100
(i) Subject Knowledge	35
(ii) Teaching skills through Communication & Presentation	20
(iii) Research aptitude	15
(iv) ICT understanding	15
(v) Understanding of Education scenario/environment	15

NOTE:

Shortlisted candidates are required to prepare a Power-Point presentation of 7 to 10 minutes' duration related to their research area/interest to be presented at the time of Interview.

The qualifications as prescribed by the UGC/State Govt. from time to time shall be applicable.