

# The Tribune

GURUGRAM | TUESDAY | 9 SEPTEMBER 2025

**GOVERNING BODY, DAV COLLEGE, CHEEKA  
(KAITHAL), HARYANA  
UNDER AEGIS OF DAV COLLEGE MANAGING COMMITTEE  
CHITRA GUPTA ROAD, (PAHARGANJ) NEW DELHI-110055  
Tel.: 011-35661400**

Advt. No. C.Prin./HR/September/2025/09

College Phone No.: 01743-298556

E-mail : [davcollegecheeka@rediffmail.com](mailto:davcollegecheeka@rediffmail.com)

Invite applications for the Grant-in Aid post of Principal (General) on regular basis against the sanctioned post for DAV College, Cheeka (Kaithal), within 21 days from the date of publication of this advertisement, on the Application Form, obtainable from College on payment of Rs. 250/- by Bank Draft in favour of Principal, DAV College, Cheeka on or before 29.09.2025. It can also be downloaded from [www.davcmc.net.in](http://www.davcmc.net.in) and the College Website [www.davcollegecheeka.in](http://www.davcollegecheeka.in) and the same be submitted through Speed Post or in person, alongwith bank draft to the College under copy to the DAV College Managing Committee, Chitra Gupta Road, (Paharganj), New Delhi-110055 and to the Dean of Colleges, Kurukshetra University, Kurukshetra, Haryana. "No Objection Certificate" (if employed) from the present employer must be attached. Incomplete application or application received after the last date prescribed will not be entertained for any reason.

Eligibility, age relaxation, reservation, qualification, pay scale and selection criteria will be as per the latest norms and guidelines of UGC/KUK/DAVCMC and D.H.E, Panchkula notifications dated 11.11.2022, 12.12.2022 and 18.04.2023, which are available on both the said websites.

**President  
Governing Body**

**GOVERNING BODY DAV COLLEGES, HARYANA***Under the Aegis of***DAV COLLEGE MANAGING COMMITTEE**

CHITRA GUPTA ROAD (Paharganj), NEW DELHI-110055

Name of the College .....

**FORM OF APPLICATION FOR EMPLOYMENT FOR TEACHING POSTS**

Sr. No.: HR/04/.....

Application No. ....  
(To be filled by the office)**Notes:-**

1. The last date for receipt of application is .....
2. This application form and the bio-data should be properly filled.
3. Attested copies of all certificates/testimonials should be attached. Originals will have to be shown at the time of interview.
4. Persons in employment should send their applications through their employer. They may, however, send a copy in advance, but it must be on the prescribed form, and accompanied by the copies of certificates/testimonials, etc. A copy of application on the prescribed form be also sent to the Dean of Colleges, Kurukshetra/Maharishi Dayanand University, Rohtak.
5. Applications received after the due date or found incomplete may not be considered.
  - a. Post applied for (Give the full name of the Post) .....  
(Advt. No. ....)
  - b. Name in full (in block letters) .....
  - c. Father's Name .....
  - d. Present Postal Address (in block letters) .....  
.....  
.....
  - e. Telegraphic Address/E-Mail/Fax No. ....
  - f. Telephone No., if any .....
  - g. Permanent Home Address .....  
.....
6. (a) Nationality of the candidate .....
- (b) Whether belongs to S.C./B.C. ....
- (c) Marital Status .....
7. (a) Date of Birth .....
- (b) Place of Birth .....
8. If you are employed, your present designation .....
9. Reference: They should be professionally competent persons who are well acquainted with some aspects of the applicant's training accomplishment, capabilities, and the character but must not be relations. Two referees should be listed, and at least, one of them should be citizen of India. For applicants having done Post-graduate or Post-doctoral research, the research supervisors must be listed.

I. Name :

Occupation or position :

Address : .....

II. Name :

Occupation or position :

Address : .....

10. Have you ever been prosecuted, kept under detention of bound down, fined, convicted by a Court of law of any offence or debarred/disqualified by any University; Public Service Commission from appearing at its examination/selection ? Is any case pending against you in any Court of law at the time of filling up of this application form ? If the answer is 'Yes' full particulars of case, detention, fine, conviction, sentence, etc. should be given.

