

From

Principal Secretary Govt. of Haryana,
Higher Education Department,
Haryana, Chandigarh.

To

All the Principals,
Govt. Aided Private Colleges in State of Haryana.

Memo No. KW 8/36-2009 C-IV(3)

Dated, Panchkula, the 13/04/2023


Subject : Revised criteria for the recruitment of Assistant Professor and Principals in Govt. Aided Private Colleges in State of Haryana.

In continuation of this Directorate Memo No. KW 8/36-2009 C-IV(3) dated 12.12.2022 on the subject cited above.

The amended revised criteria for the recruitment of Assistant Professors and Principals in Govt. Aided Private Colleges in State of Haryana has been approved by the State Government. The copy of the revised Criteria is enclosed herewith for further necessary action.

This issues with the approval of the Competent Authority.

Encls : 1 to 4 pages

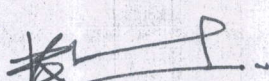

Assistant Director C-IV
for Principal Secretary to Govt. Haryana
Higher Education Department,
Haryana.

Endst No. Even

Dated, Panchkula

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2. The Registrar, Maharishi Dayanand University, Rohtak.
3. The Registrar, Ch. Devi Lal University, Sirsa.
4. The Registrar, Bhagat Phool Singh Mahila Vishwavidyalaya, Khanpur Kalan (Sonapat).
5. The Registrar, Indira Gandhi University, Meerpur (Rewari).
6. The Registrar, Ch. Ranbir Singh University, Jind.
7. The Registrar, Ch. Bansi Lal University, Bhiwani.
8. The Registrar, Gurugram University, Gurugram.
9. The Registrar, Dr. B.R. Ambedkar, National Law University, Rai, Sonapat.
10. The Registrar, Maharishi Balmiki Sanskrit University, Mundri, Kaithal.
11. IT cell for upload on the Portal


Assistant Director C-IV
for Principal Secretary to Govt. Haryana
Higher Education Department,
Haryana.

CRITERIA FOR SELECTION OF ASSISTANT PROFESSORS IN GOVT. AIDED PRIVATE COLLEGES IN THE STATE OF HARYANA

Category

Marks

- I. Academic Record
- II. Additional Qualifications
- III. Teaching Experience and Research
- IV. Co-curricular Activities
- V. Sports
- VI. Interview

40 Marks
15 Marks
20 Marks
7.5 Marks
5 Marks
12.5 Marks
100 Marks

TOTAL :

I. Academic Record: Maximum 40 marks

| Sr. No. | Particulars | Marks |
|---------|-------------------------------------|------------------------------|
| 1 | Above 55 % marks in Master's degree | 0.4 mark for each percentage |
| 2. | Above 55 % marks in Graduation | 0.3 mark for each percentage |
| 3 | Above 55 % marks in 10+2 | 0.2 mark for each percentage |
| 4 | Above 55 % marks in Matriculation | 0.1 mark for each percentage |

II. Additional Qualification: Maximum 15 Marks

| Sr. No. | Particulars | Marks |
|---------|---|----------|
| 1 | Graduation with Honours in the relevant subject | 03 Marks |
| 2 | Ph.D. | 10 Marks |
| 3 | JRF | 05 Marks |
| 4 | NET | 03 Marks |
| 5 | SLET/SET | 02 Marks |

III. Teaching Experience and Research: Maximum 20 marks

A. Teaching Experience: Maximum 10 marks

| Sr. No. | Particulars | Marks |
|---------|--|--|
| 1 | Teaching experience after acquiring eligibility qualifications in the relevant subject | 1 mark for each academic year (0.5 mark per Semester) |

B. Research: Maximum 10 marks

| Sr. No. | Particulars | Marks |
|---------|-----------------------------------|--|
| 1 | Research Publications | 3 marks for each research publications published in Peer-Reviewed or UGC-listed Journals |
| 2 | Paper Presentation in Conferences | International (Abroad) - 05 each |
| | | International (Within country) - 3 each |
| | | National - 2 each |
| | | State/University - 1 each |

IV. Co-curricular Activities: 7.5 marks

| Sr. No. | Particulars | Marks |
|---------|---|---|
| 1 | NCC (Maximum 5 marks) | NCC 'C' Certificate - 05 marks |
| | | NCC 'B' Certificate - 02 marks |
| 2 | NSS (Maximum 5 marks) | NSS National Award - 05 marks |
| | | NSS State Award - 02 marks |
| 3 | Position in Competitions like Debate/Declamation/Quiz/Poetic recitation/Fine Art etc. (Maximum 5 marks) | 5 Marks for each National Level position |
| | | 2 Mark for each State/Inter-University Level position |
| | | 1 Mark for each position in Zonal Youth Festival |
| 4 | Participation in Republic Day Parade, New Delhi | Maximum 2 Marks |

