From

Director General Higher Education, Harvana, Panchkula.

To



1. Registrar, Kurukshetra University, Kurukshetra.

Registrar, Maharishi Dayanand University, Rohtak.

Registrar, Ch. Devi Lal University, Sirsa.

4. Registrar, Bhagat Phool Singh Mahila Vishvidyalya, Khanpurkalar

(Sonepat).

5 All the Principals of Govt./ Non Govt. Aided Colleges in the State.

Memo No. 8/36-2009 CIV (3)

Dated, Panchkula the: 25-6-13

Subject: Revised criteria for the selection of Principals & Asstt. Professors in the

Non- Government Aided Colleges in the State of Haryana.

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In continuation of this office Memo No. 8/36-2009 C-IV (3) dated 6-8-2010 on the subject cited above.

The matter regarding revision of criteria for the selection of Principals and Asstt. Professor in the Non- Govt. Aided Colleges was under consideration of the State Govt. After due consideration, the State Government has revised the criteria for the selection of Principals and Asstt. Professors in Non- Govt. Aided Colleges. The copies of the revised criteria are enclosed for strict compliance in future recruitments. Both these criteria will be applicable with immediate effect.

Deputy Director- IV
for Director General Higher Education
Haryana, Panchkula...

Endst. No. Even

Dated, Panchkula the: 25-6-13

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

1. Secretary, UGC, New Delhi.

 Accountant General (Accounts) Haryana and Accountant General (Augit) Haryana, Chandigarh.

Deputy Director- IV
for Director General Higher Education
Harvana, Panchkula...

FOR SCIENCE AND PRACTICAL SUBJECTS

Subject:

Criteria for the selection of Principals in the Govt. Aided Private Colleg's in

Criteria Distribution

Marks Distribution

(A) Academic Background

(B) Assessment of Teaching Experience and Managerial Skills (30%) Marl s

(C) Research performance based on API Score & quality of publication

(25%) Marks

(D) Interview Performance

(20%) Marks

Total 100 Marks

(i)	A.) Academic Record	Maximum 25 Marks
(1)	Essential eligibility qualifications: 55% marks at P.G. level with Ph.D (For SC candidates 50% marks at P.G. level with Ph.D.)	0 Mark
(ii)	55%+ to 65%	
(iii)	65%+ and above	0 Mark
		15 Marks
		01 Mark for each additional percentage point
		Maximum 15 Marks shall b awarded to 80% and above.
,		0.5% and above shall be rounded off to next percentage point and below 0.5% shall be rounded to the lower percentage point for the purpose of giving weightage. However no rounding off marks be done for deciding eligibility.
	Good Academic Record	
(iv)	The candidate with consistent good academic record i.e. throughout 60% and above marks in all examination i.e. 10, Prep. or +2, B.A	10 Marks
(v)	60% and above marks in any two of the	06 Marks
7c.tv	examinations i.e. B.A.: Pren. or +2. Matrio	oo ividiks
(vi)	examinations i.e. B.A.; Prep. or +2: Matrice	03 Marks
(IV	and Managerial Skills	Maximum 30 Marks *
(i)	15 years experience being essential qualification.	0 Mark
(ii)	Above 15 years experience	01 Mark for each year to the
(iii)	Experience as officiating Principal	maximum of 5 marks 01 Mark for each semester.
(iv)	NCC (ANO)	(max. 4 Marks) 01 Mark for each academic



