

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 12-12-2022

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

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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.

Encls : 1 to 4 pages.

*A. K. Saini*  
Deputy Director C-IV  
for Principal Secretary to Govt. Haryana  
Higher Education Department,  
Haryana.

Endst. No. Even

Dated Panchkula 12-12-2022

A copy is forwarded to the following for information and necessary action :-

1. The Registrar, Kurukshetra University, Kurukshetra.
2. The Registrar, Maharishi Dayanand University, Rohtak
3. The Registrar, Ch. Devi Lal University, Sirsa.
4. The Registrar, Bhagat Phool Singh Mahila Vishwavidyalya, 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, Sonipat.
10. The Registrar, Maharishi Balmiki Sanskrit University, Mundri, Kaithal.

*A. K. Saini*  
Deputy 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	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
<b>TOTAL :</b>	<b>100 Marks</b>

**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

*Ans*

**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**

<b>Category</b>	<b>Marks</b>
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
<b>TOTAL:</b>	<b>100 Marks</b>

**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
4	Experience as Associate NCC Officer in HEI (s)	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

**(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.