V. Sports* (Maximum 5 Marks)

| Sr. No. | Particulars | Marks |
|---------|---------------------------------------|--|
| 1 | International Level position - | 5 marks |
| 2 | National Level position | First – 3 marks, Second – 2 marks & Third – 1 mark |
| 3 | State/Inter-University Level position | First – 2 marks, Second & Third – 1 mark |

*** Certificate of Gradation from Sports Department of Haryana Govt. is mandatory to claim the marks**

VI. Interview: 12.5 marks

| Sr. No. | Particulars | Marks |
|---------|---|-----------|
| 1 | Subject Knowledge including presentation of 4-5 minutes on a topic given by the Selection Committee | 5 Marks |
| 2 | Communication Skill & ICT knowledge | 4.5 Marks |
| 3 | Overall Personality | 3 Marks |

Performance in interview shall be assessed on the basis of above mentioned criteria. Each member of Selection Committee shall assess candidates and shall assign marks individually in all the three sub-categories mentioned at VI above. For selection, marks obtained by candidates in Categories I to V will be added to the average marks assigned by all members of Selection Committee.

Note:

- During recruitment process, rules/instructions framed by the Govt. from time to time shall be applicable.
- Sports certificates must be issued for such tournament recognized by the State/Centre Govt.
- In case of SC candidates, marks shall be allotted as per same criteria mentioned above.

CRITERIA FOR SELECTION OF PRINCIPALS IN GOVT. AIDED PRIVATE COLLEGES IN THE STATE OF HARYANA

Category

I. Academic Record

II. Teaching Experience and Assessment of Administrative Skill

III. Academic/Research Score

IV. Interview

Marks

20 Marks

35 Marks

32.5 Marks

12.5 Marks

TOTAL:

100 Marks

I. Academic Record: Maximum 20 marks

| Sr. No. | Particulars | Marks |
|---------|-------------------------------------|--|
| 1 | Above 55 % marks in Master's degree | 0.5 mark for each percentage (maximum 5 marks) |
| 2. | Above 55 % marks in Graduation | 0.4 mark for each percentage (maximum 5 marks) |
| 3 | Above 55 % marks in 10+2/Prep. | 0.3 mark for each percentage (maximum 5 marks) |
| 4 | Above 55 % marks in Matriculation | 0.2 mark for each percentage (maximum 5 marks) |

II. Teaching Experience and Assessment of Administrative Skill: Maximum 35 marks

A. Teaching Experience: Maximum 10 marks

| Sr. No. | Particulars | Marks |
|---------|------------------------------------|----------------------|
| 1 | Above 15 years teaching experience | 1 mark for each year |

B. Assessment of Administrative Skill: Maximum 25 marks

(i) Experience of Administrative Responsibilities

| Sr. No. | Particulars | Marks |
|---------|--|----------------------|
| 1 | Experience as Joint/Deputy/Assistant Director in Directorate of Higher Education, Haryana | 1 mark for each year |
| 2 | Experience as Registrar or any other administrative post in any University | 1 mark for each year |
| 3 | Experience as Head of the Higher Education Institution i.e. Principal, Officiating Principal/DDO | 1 mark for each year |

(ii) Experience of Key responsibilities in colleges

| Sr. No. | Particulars | Marks |
|---------|---|--|
| 1 | Staff Representative or V.C. Nominee in Managing Committee of any College | 1 mark for each year maximum upto 3 marks |
| 2 | Co-ordinator or Organizing Secretary of International/National/State Conference/Event | 1 mark for each event maximum upto 3 marks |
| 3 | Bursar | 1 mark for each year maximum upto 3 marks |
| 4 | NSS Programme Officer | 1 mark for each year maximum upto 3 marks |
| 5 | YRC Counsellor | 1 mark for each year maximum upto 3 marks |
| 6 | Hostel Warden | 1 mark for each year maximum upto 3 marks |
| 7 | Member of any Statutory Body of University | 1 mark for each year maximum upto 2 marks |
| 8 | Experience as Associate NCC Officer in HEI (s) | 1 mark for each year maximum upto 3 marks |