(vii)	Hostel Warden/Supdt.	01 Mark for each academic session
2 3115	D.	01 Mark for each academic
(viii)	Bursar	session
(ix)	Incharge Time Table	01 Mark for each academic session
(x)	Incharge Women Cell	01 Mark for each academic session
(xi)	Incharge SC/ST Committee	01 Mark for each academic session
(xii)	Incharge Placement Cell/E.W.Y.L Committee	01 Mark for each academic session
(xiii)	Editor in Chief College Magazine/Convenor prospectus Committee.	01 Mark for each academic session
'(xiv)	Incharge cultural affairs	01 Mark for each academic session
(xv)	Incharge Sports/Games	01 Mark for each academic session
(xvi)	Member Advisory Council	01 Mark for each academic session
(xvii)	Incharge Discipline Committee	01 Mark for each academic session
(xviii)	Convener NAAC/UGC/IQAC	02 Marks per term
(xix)	Staff representative to local Governing Body/VC Nominee on College governing body.	01 Mark per term
(xx)	Convenor Purchase and Disposal Committee	01 Mark for each academic session
(xxi)	Convenor Construction Committee	01 Mark for each academic session
(xxii)	Coordinator/ Organising Secy. of International/ National/ State level Seminar/Conferences/ Functions/Events	01 Mark for each event
(xxiii)	University works Incharge	01 Mark for each academic session
	C.) Research Performance	Maximum 25 Marks
(i)	Consolidated API points from Category 3 upto 400 points, no marks will be given. Points more than 400 will be assigned 1 mark for each 10 API points upto a maximum of 40 marks. The API Score table for the Principal is given in Annexure –A.	
	D.) Interview	20 Marks**
(i)	Knowledge of Service and Financial Rules, ICT Tools.	10 Marks .
(ii)	Decision Making, Leadership & Communication Skills	05 Marks
(iii)	Overall personality	05 Marks
f vest		



allowed 0.25 marks for each membership upto a maximum of 1 mark 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

Performance in interviews shall also be assessed in terms of knowledge of Service & Financial Rules, Decision making, Leadership, Communication skills & using ICT tools in teaching etc apart from the Academic achievements and Overall personality. The each member of the selection committee will assess the candidate 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

NOTES

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

Annexure - 'A'

API SCORE TABLE FOR DIRECT RECRUITMENT OF PRINCIPALS OF GOVT. AIDED PRIVATE COLLEGES IN HARYANA Category III: Research and academic contributions

Brief Explanation: Based on the teacher's self assessment, API scores are proposed for research and academic contributions. The self assessment score will be based on verifiable criteria and will be finalized by the screening /selection committee.

Sr.	188 19	Faculties of Arts & Language /Social	Max. Points for (College Princi	nals
		Science/Life Sciences / Sciences / Education / Comm. & Mgt.	API Score	Self Appraisal score +	Ver fied API Scor
IIIA	Research papers*	Refereed Journals with impact factor 5 and			e#
_	Published in :	above	45/ Publication		
		Refereed journal with impact factor between 2 and 5	35/Publication		
		Refereed journal with impact factor between 1 and 2	30/Publication		
-		Refereed and Indexed Journals	20/Publication		2211
		Refereed Journals, (Fine arts: Participation in international exhibition /workshop with one's own work - 15 points each)	15/Publication		
40		Non-refereed but recognized and reputable journals and periodicals, having ISBN/ISSN numbers. (Fine arts: Participation in international exhibition /workshop with one's own work - 10 points each; state level -5 points each)	10/Publication		
		Conference proceedings as full papers, etc. (Abstracts not to be included)	10/Publication		
118	Research Publications* (books, Chapters in books, other than referred	Text or Reference Books published by international Publishers with an established peer review system with ISBN.	50/Sole author (book) and 10 each chapter in an edited book		



		(b) Major projects (amounts mobilized with	150
		grants above Rs. 3.00 lakhs upto Rs. 5.00 lakhs)	15/ Project
		(c) Minor projects (amounts mobilized with	10 / Project
(ii)	Consultancy Project	grants above Rs. 25000 upto Rs. 3.00 lakhs)	
-	carried out/on going	lakhs lakhs	Taking .
(iii)	Cample	Amount mobilized between Rs. 10000/- and Rs. 2.00 lakhs	5 for each project
	Completed projects quality evaluation	Completed project report (Accepted by Funding Agency)	20/ each major project and 10/
(iv)	Projects outcome/outputs	Major Policy document of Govt. Bodies at Central and State level	each minor project 30/ each national level output; 50/ each for
III D	Training Courses an	d conference/Seminar/Symposium/Worksho	international level
(1)	Methodology workshop, training, teachers Learning Evaluation Technology Programmes, Soft skills development Programmes, Faculty Development Programmes (max, 30 points) Papers in	Not less than two weeks duration. One week duration. Less than one week duration Participation and presentation of research.	20/ each 10/ each. 5/each
	conferences / Seminars/Symposia/ workshops etc. **	papers (oral/ poster) in International Level national Level Regional/ State Level	10/ each 7.5/ each 5/ each 3/ each
/	Invited for conference /seminars/ workshop/ symposia o deliver lecturers/	Regional/ State Level	10 /each 7.5 /each 5 /each 3 /each



