

**TO BE SUBSTITUTED BEARING SAME NO.& DATE**

**REGD/E-MAIL**

From

The Director Higher Education, Haryana,  
Shiksha Sadan, Sector-5, Panchkula.

To

**The Principals**

1. Dronacharya Government College Gurugram
2. Government College for Women, Sec-14, Gurugram
3. NRS Government College Rohtak
4. Government College for Woman, Rohtak
5. Government College Faridabad
6. Govt. College, Hisar
7. Govt. College, Bhiwani
8. Govt. College, Sector-14, Karnal
9. Govt. National College, Sirsa
10. Govt. College, Ambala Cantt

Memo No. Spl/Rationalization/3/2023/  
Dated Panchkula, the 01.12.2023


**Subject:- Regarding Rationalization of Higher Education Department .**

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Kindly refer to this office order No. 9/3-2021 Co(3) dated 22.11.2023 (copy attached) on the subject cited above.

It is intimated that a meeting is scheduled on 05.12.2023 at 12:30 PM in the office room (ground floor, Department of Science & Technology, Sec-2 PKL) of Dr. Hemant Verma, Deputy Director to examine and recommend the categorization of Government Colleges (For Cat A++ Colleges in which student strength is above 2000). You are requested to attend the above said meeting with following information:-

- (a) Subjects/Courses taught in your college and in nearby colleges, prominent industries of the area pertaining to employability and proposed subjects that may be offered.
- (b) Implementation of NEP 2020 and the subjects to be taught.
- (c) Synergy between Polytechnics and Colleges to increase employability.


  
Deputy Director  
for Director Higher Education,  
Haryana, Panchkula

Endst. No. Even

Dated : Panchkula the 01.12.2023

A copy of above is forward to the following for information and necessary action, please:-

1. Dr. Anjali Siwach, Deputy Director O/o Director Higher Education Department
2. Sh. Dharam Pal Punia, Deputy Director O/o Director Higher Education Department
3. In-Charge IT Cell to upload on the portal.
4. Care Taker – to make necessary arrangement i.e. tea and lunch for the officers/officials in Conference Hall. *Q IUT.*

  
Deputy Director  
for Director Higher Education,  
Haryana, Panchkula

**ADDITIONAL CHIEF SECRETARY TO GOVERNMENT OF HARYANA,  
HIGHER EDUCATION DEPARTMENT, HARYANA, CHANDIGARH**

**ORDER**

No. 9/3-2021 CO(3)

Dated: 22.11.2023

A committee of the following officers is hereby constituted to examine and recommend the categorization of Government Colleges (For Cat A++ Colleges in which student strength is more than 2000) keeping in view of the National Education Policy, opinion of W/ACSHE at NP-78 of file No. 9/3-2021 Co(3) and minutes of 6<sup>th</sup> meeting held on 09.11.2023 on the Rationalization of Higher Education Department :-

1. Dr. Hemant Verma, Deputy Director
2. Dr. Anjali Siwach, Deputy Director
3. Sh. Dharam Pal Punia, Deputy Director
4. Principals of DGC Gurugram, GCW Sec-14, Gurugram, NRS GC Rohtak, GCW Rohtak, GC Faridabad, GC Hisar, GC Biwani, GC Sec-14, Karnal, GNC Sirsa and GC Ambala Cantt.

**ANAND MOHAN SHARAN, IAS  
ADDITIONAL CHIEF SECRETARY TO GOVT. HARYANA,  
HIGHER EDUCATION DEPARTMENT,  
HARYANA, CHANDIGARH**

Endst No. 9/3-2021 CO(3)

Dated : 23.11.2023

A copy of the above is forwarded to the following officers along with the copy of opinion of W/ACSHE at NP-78 of file No. 9/3-2021 Co(3), minutes of 6<sup>th</sup> meeting held on 09.11.2023 on the Rationalization of Higher Education Department and present proposed concept of Categorization of colleges, for further necessary action, please:-

1. Private Secretary to Addl. Chief Secretary to Government Haryana, Higher Education Department for information to W/ACSHE.
2. Private Secretary to Director, Higher Education Department, Haryana for information to W/DHE.
3. PA to W/Additional Director Administration for information to W/Addl. Director Administration.
4. Dr. Hemant Verma, Deputy Director O/o Director Higher Education Department
5. Dr. Anjali Siwach, Deputy Director O/o Director Higher Education Department
6. Sh. Dharam Pal Punia, Deputy Director O/o Director Higher Education Department

7. Principals of DGC Gurugram, GCW Sec-14, Gurugram, NRS GC Rohtak, GCW Rohtak, GC Faridabad, GC Hisar, GC Biwani, GC Sec-14, Karnal, GNC Sirsa and GC Ambala Cantt
8. In-Charge IT Cell to upload on the Portal of Higher Education Department.

