

From

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

To

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

Memo No. KW 8/36-2009 C-IV(1)

Dated, Panchkula the 10-03-2017

Subject: Revised criteria for filling up of vacant sanctioned posts of Assistant Professors and Principal in Govt. Aided Private Colleges of Haryana.

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Kindly refer to the subject cited above.

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

Amrjit Singh
Superintendent C-IV

O/o Principal Secretary to Govt. Haryana,
Higher Education Department,
Haryana.

Endst. No. Even

Dated, Panchkula

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

1. Registrar, Kurukshetra University, Kurukshetra.
2. Registrar, Maharishi Dayanand University, Rohtak.
3. Registrar, Ch. Devi Lal University, Sirsa.

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Superintendent C-IV

O/o Principal Secretary to Govt. Haryana,
Higher Education Department,
Haryana

10/3/17
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Sub: Revised criteria for appointment of Assistant Professors and Principals in Private Govt. Aided Colleges, Haryana.

Proposed criteria for the selection of Assistant Professor in the Govt. Aided Private Colleges in the State of Haryana.

Criteria Distribution	Marks Distribution
(D) Academic Record	50 marks
(E) Assessment of Domain Knowledge & Teaching Experience	37.5 marks
(F) Interview Performance	12.5 marks
	Total 100 marks

(C) Academic Record

I Matriculation (Max 5 Marks)

75% and above
(0.25 marks for each percent of marks)

II 10+2 (Max 5 Marks)

75% and above
(0.25 marks for each percent of marks)

III Bachelor Degree (Max 5 Marks)

61% and above up to 90%
(0.17 marks for each percent of marks)

IV Graduation with Honours 60% and above (Max 5 marks)

V Master Degree (Max 15 Marks)

56% and above
(0.40 marks for each percent of marks)

VI NET/JRF+Ph.D./D.Phil 10 Marks

VII Merits (Max 05 marks)

Gold Medal at PG Level Stood 1 st in the State/Central University	Gold Medal at UG Level Stood 1 st in the State/Central University	Topper in Board Examination at 10+2 Level(State board/ICSE/CBSE)
(5 Marks)	(5 Marks)	(5 Marks)

(D) Assessment of Domain Knowledge & Teaching Experience (30 Marks).

I Publications (Maximum 8 Marks)

d)	Subject Books (ISSN/ISBN)	03 Marks for each book
e)	Research paper in referred international journal (ISSN/ISBN) with impact factor	03 marks for each publication (as per impact factor)
f)	Research paper in referred national journal (ISSN/ISBN) with impact factor	02 marks for each publication (as per impact factor)

Research Performance (Max 07 Marks)

	Research paper presented in:	Marks
c)	International Seminar	03 marks for each paper Max. of 2 papers
d)	National Seminar	01 marks for each paper Max. of 7 papers

III Co-curricular Activities (Max 7.5 Marks)

d)	Debates/Declamation/Quiz/Poetic/Recitation /Literary/Fine Arts/Culture etc.	01 marks for each state level position 02 marks for each national level position
e)	N.C.C. (C. Certificate) N.C.C. (B. Certificate)	02 marks 01 marks
f)	NSS Certificate National Level	01 marks


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III **Sports (Max 05 Marks)**

d)	Position at International Level	5 Marks
e)	Position at National Level	1 st Position-4marks, 2 nd Position-3 marks, 3 rd Position-2 marks
f)	Graded Position at Inter-University Level	1 st Position-3marks, 2 nd Position-2 marks, 3 rd Position-1 marks

Certificate of gradation from Sports Department of state Govt. is required in support of above mentioned claims.

V **Teaching Experience (Max 10 Marks)**

01 Marks for each academic year, (0.5 marks for each semester)

C **Interview (12.5 Marks)**

- (i) Subject knowledge including presentation of 4 to 5 minutes duration on a given topic & concept clarity 4 marks
 (ii) Communication skills & ICT knowledge 3.5 marks + 2 marks
 (iii) Overall Personality 3 marks

Notes:

- vi) UGC/State Government Rules/instructions and relevant service rules will be followed in the recruitment process.
 vii) Weightage for only one highest certificate of value will be considered for determining the overall merit. sports certificates must be of a discipline and tournament recognized by the Sports Department, Department of Haryana and Association of Indian Universities.
 viii) Teaching experience may be considered only of those candidates who have taught the concerned subject (Arts/SC./Com/B.Ed.) after acquiring the eligibility qualifications.
 ix) For Assistant Professors appointed in B.Ed. colleges, equal weightage is to be given to percentage in M.A./M.Sc./M.Com and M.Ed.
 x) For SC candidates appearing in SC specific interview, the eligibility would be 50%. However, weightage shall be given on acquiring marks as per as the above criteria.

Criteria for the selection of Principals in the Govt. Aided Private Colleges in the State of Haryana.