- # For office use only.
- The API for joint publications will have to be calculated in the following manner. Of the total score for the relevant category of publication by the concerned teacher the First/: rincipal author and the corresponding author/supervisor/mentor of the teacher would share equally 60% of the total points and the remaining 40% would be shared equally by the other authors. For examples, if the total score for a publication is 10 (say), then the First/Principal author, the corresponding author, supervisor, co-supervisor and mentor would get a points each and the other authors would get 4 points each.
- ** API Score for III (D) (II) will be claimed solely by the author who participated and presented the paper (oral/poster). However, if a paper presented in Conference /Seminar is published in the form of proceedings, the points would accrue for the publication (III) (a) and not under presentation III (D) (II).

 Note: Date of publication of research paper will be 1st January in case of journals published annually, 1st day of the half year in case of journals published half yearly, 1st day of the quarter in case of journals published quarterly, 1st day of the month in case of journals published monthly and Mkewise.



FOR HUMANITIES (NON PRACTICAL SUBJECTS) AND COMMERCE

Subject:

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

Criteria Distribution

(A) Academic Background

Marks Distribution

(B) Assessment of Teaching Experience and Managerial Skills (30%) Marks (C) Research performance based on API

Score & quality of publication (D) Interview Performance

(25%) Marks

(20%) Marks

		A.) Academic Record		6. Mark Total 100 M
	(i)	Essential alightic		Mavi
1.		Essential eligibility qualifications:	55%	Maximum 25 Marks 6 0 Mark
1		marks at P.G. level with Ph.D		o Mark
		La of OC Candidates Food	G	
		I will it		
-	(ii)	550/4 Av COOL		- Marie Rail
	(iii)	22/07 [0 60%	-	A STATE OF THE STA
1000		60%+ and above	-	0 Mark
	-		-	15 Marks
		Committee of Congression and State of Congression and Congress		01 Mark for each addition
	-	Stationer - Season to Real Concess		percentage point
		Late of the Secretary of the Control		
	100	Consultation of the Consul		Maximum 15 Marks shall 1
	4.0	Microsoft for the se and Discount	-	awarded to 75% and above.
	an fi	Mirrorder.		The state of the s
		Crossic Constaction Gardings		0.5% and above shall be rounded
	1	The state of the s		
		international statement Section		
		international Medional State le		
		Contraction of the le	827	However no rounding off marks
	-			be done for deciding eligibility.
(iv	G	ood Academia Da	-	- song engiothty.
UV			2	CONTRACTOR OF THE PROPERTY OF
	aca	demic record i.e. throughout 60% and		10 Marks
	abo	ve marks in all examination i.e. 10,		The above to be
(n)	Prep	o. or +2, B.A.		
(v)				
	exan	ninations i.e. B.A.; Prep. or +2; Matri		06 Marks
4 . 10		A TIED OF +2 Material		
(vi)	60%	and above marke in a strain	C;	
(vi)	exam	linations in DA D and one of the lowe	r (03 Marks
(vi)	B.)	Assessment of T. Prep. or +2; Matric	r (03 Marks
	B.)	Assessment of Teaching Experience	r (
(vi) (i)	B.) and I	Assessment of Teaching Experience	r (03 Marks Maximum 30 Marks *
(i)	B.) and I	Assessment of Teaching Experience Managerial Skills ears experience being essential	er (Maximum 30 Marks *
	B.) and I	Assessment of Teaching Experience Managerial Skills ears experience being essential	er (
(i)	B.) and I	Assessment of Teaching Experience Managerial Skills ears experience being essential	or o	Maximum 30 Marks *
(i)	B.) and I	Assessment of Teaching Experience Managerial Skills ears experience being essential ication.	0 01	Maximum 30 Marks * Mark Mark Mark for each year to the
(i)	B.) and I	Assessment of Teaching Experience Managerial Skills ears experience being essential ication.	0 0 m	Maximum 30 Marks * Mark Mark Mark for each year to the aximum of 5 marks
(i) (ii) (iii) .	B.) and I	Assessment of Teaching Experience Managerial Skills ears experience being essential ication. Te 15 years experience	0 01 01 01	Maximum 30 Marks * Mark Mark Mark for each year to the aximum of 5 marks Mark for each semant.
(i)	B.) and I	Assessment of Teaching Experience Managerial Skills ears experience being essential ication.	0 01 (m	Maximum 30 Marks * Mark Mark Mark for each year to the aximum of 5 marks Mark for each semester.
(i) (ii) (iii) .	B.) and I 15 ye qualif Abov	Assessment of Teaching Experience Managerial Skills ears experience being essential ication. Me 15 years experience rience as officiating Principal (ANO)	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	Maximum 30 Marks * Mark Mark Mark for each year to the aximum of 5 marks Mark for each semester. Maxk for each academic
(i) (ii) (iii) .	B.) and I 15 ye qualif Abov	Assessment of Teaching Experience Managerial Skills ears experience being essential ication. Me 15 years experience rience as officiating Principal (ANO)	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	Maximum 30 Marks * Mark Mark Mark for each year to the aximum of 5 marks Mark for each semester. Maxk for each academic
(i) (ii) (iii) .	B.) and I 15 ye qualif Abov	Assessment of Teaching Experience Managerial Skills ears experience being essential ication. Te 15 years experience	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	Maximum 30 Marks * Mark Mark I Mark for each year to the aximum of 5 marks Mark for each semester. Maxk for each academic sion
(i) (ii) (iii) . (iv) (v)	Experi	Assessment of Teaching Experience Managerial Skills ears experience being essential ication. (e 15 years experience rience as officiating Principal (ANO) Programme Officer)	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	Maximum 30 Marks * Mark Mark Mark for each year to the aximum of 5 marks Mark for each semester. Max. 4 Marks) Mark for each academic sion Mark for each academic
(i) (ii) (iii) .	Experi	Assessment of Teaching Experience Managerial Skills ears experience being essential ication. Me 15 years experience rience as officiating Principal (ANO)	01 sess	Maximum 30 Marks * Mark Mark I Mark for each year to the aximum of 5 marks Mark for each semester. Maxk for each academic sion