*R. N. S.*  
Superintendent Coordination  
for Additional Chief Secretary to Government, Haryana,  
Higher Education Department,  
Haryana, Chandigarh



Rationalization Commission, Haryana  
DHL Square, Plot No.9, 6<sup>th</sup> Floor, HSIIDC IT Park, Sector-22, Panchkula.  
Email: rcharyana@gmail.com

No. RCH/2023/458-59

Dated:22.11.2023

Director,  
Higher Education Department, Haryana  
Shiksha Sadan, Sector-5, Panchkula

**Sub: Minutes of 6<sup>th</sup> meeting held on 09.11.2023 at 11:00 AM under the Chairmanship of Sh. Rajan Gupta, IAS (Retd.) Rationalization Commission, Haryana -Rationalization of Higher Education Department, Haryana.**

I am directed to refer to the subject noted above and to enclose a copy of Minutes 6<sup>th</sup> meeting held on 09.11.2023 under the Chairmanship of Sh. Rajan Gupta, IAS (Retd.) Rationalization Commission, Haryana regarding rationalization/ restructuring of Higher Education Department, Haryana.

You are requested to take further action in the matter. Further, the next meeting of your department shall be held on 19.12.2023 at 11.00 A.M.in the office of Rationalization Commission, Haryana. Kindly attend the said meeting alongwith senior officers of your department.

Secretary

for Chairman, Rationalization Commission, Haryana

Encl: As above.

Endst. No. RCH/2023/ 458-59

Dated: 22.11.2023

A copy of the above is forwarded to the Additional Chief Secretary, Higher Education Department, Haryana, Haryana Civil Secretariat, Chandigarh, for information.

Secretary

for Chairman, Rationalization Commission, Haryana



Rationalization Commission, Haryana  
DHL Square, Plot No.9, 6<sup>th</sup> Floor, HSIIDC IT Park, Sector-22, Panchkula.  
Ph. 0172-4604938,Email: rchharyana@gmail.com

Minutes of the 6<sup>th</sup> meeting held on 09.11.2023 at 11:00 AM under the Chairmanship of Shri Rajan Gupta, IAS(Retd.), Chairman, Rationalization Commission, Haryana with the Additional Chief Secretary and senior officers of Higher Education Department.

Present on behalf of Higher Education Department:

1. Sh.Anand Mohan Sharan, IAS, Addl. Chief Secretary
2. Dr.Rajesh Goyal, Secretary, HSBTE
3. Dr.Hemant Verma, Deputy Director
4. Dr.Vishal Sharma, Deputy Director
5. Ms.Anjali Siwach, Deputy Director
6. Sh.Dharam Pal Punia, Deputy Director,
7. Ms.Neelam Sharma, Asstt.Director
8. Sh. Sunil Kumar, Assistant

Sh. Rajiv Rattan, IAS, Director, Higher Education could not attend the meeting as he was on election duty.

**MINUTES:**

**Opening statement of Sh.Anand Mohan Sharan, IAS, Addl. Chief Secretary to Govt.Haryana, Higher Education Department:**

- i) Sh.Sharan stated that this rationalization exercise is once in life time exercise. This opportunity should be used to tackle various problems facing higher education system in the state. The exercise should have very clear aim and objective. A clear vision in regard to higher education system has been given by the New Education Policy (NEP).
- ii) Rationalization exercise therefore must take into account all requirements prescribed in the NEP.
- iii) He agreed that State Govt. by way of a clear policy should decide the subjects which may be taught in each college of different categories in the State. For categorization of colleges in categories A,A+ and A++ to decide the subjects to be taught and other

facilities to be provided, not only the number of students admitted in the current academic year should be taken into account, but due consideration to geographical location of the colleges should also be given. It should be aimed that within a reasonable distance all subjects are available to the students to enable them to choose the type of education they would like to have. Broad categorization done by the department is acceptable, however, it needs to be further refined by keeping in view the location of the colleges. A final proposal in this regard will be submitted to the Commission before the next meeting.