Criteria Distribution

Marks Distribution

- (E) **Academic Background (20 marks)**
 (F) **Assessment of Teaching Experience and managerial skills (35 marks)**
 (G) **Research Performance based on API Score & Quality of Publication (32.5 marks)**
 (H) **Interview Performance (12.5 marks)**

Total 100 marks

Sr. No.	B) Academic Record	Maximum 20 marks
IV.	Essential eligibility qualification 55% marks at P.G. level with Ph.D. (For SC candidates 50% marks at P.G. level with Ph.D.)	0 mark
V.	55%	0 marks
VI.	56% and above	0.3 marks for each percentage maximum 10 marks) shall be awarded.
A	Good Academic Record	Maximum Marks 10
IV.	The candidate with consisting good academic record i.e. throughout 75% and above marks in all examination i.e. 10, prep. Or+2, B.A.	10 Marks
V.	75% and above marks in one of the lower examination i.e. B.A., prep. Or+2 Matric	06 Marks
VI.	75% and above marks in one of the lower examination i.e. B.A., prep. Or+2 Matric	03 marks
	(B) Assessment of Teaching Experience and managerial skills	Maximum 35 marks*
XXIV.	15 years experience being essential	0 mark

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	qualification		
XXV.	Above 15 years experience		01 marks for each year to the maximum of 10 marks.
XXVI.	NCC(ANO)		01 marks for each academic to the session to the maximum of 2 marks
XXVII.	NSS (Programme Officer)		01 marks for each academic to the session to the maximum of 2 marks.
XVIII.	Controller of Exams		01 marks for each academic to the session to the maximum of 2 marks.
XXIX.	Hostel Warden/Supdt.		01 marks for each academic to the session to the maximum of 2 marks.
XXX.	Bursar		01 marks for each academic to the session to the maximum of 2 marks.
XXXI.	Incharge Time Table		01 marks for each academic to the session to the maximum of 2 marks.
XXXII.	Incharge Women Cell		01 marks for each academic to the session to the maximum of 2 marks.
XXIII.	Incharge SC/ST Committee		01 marks for each academic to the session to the maximum of 2 marks.
XXIV.	Incharge Placement Cell/E.W.Y.L. Committee		01 marks for each academic to the session to the maximum of 2 marks.
XXXV.	Editor in Chief College Magazine/Convenor prospectus committee		01 marks for each academic to the session to the maximum of 2 marks.
XXVI.	Incharge culture affairs		01 marks for each academic to the session to the maximum of 2 marks.
XXVII.	Incharge Sports/Games		01 marks for each academic to the session to the maximum of 2 marks.
XVIII.	Member Advisory Council		01 marks for each academic to the session to the maximum of 2 marks.
XXIX.	Incharge Discipline Committee		01 marks for each academic to the session to the maximum of 2 marks.
XL.	Convenor NAAC/UGC/IQAC		01 marks for each academic to the session to the maximum of 2 marks.
XLI.	Staff representative to local Governing Body/VC Nominee on college governing body.		01 marks for each academic to the session to the maximum of 2 marks.
XLII.	Convenor purchase and disposal committee.		01 marks for each academic to the session to the maximum of 2 marks.
XLIII.	Convenor construction committee		01 marks for each academic to the session to the maximum of 2 marks.
XLIV.	Coordinator/Organising Secy. of International/ National/State level Seminar / Confernces/Functions/Events		01 marks for each academic to the session to the maximum of 2 marks.
XLV.	Member/office bearer of various statutory bodies of the universities.		01 marks for each term to the session to the maximum of 2 marks.
XLVI.	University works incharge		01 marks for each academic to the session to the maximum of 2 marks.
	(c) Research Performance		Maximum 32.5 Marks
II.	Consolidated API points from Category 3 upto 400 points. no marks will be given. Points more than 400 will be assigned 1 marks for each 10 API points upto a maximum of 32.5 marks. The API Score table for the Principal will be as per UGC norms.		
	(d) Interview		12.5 Marks**
IV.	Knowledge of service and Financial Rules, ICT Tools		4 Marks
V.	Decision Making, Leadership & Communication skills		4.5 Marks
VI.	Overall personality		04 Marks
	Total		100 Marks


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* Only one benefit will be allowed in one academic session in respect of B. The in-charge/convenor will be given mark/marks allotted to the concerned committee. The member of the committees, wherever member has not been mentioned in the above list of committees, will also be allowed 0.25 marks for each membership upto a maximum of 1 marks in total for each academic session. It is further clarified that if a person repeats to be the convenor/member of a specific committee for a number of years, the maximum years for each committee should be considered upto 2 years only.

** Performance in interviews shall also be assessed in terms of knowledge of service and Financial Rules, Decision marking, Leadership, Communication skills & using ICT tools in teaching etc. apart from the Academic achievements and overall personality. Each member of the selection committee will assess the candidates and will assign marks individually in all the three categories mentioned at D above. Out of marks allotted to each category and average of marks awarded by all the members of the selection committee will be added to the credit of candidates for selection.

Notes:

- v) UGC instructions and relevant service rules will be followed in the recruitment process.
- vi) Teaching experience may be considered only of those candidates who have taught the concerned subject (Arts/Sc./Com./B.Ed.) after acquiring the eligibility qualifications.
- vii) For Principals to be appointed in B.Ed. colleges, equal weightage is to be given to percentage in M.A./M.Sc./M.Com and M.Ed.
- viii) For SC candidates the weightage of marks shall be given at par on acquiring marks as per the above criteria.


15/3/12
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