(vii)	Hostel Warden/Supdt.	01 Mark for each academic
(viii)	Bursar	session
(VIII)	Dursar	01 Mark for each academic
25.15		session
(ix)	Incharge Time Table	01 Mark for each academic
		session
(x)	Incharge Women Cell	01 Mark for each academic
		session
(xi)	Incharge SC/ST Committee	
	o sandanie	01 Mark for each academic
(xii)	Incharge Placement Cell/E.W.Y.L	session
	Committee	01 Mark for each academic
(xiii)		session
(AIII)	Editor in Chief College	01 Mark for each academic
	Magazine/Convenor prospectus Committee.	session
(xiv)		
(317)	Incharge cultural affairs	01 Mark for each academi
(xv)	Incharge Sports/Games	session -
W. S. S. S.	menarge oports/Games	01 Mark for each academic
(xvi)	Member Advisory Council	session
	The state of the s	01 Mark for each academic
(xvii)	Incharge Discipline Committee	session
17.00	Se Discipline Committee	01 Mark for each academic
(xviii)	Convener NAAC/UGC/IQAC	session
(xix)	Staff representative to local Governing	02 Marks per term
	Body/VC Nominee on College governing body.	01 Mark per term
(xx)	The state of the s	
(AA)	Convenor Purchase and Disposal Committee	01 Mark for each academic
(xxi)	Convenor Construction Committee	session
********	content Constituction Committee	01 Mark for each academic
		session
(xxii)	Coordinator/ Organising Secy. of	0114
	International/ National/ State level	01 Mark for each event
	Seminar/Conferences/	
	Functions/Events	
(xxiii)	University works Incharge	01 Mark 6
	, como menarge	01 Mark for each academic session
	C.) Research Performance	
(i)	Consolidated API points from	Maximum 25 Marks
	Category 3 upto 400 points, no	
	marks will be given. Points more	
	than 400 will be assigned 1 mark	
	for each 10 API points upto a	
1	maximum of 40 marks. The API	
	Score table for the Principal is	
	given in Annexure -A.	
471	D.) Interview	20 Marks**
(i)	Knowledge of Service and	10 Marks
	Financial Rules, ICT Tools.	***************************************
	Decision Making, Leadership &	05 Marks
(ii)		AT ASSAULT
	Communication Skills	
(ii)	Communication Skills Overall personality TOTAL	05 Marks