11. Educational Qualifications (From Matriculation onwards)

| Exam Passed                                 | Univ/ Board | No. of Attempts | Roll No. | Year of Passing | % age of marks obtd. | Max. Marks | Marks obtd. | Subjects | Dist- inction, if any |
|---------------------------------------------|-------------|-----------------|----------|-----------------|----------------------|------------|-------------|----------|-----------------------|
| Matric                                      |             |                 |          |                 |                      |            |             |          |                       |
| Hr. Sec./<br>Pre-Uni./<br>SSCE Part-I       |             |                 |          |                 |                      |            |             |          |                       |
| Pre-Engg./<br>Pre-Medical /<br>SSCE Part II |             |                 |          |                 |                      |            |             |          |                       |
| B.A./B.Com./<br>B.Sc.                       |             |                 |          |                 |                      |            |             |          |                       |
| M.A./M. Com./<br>M.Sc.                      |             |                 |          |                 |                      |            |             |          |                       |
| UGC<br>(NET/SET)                            |             |                 |          |                 |                      |            |             |          |                       |
| M.Phil.                                     |             |                 |          |                 |                      |            |             |          |                       |
| Ph. D.                                      |             |                 |          |                 |                      |            |             |          |                       |
| B.P. Ed.<br>B.Lib                           |             |                 |          |                 |                      |            |             |          |                       |
| M.P. Ed.<br>M. Lib.                         |             |                 |          |                 |                      |            |             |          |                       |
| Any other exam.                             |             |                 |          |                 |                      |            |             |          |                       |

12. Topic of M. Phil. Dissertation .....

13. Topic of research for Ph.D. ....

14. Field of Specialization .....

## 15. List of Publications :\*

| Publication | A<br>Published  | B<br>In Press | C<br>Accepted for<br>Publication | D<br>Communicated<br>for<br>publication | E<br>In preparation |
|-------------|-----------------|---------------|----------------------------------|-----------------------------------------|---------------------|
| Books       | Ind.<br>Jointly |               |                                  |                                         |                     |
| Papers      | Ind.<br>Jointly |               |                                  |                                         |                     |
| Abstracts   | Ind.<br>Jointly |               |                                  |                                         |                     |
| Patents     | Ind.<br>Jointly |               |                                  |                                         |                     |

| 16. Name of the<br>Employer. | Designation<br>of the post held | Duration of<br>appointment<br>From / To | Basic Pay allowance<br>separately | Reasons for<br>leaving |
|------------------------------|---------------------------------|-----------------------------------------|-----------------------------------|------------------------|
|------------------------------|---------------------------------|-----------------------------------------|-----------------------------------|------------------------|

17. Basic Pay acceptable .....

18. Total Experience : Under Graduate Classes ..... Post-graduate Classes .....

19. Period required for joining the post, if selected .....

20. List below the certificates and testimonials (attested copies) attached.

I certify that the foregoing information is correct and complete to the best of my knowledge and belief. I am not aware of any circumstances which may impair my fitness for employment.

Place: .....

Dated .....

(Signature of the Candidate)

**CERTIFICATE FROM THE EMPLOYER, IF ANY**

The application of Shri ..... who is at present working as .....  
in this ..... Department/Organization for the post of .....  
..... in the ..... is forwarded and recommended for consideration. In  
case he is selected for employment in the ..... he will be relieved from his present  
position on ..... notice.

Place:

Signature of the Head of  
the office/Organization

Dated:

(Seal of Office)

\*Attach a list of publications in respect of each category mentioned above.

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 18/04/2023

**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.

Dated, Panchkula

Endst No. Even

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

*[Handwritten signature]*

From

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

To

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 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. All the Principals of Government and Government Aided Private Colleges situated in the State of Haryana.