- iv) Alongside categorization of the colleges, the Commission may also recommend creation of adequate infrastructure. Special emphasis should be laid on creation of laboratories of all relevant subjects and creating posts for qualified laboratory attendants. Addl.Chief Secretary, Higher Education



emphasized that without laboratories and some hands on experts, teaching-learning of any subject is not complete.

- v) Different options should be explored for e-learning and implementation of choice based credit structure. This has been facilitated under the NEP. Adequate facilities alongwith manpower should be incorporated in the revised structure.
  
- vi) There are several new age subjects. So far our teaching has remained focused on to teach only traditional subjects. The rationalized structure may also duly incorporate the a procedure for introducing all new age subjects whenever required. For such subjects, may be a temporary faculty could be hired to begin with. Such faculty may be allowed to become permanent if the subject becomes popular and students are willing to take those subjects.



- vii) Often department receives demands for starting new courses from many colleges. It was discussed that the subjects which may be taught in a particular college should be decided by the department in the beginning of the year. No deviation from that should take place during course of the academic session. The department has to ensure that option to study any subject should be available in various colleges located in a defined geographical area.

It was discussed that in the month of Feb./March the department should notify the subjects which will be taught in various colleges of the State. For deciding the subject to be taught in Govt. colleges, facilities available in some private colleges within the same area for teaching the same subjects may also be taken into consideration.

- viii) Addl.Chief Secretary, Higher Education further stated that alongwith rationalizing higher education department, the structure of Higher Education



Council should also be upgraded. The department will prepare a proposal in this regard also for submission to the Commission.

- ix) Coordination between different universities etc. is an equally important subject. This aspect should also be kept in mind while deciding the structure of the department.
  - x) Addl.Chief Secretary, Higher Education stated that he would like to personally supervise preparation of the revised proposal for rationalization of the department. For this purpose he suggested that either higher education department or the rationalization commission may engage a retired experienced person for assisting the Commission as well as the department. The expert so engaged may work on full time basis for assisting the Commission, the department and the Addl.Chief Secretary.
2. Minutes of 5<sup>th</sup> meeting held on 17.10.2023 and the minutes of 4<sup>th</sup> meeting held on 27.9.2023 were also gone

through. In accordance with observations made by the Commission, department has rectified their proposal. Now the revised number of teaching and non-teaching posts in different categories of colleges has been re-worked as shown in the following table:

| SR NO. | No.of Colleges                         | 111 College in Cat.A |  | 40 College in Cat. A +   |  | 29 College in Cat. A++    |  | Total teaching staff required in all 180 colleges | Remarks |
|--------|--|----------------------|--|--------------------------|--|---------------------------|--|---|---------|
|        |  | Name of the Posts.   | No. of teaching subject staff required in each college | Total for Cat A Colleges | No. of teaching subject staff required in each college | Total for Cat A+ Colleges | No. of teaching subject staff required in each college |   |         |
|        | Teaching Staff                         |                      |  |                          |  |                           |  |   |         |
| 1      | Principal                              | 1                    | 111  | 1                        | 40   | 1                         | 29   | 180   |         |
| 2      | Assistant Professor Botany             |                      | 0  | 3                        | 120  | 3                         | 87   | 207   |         |
| 3      | Assistant Professor Chemistry          |                      | 0  | 6                        | 240  | 12                        | 348  | 588   |         |
| 4      | Assistant Professor Commerce           | 3                    | 333  | 12                       | 480  | 15                        | 435  | 1248  |         |
| 5      | Assistant Professor Computer Science   | 2                    | 222  | 3                        | 120  | 5                         | 145  | 487   |         |
| 6      | Assistant Professor Defence Studies    |                      | 0  |                          | 0  | 2                         | 58   | 58  |         |
| 7      | Assistant Professor Economics          | 1                    | 111  | 3                        | 120  | 3                         | 87   | 318   |         |
| 8      | Assistant Professor English            | 2                    | 222  | 6                        | 240  | 12                        | 348  | 810   |         |
| 9      | Assistant Professor Fine Arts          |                      | 0  |                          | 0  | 1                         | 29   | 29  |         |
| 10     | Assistant Professor Geography          | 2                    | 222  | 4                        | 160  | 12                        | 348  | 730   |         |
| 11     | Assistant Professor Hindi              | 2                    | 222  | 3                        | 120  | 4                         | 116  | 458   |         |
| 12     | Assistant Professor History            | 1                    | 111  | 3                        | 120  | 3                         | 87   | 318   |         |
| 13     | Assistant Professor Home Science       |                      | 0  | 1                        | 40   | 2                         | 58   | 98  |         |
| 14     | Assistant Professor Mass Communication |                      | 0  |                          | 0  | 2                         | 58   | 58  |         |
| 15     | Assistant Professor Mathematics        | 1                    | 111  | 4                        | 160  | 8                         | 232  | 503   |         |