^{*} 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 mark

allowed 0.25 marks for each membership upto 3 maximum of 1 mark in total for eac 1 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

Performance in interviews shall also be assessed in terms of knowledge of Service & Financial Rules, Decision making, Leadership, Communication skills & using ICT tools in teaching from the Academic achievements and Overall personality. The each member of the selection committee will assess the candidate 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

- UGC instructions and relevant service rules will be followed in the recruitment process. (I) (II)
- 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. (III)
- For Lecturers appointed in B.Ed. colleges, equal weightage is to be given to percentage in M.A/M.Sc./M.Com. and to M.Ed.
- For SC candidates the weightage of marks shall be given at par on acquiring marks as per the (IV)

Annexure - 'A'

API SCORE TABLE FOR DIRECT RECRUITMENT OF PRINCIPALS OF GOVT. AIDED PRIVATE COLLEGES IN I. ARYANA Category []: Research and academic contributions

Brief Explanation: Based on the teacher's self assessment, API scores are proposed for re-earch and academic contributions. The self assessment score will be based on verifiable criteria and will be final-zed by the screening /selection committee.

Sr. No.	APIs	Faculties of Arts & Language /Social Science/Life Sciences /Sciences/	Max. Points for College Principals.		
		Education / Comm. & Mgt.	API Score	Self Appraisal score +	Ver fied API Score
IIIA	Research papers* Published in :	Refereed Journals with impact factor 5 and above	45/ Publication	-	e #
		Refereed journal with impact factor between 2 and 5	35/Publication	-	
		Refereed journal with impact factor between 1 and 2	30/Publication	-	-
-		Refereed and Indexed Journals	20/00/0		
	12 1 1	Refereed Journals, (Fine arts: Participation in international exhibition /workshop with one's own work - 15 points each)	20/Publication 15/Publication		
		Non-refereed but recognized and reputable journals and periodicals, having ISBN/ISSN numbers. (Fine arts: Participation in international exhibition /workshop with one's own work - 10 points each; state level -5 points each)	10/Publication		



		Subject Books by National level pullishers	25/Sole author
		/state and Central govt Publicatio 3 with ISBN/ISSN numbers.	(book) and 5 each chapter in an edited
-	M I I I	(Fine Arts: Solo exhibition of one's own work-25 points each)	book
1		Subject books by other local publishers with	15/ sole author
L		ISBN/ISSN numbers	(book) and 3 each chapter in an edited book
		Chapter contributed to edited knowledge	10/ chapter
		based volumes published by international Publishers with ISBN	
		Chapter in knowledge based volumes by Indian/National level publishers with ISBN/ISSN numbers and with numbers of	5 /Chapter
III	C Research Projects	national and international directories.	
1	Sponsored projects		
	carried out/ongoing	(a) Major project (amount mobilized with grant above Rs. 5.00 lakhs)	20/Project
		(b) Major projects (amounts mobilized with grants above Rs. 3.00 lakhs upto Rs. 5.00 lakhs)	15/ Project
		(c) Minor projects (amounts mobilized with	10 / Project
(ii)	Consultancy Projects	grants above Rs. 25000 upto Rs. 3 00 lakhe)	
()	carried out/on going	lakhs	10 per every Rs. 2
(iii)	Completed	Amount mobilized between Rs. 10000/- and Rs. 2.00 lakhs	5 for each project
	quality evaluation	Completed project report (Accepted by Funding Agency)	20/ each major project and 10/ each minor project
(iv)	outcome/outputs	Major Policy document of Govt. Bodies at Central and State level	30/ each national level output; 50/ each for
II D	Training Courses an	d conference/Seminar/Symposium/Worksho	international level
(1)	Refresher courses, Methodology workshop, training, teachers Learning	Not less than two weeks duration.	20/ each
	Evaluation		10/ each.
	Programmes, Soft skills development Programmes, Faculty Development Programmes (max, 30 points)		5/each
i)	Papers in conferences /	Participation and presentation of research	
	Seminars/Symposia/	papers (oral/ poster) in International Level	10/ each
	workshops etc. **	national Level	7.5/ each
	The second secon	matterial peace	i/each
		Local University (C.D.	B/ each
		Survey College Level	/ each
ii)	Invited for	International Inc.	
ii)	Invited for conference	International Level 1	0 /each