Memo No. 7/79-2017 C-IV(3)

Dated Panchkula, the 11/11/2022

**Subject: Revised minimum qualifications for appointment of teachers and other academic staff including Librarians and Directors of Physical Education and sports in Universities and Colleges and measures for the maintenance of Standards in Higher Education, 2022 based on University Grants Commission Regulations 2018.**

In supersession of this office memo No. KW-7/18-2009 C-IV(3), dated 21.7.2011, the State Government after re-considering the recommendations of the University Grants Commission notification No. F.1-2/2017(EC/PS), dated 18.7.2018 has decided to issue a revised order on minimum qualifications for appointment of teachers and other academic staff including Librarians and Directors of Physical Education and sports in Universities and Colleges and measures for the maintenance of Standards in Higher Education, based on University Grants Commission Regulations 2018. The decisions taken by the State Government are incorporated in the enclosed Appendices.

Anomalies, if any, in the implementation of the scheme may be brought to the notice of Higher Education Department for clarification.

This issues with the concurrence of the Chief Secretary to Govt. Haryana vide their U.O.No.13/25/2022-6HR-I, dated 27.10.2022.

Enclosure-Page 1 to 51

Joint Director Administration  
for Principal Secretary to Govt. of Haryana,  
Higher Education Department, Panchkula

Endst. No. 7/79-2017 C-IV(3)

Dated Panchkula, the 11/11/2022

A copy is forwarded to the Secretary to Govt. of India, Ministry of Human Resource Development, Department of Education, New Delhi for information and necessary action.

Joint Director Administration  
for Principal Secretary to Govt. of Haryana,  
Higher Education Department, Panchkula

**V. College Principal:**

**Eligibility:**

- (i) Ph.D. degree
- (ii) Professor/Associate Professor with a total service/ experience of at least fifteen years of teaching/research in Universities, Colleges and other institutions of higher education.
- (iii) A minimum of 10 research publications in peer-reviewed or UGC-listed journals.
- (iv) A minimum of 110 Research Score as per Appendix II, Table 2

**4.2. Music, Performing Arts, Visual Arts and Other Traditional Indian Art Forms like Sculpture, etc.**

**I. Assistant Professor:**

**Eligibility:**

- i) Master's Degree with 55% marks (or an equivalent grade in a point scale wherever grading system is followed) in the relevant subject or an equivalent degree from an Indian/foreign University.
- ii) Besides fulfilling the above qualifications, the candidate must have cleared the National Eligibility Test (NET) conducted by the UGC, CSIR or 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.

*Provided* further, 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 Institutions 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 fulfilment of the following conditions:

- a) Ph.D. degree has been awarded to the candidate 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 had been conducted;
- d) 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 research papers based on his/her Ph.D. work in conferences/seminars supported/funded/sponsored by the UGC/AICTE/ ICSSR or any other similar agency.

**Note 1:** The fulfilment of these conditions is to be certified by the Registrar or the Dean (Academic Affair) of the University concerned.

**Note 2:** The clearance of 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).

**II. Associate Professor:**

**Eligibility:**

- i) Good academic record, with a doctoral degree.
- ii) Performing ability of a high professional standard.
- iii) Eight year's experience of teaching in a University or College and / or of research in a University/national level institution, equal to that of Assistant Professor in a University/College.
- iv) Has made a significant contribution to knowledge in the subject concerned, as evidenced by quality publications.

Table 2

(Appendix II Contd.)

**Methodology for University and College Teachers for calculating Academic/Research Score**

(Assessment must be based on evidence produced by the teacher such as: copy of publications, project sanction letter, utilization and completion certificates issued by the University and acknowledgements for patent filing and approval letters, students' Ph.D. award letter, etc.,)