(iii) Experience of Committees in College

| Sr. No. | Particulars | Marks |
|---------|-------------------|--|
| 1 | Co-ordinator IQAC | 1 mark for each academic year maximum upto 2 marks |

| | | |
|----|--|---|
| 2 | Editor in Chief, College Magazine | 1 mark for each academic year maximum upto 2 marks |
| 3 | Member, College Advisory Council | 1 mark for each academic year maximum upto 2 marks |
| 4 | Convenor, University Work Committee | 1 mark for each academic year maximum upto 2 marks |
| 5 | Convenor, Cultural Affairs Committee | 1 mark for each academic year maximum upto 2 marks |
| 6 | Convenor, Purchase/Procurement Committee | 1 mark for each academic year maximum upto 2 marks |
| 7 | Convenor, Building/Works Committee | 1 mark for each academic year maximum upto 2 marks |
| 8 | Convenor, Sports Committee | 1 mark for each academic year maximum upto 2 marks |
| 9 | Convenor, Discipline Committee | 1 mark for each academic year maximum upto 2 marks |
| 10 | Convenor, Internal (Complaint) Committee | 1 mark for each academic year maximum upto 2 marks |
| 11 | Convenor, Road Safety Club | 1 mark for each academic year maximum upto 2 marks |
| 12 | Convenor, Red Ribbon Club | 1 mark for each academic year maximum upto 2 marks |
| 13 | Convenor, Eco Club | 1 mark for each academic year maximum upto 2 marks |
| 14 | In-charge, Placement Cell | 1 mark for each academic year maximum upto 2 marks |
| 15 | In-charge, Women Cell | 1 mark for each academic year maximum upto 2 marks |
| 16 | In-charge, Time-table Committee | 1 mark for each academic year maximum upto 2 marks |
| 17 | In-charge, SC/BC Committee | 1 mark for each academic year maximum upto 2 marks |

III. Academic/Research Score: Maximum 32.5 marks

| Sr. No. | Particulars | Marks |
|---------|---|--|
| 1 | Research Score above 110 as per the criteria given in Appendix II, Table 2. | 0.3 mark for each 1 Research Score above 110 |

IV. Interview: 12.5 marks

| Sr. No. | Particulars | Marks |
|---------|---|-----------|
| 1 | Knowledge of Service rules, financial matters & ICT tools | 4 Marks |
| 2 | Leadership Qualities and Decision-making power | 5.5 Marks |
| 3 | Overall Personality | 3 Marks |

Marks of only one experience under Category II B shall be allowed in one academic year. The convenor/In-charge shall be entitled mark (s) allotted to each category of experience. Similarly, the member (s) of Committee shall also be entitled for 0.25 mark for each Committee up to maximum marks allotted above. In case of repetition of any assignment/Committee under Category II (B) (ii) & (iii), the maximum marks allotted above, shall be allowed.

Performance in interview shall be assessed on the basis of above-mentioned criteria. Each member of Selection Committee shall assess candidates and shall assign marks individually in all the three sub-categories mentioned at IV above. For selection, marks obtained by candidates in Categories I to III will be added to the average marks assigned by all members of Selection Committee.

Note:

- Teaching experience of candidates shall be considered only in case of teaching the concerned subject after acquiring eligibility qualifications determined by the Govt.

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Principal Secretary Govt. of Haryana,
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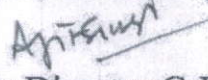
Subject: Revised criteria for the recruitment of Assistant Professor and Principals in Govt. Aided Private Colleges in State of Haryana.

Kindly refer to the subject cited above.

The revised criteria for the recruitment of Assistant Professors and Principals in Govt. Aided Private Colleges in State of Haryana has been approved by the State Government. The copy of the revised Criteria is enclosed herewith for further necessary action.

This issues with the approval of the Competent Authority.

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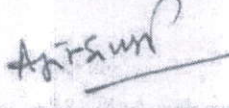

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CRITERIA FOR SELECTION OF ASSISTANT PROFESSORS IN GOVT. AIDED PRIVATE COLLEGES IN THE STATE OF HARYANA

| Category | Marks |
|---------------------------------------|------------------|
| I. Academic Record | 40 Marks |
| II. Additional Qualifications | 15 Marks |
| III. Teaching Experience and Research | 20 Marks |
| IV. Co-curricular Activities | 7.5 Marks |
| V. Sports | 5 Marks |
| VI. Interview | 12.5 Marks |
| TOTAL : | 100 Marks |

I. Academic Record: Maximum 40 marks

| Sr. No. | Particulars | Marks |
|---------|-------------------------------------|------------------------------|
| 1 | Above 55 % marks in Master's degree | 0.4 mark for each percentage |
| 2. | Above 55 % marks in Graduation | 0.3 mark for each percentage |
| 3 | Above 55 % marks in 10+2 | 0.2 mark for each percentage |
| 4 | Above 55 % marks in Matriculation | 0.1 mark for each percentage |

II. Additional Qualification: Maximum 15 Marks

| Sr. No. | Particulars | Marks |
|---------|---|----------|
| 1 | Graduation with Honours in the relevant subject | 03 Marks |
| 2 | Ph.D. | 10 Marks |
| 3 | JRF | 05 Marks |
| 4 | NET | 03 Marks |
| 5 | SLET/SET | 02 Marks |