Minutes of meeting held on 09.11.2023  
- Higher Education Deptt.

|    |   |           |             |           |             |            |             |             |                     |
|----|---|-----------|-------------|-----------|-------------|------------|-------------|-------------|---------------------|
| 16 | Assistant Professor Music                 |           | 0           |           | 0           | 1          | 29          | 29          |                     |
| 17 | Assistant Professor Music V               |           | 0           |           | 0           | 1          | 29          | 29          |                     |
| 18 | Assistant Professor Philosophy            |           | 0           |           | 0           | 1          | 29          | 29          |                     |
| 19 | Assistant Professor Physical Education    | 1         | 111         | 1         | 40          | 3          | 87          | 238         |                     |
| 20 | Assistant Professor Physics               |           | 0           | 4         | 160         | 8          | 232         | 392         |                     |
| 21 | Assistant Professor Political Science     | 1         | 111         | 2         | 80          | 3          | 87          | 278         |                     |
| 22 | Assistant Professor Psychology            | 1         | 111         | 3         | 120         | 3          | 87          | 318         |                     |
| 23 | Assistant Professor Public Administration |           | 0           | 1         | 40          | 2          | 58          | 98          |                     |
| 24 | Assistant Professor Punjabi               |           | 0           | 1         | 40          | 1          | 29          | 69          |                     |
| 25 | Assistant Professor Sanskrit              |           | 0           | 1         | 40          | 3          | 87          | 127         |                     |
| 26 | Assistant Professor Sociology             |           | 0           | 1         | 40          | 1          | 29          | 69          |                     |
| 27 | Assistant Professor Zoology               |           | 0           |           | 0           | 3          | 87          | 87          |                     |
| 28 | Assistant Professor Anthropology          |           | 0           |           | 0           | 2          | 10          | 10          | Only in 5 colleges  |
| 29 | Assistant Professor Biology (Micro)       |           | 0           |           | 0           | 2          | 20          | 20          | Only in 10 colleges |
| 30 | Assistant Professor Bio-Technology        |           | 0           |           | 0           | 2          | 20          | 20          | Only in 10 colleges |
| 31 | Assistant Professor Geology               |           | 0           | 3         | 120         | 1          | 10          | 130         | Only in 10 colleges |
| 32 | Assistant Professor Tourism               |           | 0           |           | 0           | 3          | 30          | 30          | Only in 10 colleges |
|    | <b>Total Teaching Staff</b>               | <b>18</b> | <b>1998</b> | <b>66</b> | <b>2640</b> | <b>125</b> | <b>3425</b> | <b>8063</b> |                     |
|    | <b>Non-Teaching Staff</b>                 |           | <b>0</b>    |           | <b>0</b>    |            | <b>0</b>    | <b>0</b>    |                     |
| 1  | Accounts Assistants with minimum B.Com    | 1         | 111         | 1         | 40          | 2          | 58          | 209         |                     |
| 2  | Chowkidar                                 | 4         | 444         | 4         | 160         | 5          | 145         | 749         |                     |
| 3  | Clerk                                     | 2         | 222         | 3         | 120         | 4          | 116         | 458         |                     |
| 4  | Computer Lab Assistant                    | 2         | 222         | 4         | 160         | 6          | 174         | 556         |                     |
| 5  | Counselor                                 |           | 0           |           | 0           | 1          | 29          | 29          |                     |
| 6  | Data Entry Operator                       | 2         | 222         | 3         | 120         | 4          | 116         | 458         |                     |
| 7  | Deputy Superintendent                     | 1         | 111         | 1         | 40          | 1          | 29          | 180         |                     |
| 8  | Junior Librarian                          |           | 0           |           | 0           | 1          | 29          | 29          |                     |
| 9  | Lab Attendant                             | 4         | 444         | 10        | 400         | 16         | 464         | 1308        |                     |
| 10 | Librarian                                 | 1         | 111         | 1         | 40          | 1          | 29          | 180         |                     |