| S.N. | Academic/Research Activity                                                                                                  | Faculty of Sciences/<br>Engineering/<br>Agriculture/Medical/<br>Veterinary Sciences | Faculty of Languages/<br>Humanities/Arts/Social<br>Sciences/Library/<br>Education/Physical<br>Education/Commerce/<br>Management & other<br>related disciplines |
|------|-----------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 1.   | Research Papers in Peer-Reviewed or UGC listed Journals                                                                     | 08 per paper                                                                        | 10 per paper                                                                                                                                                   |
| 2.   | Publications (other than Research papers)                                                                                   |                                                                                     |                                                                                                                                                                |
|      | (a) Books authored which are published by ;                                                                                 |                                                                                     |                                                                                                                                                                |
|      | International publishers                                                                                                    | 12                                                                                  | 12                                                                                                                                                             |
|      | National Publishers                                                                                                         | 10                                                                                  | 10                                                                                                                                                             |
|      | Chapter in Edited Book                                                                                                      | 05                                                                                  | 05                                                                                                                                                             |
|      | Editor of Book by International Publisher                                                                                   | 10                                                                                  | 10                                                                                                                                                             |
|      | Editor of Book by National Publisher                                                                                        | 08                                                                                  | 08                                                                                                                                                             |
|      |                                                                                                                             |                                                                                     |                                                                                                                                                                |
|      | (b) Translation works in Indian and Foreign Languages by qualified faculties                                                |                                                                                     |                                                                                                                                                                |
|      | Chapter or Research paper                                                                                                   | 03                                                                                  | 03                                                                                                                                                             |
|      | Book                                                                                                                        | 08                                                                                  | 08                                                                                                                                                             |
| 3.   | Creation of ICT mediated Teaching Learning pedagogy and content and development of new and innovative courses and curricula |                                                                                     |                                                                                                                                                                |
|      | (a) Development of Innovative pedagogy                                                                                      | 05                                                                                  | 05                                                                                                                                                             |
|      | (b) Design of new curricula and courses                                                                                     | 02 per curricula/course                                                             | 02 per curricula/course                                                                                                                                        |
|      | (c) MOOCs                                                                                                                   |                                                                                     |                                                                                                                                                                |
|      | Development of complete MOOCs in 4 quadrants (4 credit course)(In case of MOOCs of lesser credits 05 marks/credit)          | 20                                                                                  | 20                                                                                                                                                             |
|      | MOOCs (developed in 4 quadrant) per module/lecture                                                                          | 05                                                                                  | 05                                                                                                                                                             |
|      | Contentwriter/subject matter expert for each module of MOOCs (at least one quadrant)                                        | 02                                                                                  | 02                                                                                                                                                             |
|      | Course Coordinator for MOOCs (4 credit course) (In case of MOOCs of lesser credits 02 marks/credit)                         | 08                                                                                  | 08                                                                                                                                                             |