III. Teaching Experience and Research: Maximum 20 marks

A. Teaching Experience: Maximum 10 marks

| Sr. No. | Particulars | Marks |
|---------|--|--|
| 1 | Teaching experience after acquiring eligibility qualifications in the relevant subject | 1 mark for each academic year (0.5 mark per Semester) |

B. Research: Maximum 10 marks

| Sr. No. | Particulars | Marks |
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| 1 | Research Publications | 3 marks for each research publications published in Peer-Reviewed or UGC-listed Journals |
| 2 | Paper Presentation in Conferences | International (Abroad) - 05 each |
| | | International (Within country) - 3 each |
| | | National - 2 each |
| | | State/University - 1 each |

[Signature]

(2)

IV. Co-curricular Activities: 7.5 marks

| Sr. No. | Particulars | Marks |
|---------|---|---|
| 1 | NCC (Maximum 5 marks) | NCC 'C' Certificate - 05 marks |
| | | NCC 'B' Certificate - 02 marks |
| 2 | NSS (Maximum 5 marks) | NSS National Award - 05 marks |
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| 3 | Position in Competitions like Debate/Declamation/Quiz/Poetic recitation/Fine Art etc. (Maximum 5 marks) | 5 Marks for each National Level position |
| | | 2 Mark for each State/Inter-University Level position |
| | | 1 Mark for each position in Zonal Youth Festival |
| 4 | Participation in Republic Day Parade, New Delhi | Maximum 2 Marks |

V. Sports* (Maximum 5 Marks)

| Sr. No. | Particulars | Marks |
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| 1 | International Level position - | 5 marks |
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*** Certificate of Gradation from Sports Department of Haryana Govt. is mandatory to claim the marks**

VI. Interview: 12.5 marks

| Sr. No. | Particulars | Marks |
|---------|---|-----------|
| 1 | Subject Knowledge including presentation of 4-5 minutes on a topic given by the Selection Committee | 5 Marks |
| 2 | Communication Skill & ICT knowledge | 4.5 Marks |
| 3 | Overall Personality | 3 Marks |

Performance in interview shall be assessed on the basis of above mentioned criteria. Each member of Selection Committee shall assess candidates and shall assign marks individually in all the three sub-categories mentioned at VI above. For selection, marks obtained by candidates in Categories I to V will be added to the average marks assigned by all members of Selection Committee.

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(3)

CRITERIA FOR SELECTION OF PRINCIPALS IN GOVT. AIDED PRIVATE COLLEGES IN THE STATE OF HARYANA

| Category | Marks |
|--|------------------|
| I. Academic Record | 20 Marks |
| II. Teaching Experience and Assessment of Administrative Skill | 35 Marks |
| III. Academic/Research Score | 32.5 Marks |
| IV. Interview | 12.5 Marks |
| TOTAL: | 100 Marks |

I. Academic Record: Maximum 20 marks

| Sr. No. | Particulars | Marks |
|---------|-------------------------------------|--|
| 1 | Above 55 % marks in Master's degree | 0.5 mark for each percentage (maximum 5 marks) |
| 2. | Above 55 % marks in Graduation | 0.4 mark for each percentage (maximum 5 marks) |
| 3 | Above 55 % marks in 10+2/Prep. | 0.3 mark for each percentage (maximum 5 marks) |
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II. Teaching Experience and Assessment of Administrative Skill: Maximum 35 marks

A. Teaching Experience: Maximum 10 marks

| Sr. No. | Particulars | Marks |
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| 1 | Above 15 years teaching experience | 1 mark for each year |

B. Assessment of Administrative Skill: Maximum 25 marks

(i) Experience of Administrative Responsibilities

| Sr. No. | Particulars | Marks |
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| 1 | Experience as Joint/Deputy/Assistant Director in Directorate of Higher Education, Haryana | 1 mark for each year |
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(ii) Experience of Key responsibilities in colleges

| Sr. No. | Particulars | Marks |
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| 1 | Staff Representative or V.C. Nominee in Managing Committee of any College | 1 mark for each year maximum upto 3 marks |
| 2 | Co-ordinator or Organizing Secretary of International/National/State Conference/Event | 1 mark for each event maximum upto 3 marks |
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(iii) Experience of Committees in College

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| 16 | In-charge, Time-table Committee | 1 mark for each academic year maximum upto 2 marks |
| 17 | In-charge, SC/BC Committee | 1 mark for each academic year maximum upto 2 marks |

III. Academic/Research Score: Maximum 32.5 marks

| Sr. No. | Particulars | Marks |
|---------|---|--|
| 1 | Research Score above 110 as per the criteria given in Appendix II, Table 2. | 0.3 mark for each 1 Research Score above 110 |

IV. Interview: 12.5 marks

| Sr. No. | Particulars | Marks |
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| 1 | Knowledge of Service rules, financial matters & ICT tools | 4 Marks |
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