- For office use only,
- The API for joint publications will have to be calculated in the following manner. Of the total store for the relevant category of publication by the concerned teacher the First/Principal author and the co-respondin author/supervisor/mentor of the teacher would share equally 60% of the total points and the ren aining 40% would be shared equally by the other authors. For examples, if the total score for a publication is 10 (say), then the First/Principal author, the corresponding author, supervisor, co-supervisor and mentor would get 6 points each and the other authors would get 4 points each.
- ** API Score for III (D) (II) will be claimed solely by the author who participated and presented the paper (oral/poster). However, if a paper presented in Conference /Seminar is published in the form of proceedings. the points would accrue for the publication (III) (a) and not under presentation III (D) (II). Note: Date of publication of research paper will be 1st January in case of journals published annually, 1st

day of the half year in case of journals published half yearly, 1st day of the quarter in case of journals published quarterly, 1st day of the month in case of journals published monthly and likewise.



FOR HUMANITIES (NON PRACTICAL SUBJECTS) AND COMMERCE -

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

Criteria Distribution

Marks Distribution

(A) Academic Record.

(50%)

Assessment of Domain Knowledge & Teaching Skills (B)

(30%)

(C) Interview Performance

(20%)

Total 100 Marks

(A) Academic Record

(50 marks)

Matriculation (Max. 5 Marks) I

75+ to 85%	85 + to 90%	Above 90%
(2 Marks)	(3 Marks)	(5 Marks)

II 10+2 (Max. 5 Marks)

61+ to 70%	70+ to 80%	Above 80%
(3 Marks)	(4 Marks)	(5 Marks)

Bachelor Degree (Max. 10 Marks)

61 +to 70%	70 + to 80%	Above 80%
(4 Marks)	(6 Marks)	(10 Marks)

Master Degree (Max. 20 Marks) IV

60+ to 65%	65+ to 70%	70+to 75%	X1 700/
(5 Marks)	The second secon		Above 75%
(S IvidINS)	(10 Marks)	(15 Marks)	(20 Marks)

V Merits (Max. 10 Marks)

Gold Medal at PG Level stood 1 st in the University		2 Septer in Board Examination at 10-2
(5 Marks)	(5 Marks)	Level (5 Mark each)

Assessment of Domain Knowledge & Teaching Skills (30 Marks) (B)

Publications (Maximum 10 Marks)

a)	Subject Books (ISSN/ISBN)	03 marks for each book
b)	Research paper in referred International Journal (ISSN/ISBN)	02 marks for each publication
c)	Research paper in referred National journal (ISBN/ISSN)	01 marks for each publication

Research Performance (Max. 05 Marks) II.

Research paper presented in:

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-3	۲	J	802	

International Seminar sponsored by UGC/State Government. National Seminar sponsored by IICC (CLL)

03 marks for each paper

III Co-curricular Activities (Max. 05 Marks)

a)	Youth Festival recommended	0134
1.1		01 Mark each
b)	Debates/Declamation/Quiz/Poetic	
	Recitation/Literary & Fine Arts etc. (State Level Position)	01 marks for each paper
c)	N.C.C. (C. Certificate)	
	N.C.C. (B. Certificate)	02 Marks
(i.	NSS certificate (National level)	01 Marks
	(, vadoriai level)	01 Marks

IV Sports (Max. 05 Marks)

(a) Position at National Level	
	1st Position -5 Marks, 2nd Position 3 Marks, 3rd position-2 Marks.
Position at Inter-University Level	03 Marks for 1 st , 2 Marks for 2 nd Mark for 3 rd position.

V. Teaching Experience (Max 5 Marks)

1 Mark for each academic year, where academic year means at least 150 days teaching including both semesters.

C Interview (20 Marks)

ubject Knowledge & Const. (C)	
Ommunication Cl. 11. 4. 100	10 Marks
verall Posses 12	05 Marks
Teran Tersonality	05 Marks
	ubject Knowledge & Concept Clarity Communication Skills & ICT Knowledge Everall Personality

B. Grand Total (A=50)+(B=30)+(C=20) = 100 Marks

Notes:

- I) UGC/State instructions and relevant service rules will be followed in the recruitment proc
- II) Weightage for only one highest certificate of value will be considered for determining overall merit. Sports certificates must be of a discipline and tournament recognized by Sports Department, Haryana and Association of Indian Universities.
- III) Teaching experience may be considered only of those candidates who have taught concerned subject (Arts/Sc./Com./B.Ed.) after acquiring the eligibility qualifications.
- IV) For Lecturers appointed in B.Ed. colleges, equal weightage is to be given to percentage M.A/M.Sc./M.Com. and M.Ed.
- V) For SC candidates appearing in SC specific interview, the eligibility would be 50 However, weightage shall be given on acquiring marks at par as per the above criteria.
- VI) SLET shall be only treated as eligibility qualification. No separate weightage shall be giv to SLET qualified candidates.