|    |                                                                                                                                                                                                                                                             |                                                  |                                                  |
|----|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------|--------------------------------------------------|
|    | <b>(d) E-Content</b>                                                                                                                                                                                                                                        |                                                  |                                                  |
|    | Development of e-Content in 4 quadrants for a complete course/e-book                                                                                                                                                                                        | 12                                               | 12                                               |
|    | e-Content (developed in 4 quadrants) per module                                                                                                                                                                                                             | 05                                               | 05                                               |
|    | Contribution to development of e-content module in complete course/paper/e-book (at least one quadrant)                                                                                                                                                     | 02                                               | 02                                               |
|    | Editor of e-content for complete course/paper /e-book                                                                                                                                                                                                       | 10                                               | 10                                               |
| 4  | <b>(a) Research guidance</b>                                                                                                                                                                                                                                |                                                  |                                                  |
|    | Ph.D.                                                                                                                                                                                                                                                       | 10 per degree awarded<br>05 per thesis submitted | 10 per degree awarded<br>05 per thesis submitted |
|    | M.Phil./P.G dissertation                                                                                                                                                                                                                                    | 02 per degree awarded                            | 02 per degree awarded                            |
|    | <b>(b) Research Projects Completed</b>                                                                                                                                                                                                                      |                                                  |                                                  |
|    | More than 10 lakhs                                                                                                                                                                                                                                          | 10                                               | 10                                               |
|    | Less than 10 lakhs                                                                                                                                                                                                                                          | 05                                               | 05                                               |
|    | <b>(c) Research Projects Ongoing :</b>                                                                                                                                                                                                                      |                                                  |                                                  |
|    | More than 10 lakhs                                                                                                                                                                                                                                          | 05                                               | 05                                               |
|    | Less than 10 lakhs                                                                                                                                                                                                                                          | 02                                               | 02                                               |
|    | <b>(d) Consultancy</b>                                                                                                                                                                                                                                      | 03                                               | 03                                               |
| 5  | <b>(a) Patents</b>                                                                                                                                                                                                                                          |                                                  |                                                  |
|    | International                                                                                                                                                                                                                                               | 10                                               | 10                                               |
|    | National                                                                                                                                                                                                                                                    | 07                                               | 07                                               |
|    | <b>(b) *Policy Document (Submitted to an International body/organisation like UNO/UNESCO/World Bank/International Monetary Fund etc. or Central Government or State Government)</b>                                                                         |                                                  |                                                  |
|    | International                                                                                                                                                                                                                                               | 10                                               | 10                                               |
|    | National                                                                                                                                                                                                                                                    | 07                                               | 07                                               |
|    | State                                                                                                                                                                                                                                                       | 04                                               | 04                                               |
|    | <b>(c) Awards/Fellowship</b>                                                                                                                                                                                                                                |                                                  |                                                  |
|    | International                                                                                                                                                                                                                                               | 07                                               | 07                                               |
|    | National                                                                                                                                                                                                                                                    | 05                                               | 05                                               |
| 6. | <b>*Invited lectures / Resource Person/ paper presentation in Seminars/ Conferences/full paper in Conference Proceedings (Paper presented in Seminars/Conferences and also published as full paper in Conference Proceedings will be counted only once)</b> |                                                  |                                                  |
|    | International (Abroad)                                                                                                                                                                                                                                      | 07                                               | 07                                               |
|    | International (within country)                                                                                                                                                                                                                              | 05                                               | 05                                               |
|    | National                                                                                                                                                                                                                                                    | 03                                               | 03                                               |
|    | State/University                                                                                                                                                                                                                                            | 02                                               | 02                                               |



The Research score for research papers would be augmented as follows :

Peer-Reviewed or UGC-listed Journals (Impact factor to be determined as per Thomson Reuters list) :

- |                                                     |   |           |
|-----------------------------------------------------|---|-----------|
| i) Paper in refereed journals without impact factor | - | 5 Points  |
| ii) Paper with impact factor less than 1            | - | 10 Points |
| iii) Paper with impact factor between 1 and 2       | - | 15 Points |
| iv) Paper with impact factor between 2 and 5        | - | 20 Points |
| v) Paper with impact factor between 5 and 10        | - | 25 Points |
| vi) Paper with impact factor > 10                   | - | 30 Points |

(a) Two authors: 70% of total value of publication for each author.

(b) More than two authors: 70% of total value of publication for the First/Principal/Corresponding author and 30% of total value of publication for each of the joint authors.

Joint Projects: Principal Investigator and Co-investigator would get 50% each.

**Note:**

- ☐ Paper presented if part of edited book or proceeding then it can be claimed only once.
- ☐ For joint supervision of research students, the formula shall be 70% of the total score for Supervisor and Co-supervisor. Supervisor and Co-supervisor, both shall get 7 marks each.
- ☐ \*For the purpose of calculating research score of the teacher, the combined research score from the categories of 5(b): Policy Document and 6: Invited lectures/Resource Person/Paper presentation shall have an upper capping of thirty percent of the total research score of the teacher concerned.
- ☐ The research score shall be from the minimum of three categories out of six categories.

*Per*

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.**

\*\*\*\*\*

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.

*Ag. Secy*  
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 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, Sonipat.
10. The Registrar, Maharishi Balmiki Sanskrit University, Mundri, Kaithal.

*Ag. Secy*  
Deputy Director C-IV  
for Principal Secretary to Govt. Haryana  
Higher Education Department,  
Haryana.

①

**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<br>(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

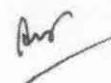
**VI. Interview: 12.5 marks**

| 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.



(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) |
| 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 |

(u)

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