|    |  |           |             |            |             |            |             |              |  |
|----|--|-----------|-------------|------------|-------------|------------|-------------|--------------|--|
| 11 | Library Attendant                                    |           | 0           | 1          | 40          | 2          | 58          | 98           |  |
| 12 | Legal Assistant                                      |           | 0           |            | 0           | 1          | 29          | 29           |  |
| 13 | Mali   | 2         | 222         | 3          | 120         | 4          | 116         | 458          |  |
| 14 | Office Assistant with<br>typing and shorthand        | 2         | 222         | 3          | 120         | 4          | 116         | 458          |  |
| 15 | Peon   | 3         | 333         | 4          | 160         | 6          | 174         | 667          |  |
| 16 | Restorer   | 1         | 111         | 1          | 40          | 2          | 58          | 209          |  |
| 17 | Sick Room Attendant                                  |           | 0           |            | 0           | 1          | 29          | 29           |  |
| 18 | Superintendent                                       |           | 0           |            | 0           | 1          | 29          | 29           |  |
| 19 | Sweeper  | 2         | 222         | 4          | 160         | 8          | 232         | 614          |  |
| 20 | Tabla Player   |           | 0           |            | 0           | 1          | 29          | 29           |  |
| 21 | Grounds Man  | 1         | 111         | 2          | 80          | 2          | 58          | 249          |  |
|    | <b>Total Non Teaching<br/>Staff</b>                  | <b>28</b> | <b>3108</b> | <b>45</b>  | <b>1800</b> | <b>73</b>  | <b>2117</b> | <b>7025</b>  |  |
|    | <b>Total Posts (Teaching &amp;<br/>Non Teaching)</b> | <b>46</b> | <b>5106</b> | <b>111</b> | <b>4440</b> | <b>198</b> | <b>5542</b> | <b>15088</b> |  |

#### ACTION POINTS:

3. Commission is in full agreement with the view expressed by Sh.Anand Mohan Sharan, IAS, Addl. Chief Secretary to Govt. of Haryana, Higher Education Department. Based on the exercise so far carried out and the views expressed by the Addl.Chief Secretary, Higher Education, following further action points emerge:
  - i) Requirement of teaching and non-teaching staff worked out in the table shown in the previous pages



appears acceptable. However, same needs to be further revised in accordance with the views expressed by Addl.Chief Secretary, Higher Education.

- ii) The categorization of colleges not only based on the number of students but also on the basis of geographic requirements of each area should be carried out. The department may modify their proposal of categorization of colleges in accordance with the views expressed by Ld. Addl.Chief Secretary, Higher Education.
- iii) Requirement of staff projected in the above table may also take due care of the requirement of NEP. For this purpose the proposal may be re-visited and afresh proposal be submitted to the Commission.
- iv) The department may also propose a structure for the Higher Education Council and for establishment a mechanism for inter-universities coordination.

- v) Addl.Chief Secretary, Higher Education has emphasized setting up of laboratories and providing other infrastructure for teaching of various subjects. The requirement of laboratories and other infrastructure including laboratory attendants may be projected by the department by incorporating its requirement in the rationalized structure.
- vi) Commission observes that while deciding the structure of various colleges, due consideration should be given to the facilities available for teaching of similar subjects in private colleges and university campuses located within the same geographical area. The idea is to facilitate education of the students in different subjects of their choice within a given geographical area either in the university campuses or in private colleges or in Govt. Colleges. The facilities to be provided in Govt. colleges may not be seen in isolation from the private institutions especially aided colleges. Aided colleges for all



practical purposes are state institutions because most of their expenses are paid for by the state.

- vii) Commission agrees with the suggestion of Addl.Chief Secretary, Higher Education that a retired experienced officer may be engaged on contract basis for assisting the department, the Addl.Chief Secretary, Higher Education and the Commission for coordinating the efforts for formulating a proposal for rationalization of the department keeping in view the requirements of NEP.

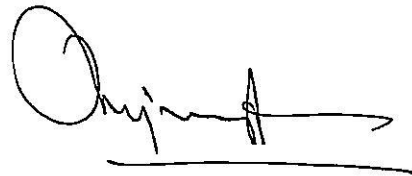
The expert person may be engaged by the department. However, since the Commission aims to complete the exercise in respect of Higher Education Department within next 2-3 months, if the department or the Addl.Chief Secretary, Higher Education so desire, the Commission can also hire services of an expert person for a few months.





Name of the suitable person, however, may be recommended to the Commission by the department or the Addl.Chief Secretary.

**Next meeting of Higher Education Department will be held on 19.12.2023 at 11 AM.**



**(Rajan Gupta )  
Chairman  
Rationalization Commission, Haryana**