ALLIVE AND PRACTICAL SUBJECTS:

Criteria for the selection of Lecturers in the Govt. Aided Private Colleges in the State of Hary

Marks Distribution

(A) Academic Record.

- (50%)
- Assessment of Domain Knowledge & Teaching Skills (B)
- (30%)

(C) Interview Performance

(20%)

Total 100 Marks

Academic Record (A)

(50 marks)

1 Matriculation (Max. 5 Marks)

75+ to 85%	0.5	
(2 Marks)	85 + to 90%	Above 90%
(= marks)	(3 Marks)	(5 Marks)

H 10+2 (Max. 5 Marks)

7511 000		
75+ to 85%	85+ to 95%	A.T.
(3 Marks)	(4 Marks)	Above 95%
2000	(rividiks)	(5 Marks)

Ш Bachelor Degree (Max. 10 Marks)

70+ to 80%)
(4 Marks)	80 + to 90% (6 Marks)	Above 90% (10 Marks)

IV Master Degree (Max. 20 Marks)

	70+ to 75%	75++- 0001		
1	(5 Marks)	75+ to 80% (10 Marks)	80+to 85%	Above 85%
V	Merits (Max. 10		(15 Marks)	(20 Marks)

Merits (Max. 10 Marks)

sto	old Medal at PG Level od 1 st in the University (5 Marks)	stood 1st in the Use	Examination at 10+2 Level
(B)	Assessment of D		(5 Mark each)

Assessment of Domain Knowledge & Teaching Skills (30 Marks)

1. Publications (Maximum 10 Marks)

	Subject Books(ISSN/ISBN)	03 months 6
b)	Research paper in referred International Journal (ISSN/ISBN)	03 marks for each book
	(ISSN/ISBN)	02 marks 6
c)	Research paper in role 124	02 marks for each Publication
	(ISBN/ISSN)	01 marks for each Publication

II. Research Performance (Max. 05 Marks)

Research paper presented in:

- 15	International Seminar sponsored by UGC/State Government.	T
b)	Novemment.	03 marks for each paper
0)	Shopeone II	- cach paper
	Government oponsored by UGC/State	100

Co-curricular Activities (Max. 05 Marks)

01 Mark each
01 marks for each paper
el el
02 Marks
01 Marks
01 Marks

Sports (Max. 05 Marks)

IV Sports (Max. 05 Marks)	2nd Position 3
	1st Position -5 Marks, 2nd Position 3
(a) Position at National Level	a galaccition / Marks
100000	03 Marks for 1 st , 2 Marks for 2 ^{nc} and 1
Position at Inter-University Level	Mark for 3 rd position.

Teaching Experience (Max 5 Marks) V.

1 Mark for each academic year, where academic year means at least 150 days teaching including both semesters.

Interview (20 Marks) C

C	Interview (20 Marks)	
***		10 Marks
(i)	Subject Knowledge & Concept Clarity	05 Marks
1000000	Communication Skills & ICT Knowledge	05 Marks
(iii)	Overall Personality	
-		

Grand Total (A=50)+(B=30)+(C=20) = 100 Marks B.

Notes:



- UGC/State instructions and relevant service rules will be followed in the recruitment process.
- II) 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, Haryana and Association of Indian Universities.
- III) 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.
- IV) For Lecturers appointed in B.Ed. colleges, equal weightage is to be given to percentage i M.A/M.Sc./M.Com. and M.Ed.
- V) For SC candidates appearing in SC specific interview, the eligibility would be 50% However, weightage shall be given on acquiring marks at par as per the above criteria.
- VI) SLET shall be only treated as eligibility qualification. No separate weightage shall be giv to SLET qualified candidates.