

Qualification for the appointment of Assistant Professors / Librarians.

- (i) Good academic record as defined by the concerned University with atleast 55% marks (or an equivalent grade in a point scale wherever grading system is followed) at the Master's Degree level in relevant subject from an Indian University, or an equivalent degree from an accredited 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.

Provided, further, that candidates who are or have been awarded Ph.D degree in compliance of the University Grants Commission (minimum standards and procedure for award of Ph.D degree), Regulation 2009, shall be exempted from the requirement of the minimum eligibility condition of NET/SLET for recruitment and appointment as Assistant Professor or equivalent positions in Universities/Colleges/Institutions.

Provided further, the candidates who have acquired Ph.D upto 31st May 2009 shall also be exempted from the requirement of the minimum eligibility condition of NET/SLET for recruitment and appointment to the posts of lecturers or equivalent positions in Universities/Colleges/Institutions.

However, those candidates who have been enrolled for Ph.D. upto 31st May 2009 shall become eligible for exemption from the requirement of the minimum eligibility condition of NET/SLET for recruitment and appointment to the posts of lecturers or equivalent positions in Universities/Colleges/Institutions only on acquisition of Ph.D. degree.

NET/SLET/SET shall also not be required for such Masters Programmes in disciplines for which NET/SLET/SET is not conducted.

A relaxation of 5% marks at Master's level to SC/ST and Physically / Visually Handicapped candidates is admissible for the posts of Assistant Professor in the case of those required to possess UGC/ State Govt. approved qualification in SC/ST or in category specific vacancies.

For Librarian

- i) A master degree in Library Science/ Information Science/ documentation science or an equivalent professional degree with at least 55% marks (or an equivalent grade in a point scale wherever the grading system is followed) and a consistently good academic record with knowledge of computerization of library.
- ii) Qualifying in the national level test (NET) conducted for the purpose by UGC or any other agency approved by the UGC.
- iii) All other qualification of an Assistant Professor will be applicable for the post of librarian also.

Criteria for determining good academic record.

For determining good academic record, a candidate should either have average of 55% marks in two of the three examinations (not below Matric or equivalent) prior to Master’s Degree or 50% marks in each of these two examinations separately.

The following relaxation will however operate:-

i) Candidate having 55% or above marks in M.A./M.Sc./M.Com in relevant subject and possessing Ph.D. degree.	The criteria of good academic record will not apply at all.
ii) Candidate having 55% or above marks in M.A./M.Sc. in relevant subject and possessing M.Phil degree.	Should have 50% marks in one of the lower examinations i.e. B.A./ B.Com Final/Prep/Plus 2/ Matric.
<p>OR</p> <p>Candidates obtaining first Class First in the University in the relevant subject in M.A./M.Sc</p>	<p>-do-</p>

A relaxation of 5% may be provided from 55% to 50% of the marks to the Ph.D degree holder, who have obtained their master degree prior to 19th September, 1991.

PERCENTAGE EQUIVALENCE OF GRADE POINTS FOR A SEVEN POINTS SCALE

It is hereby clarified that where the University / College / Institution declare results in grade points which is on a scale of seven, the following mechanism shall be referred to ascertain equivalent marks in percentage.

Grade	Grade Point	Percentage Equivalent
'O' Outstanding	5.50 - 6.00	75 - 100
'A' Very Good	4.50 - 5.49	65 - 74
'B' Good	3.50 - 4.49	55 - 64
'C' Average	2.50 - 3.49	45 - 54
'D' Below Average	1.50 - 2.49	35 - 44
A. Poor	0.50 - 1.49	25 - 34
B. Fail	0 - 0.49	0 - 24

Age

A candidate must not exceed the age of 42 years on the closing date of the Application form. A relaxation of 5 years in age will be provided to the candidates belonging to SC/ST category of the state of Haryana only in SC/ST specific vacancies.

So in a SC/ST specific vacancies a candidates must not exceed the age of 47 years on the closing date of Application form.

Pay Scale

At entry level an Assistant Professor shall be placed in the table 10 as per 7th pay commission, and other allowances will be admissible as per government of Haryana norms for aided colleges.

Criteria for making Selection

The selection of the candidates for these posts will be made as per the selection criteria issued by the Govt. of Haryana which is attached here separately.

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

Criteria Distribution

Marks Distribution

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|-----|---|-------------------|
| (A) | Academic Record | 50 marks |
| (B) | Assessment of Domain Knowledge & Teaching Experience | 37.5 marks |
| (C) | Interview Performance | 12.5 marks |

Total = 100 marks

(A) Academic Record

I Matriculation (Max 5 Marks)

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

II 10+2 (Max 5 Marks)

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

III Bachelor Degree (Max 5 Marks)

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

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

V Master Degree (Max 15 Marks)

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

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

VII Merits (Max 05 marks)

Gold Medal at PG Level Stood 1 st in the State/Central University (5 Marks)	Gold Medal at UG Level Stood 1 st in the State/Central University (5 Marks)	Topper in Board Examination at 10+2 Level(State board/ICSE/CBSE) (5 Marks)
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(B) Assessment of Domain Knowledge & Teaching Experience (37.5 Marks).

I Publications (Maximum 8 Marks)

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

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II Research Performance (Max 07 Marks)

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

III Co-curricular Activities (Max 7.5 Marks)

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

IV Sports (Max 05 Marks)

a)	Position at International Level	5 Marks
b)	Position at National Level	1 st Position-4marks, 2 nd Position-3 marks, 3 rd Position-2 marks
c)	Graded Position at Inter-University Level	1 st Position-3marks, 2 nd Position-2 marks, 3 rd Position-1 marks

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

V Teaching Experience (Max 10 Marks)

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

C Interview (12.5 Marks)

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

Notes:

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


14/1/17

