



# MAHARSHI DAYANAND UNIVERSITY, ROHTAK

(A State University established under Haryana Act No. XXV of 1975)

'A+' Grade University Accredited by NAAC

(Through Email)

CB-3/F.52/2024/ 14380 - 14627

Dated: 13-9-24

To

All the Principals/Directors  
Degree/Law/Education/Engg./Management  
Colleges/Institutes (affiliated with M.D. University)  
Rohtak

**Sub: - Revised qualifications and selection criteria for the recruitment of Assistant Professors, Associate Professors and Principals in all the affiliated Colleges (under S.F.S.)**

Sir/Madam,

I have been directed to enclose herewith the following revised qualifications and selection criteria duly approved by the Vice-Chancellor in anticipation of approval of Academic Council/Executive Council for information and taking necessary action:-

1. Qualifications as notified by the State Govt. vide Memo No. 7/79-2017 C IV (3) dated 11.11.2022 for the post(s) of Principal, Professor, Associate Professor and Assistant Professor may be applicable in toto in S.F.S. Degree and Law Colleges/Institutes affiliated with M.D. University, Rohtak. Further, the same may also be applicable for the post(s) of Professor, Associate Professor and Assistant Professor in Humanities and Sciences in toto in S.F.S. Engineering & Management Colleges/Institutes affiliated with M.D. University, Rohtak.
2. Selection criteria as amended by the Committee may be applicable for the post of Principal and Assistant Professor in S.F.S. Degree and Law Colleges/Institutes affiliated with M.D. University, Rohtak. Further, the same may also be applicable for the posts of Assistant Professor in Humanities and Sciences in S.F.S. Engineering & Management Colleges/Institutes affiliated with M.D. University, Rohtak.
3. Selection criteria as already applicable in the University Teaching Departments for the posts of Professor and Associate Professor may also be applicable for the posts of Professor and Associate Professor in S.F.S. Degree, Law and Education Colleges/Institutes affiliated with M.D. University, Rohtak. Further, the same may also be applicable for the posts of Professor and Associate Professor in Humanities and Sciences in S.F.S. Engineering & Management Colleges/Institutes affiliated with M.D. University, Rohtak.

Encls : As above.

Yours faithfully,

*Deepak Kumar*  
Superintendent (Colleges) 13/9/24  
For DCDC

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. 779-2017 C-IV(3)

Dated Panchkula, the 11/11/2022

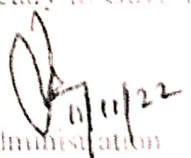
**Subject:** Revised minimum qualifications for appointment of teachers and other academic staff including Librarians and Directors of Physical Education and sports in Universities and Colleges and measures for the maintenance of Standards in Higher Education, 2022 based on University Grants Commission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

In supersession of this office memo No. KW-7/18-2009 C-IV(3), dated 21.7.2014 the State Government after re-considering the recommendations of the University Grants Commission notification No. U-1-2-2017(BC/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. 13/25/2022-6/HR-I, dated 27.10.2022.

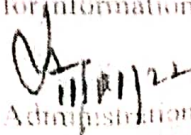
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Joint Director Administration  
for Principal Secretary to Govt. of Haryana,  
Higher Education Department, Panchkula

Endst. No. 779-2017 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

## Chapter 7

## Revised Qualifications and Criteria for Appointment and Promotion of Teachers and Equivalent Cadres in the University and Govt. Aided Colleges

## 1.1 Qualifications for Assistant Professor (University and Colleges)

- i) The National Eligibility Test (NET) shall remain the minimum eligibility for appointment of Assistant Professor and equivalent positions wherever provided in these Regulations. Further, SLET/SET shall be valid as the minimum eligibility for direct recruitment to Universities/Colleges/Institutions in the State.

*Provided* that candidates who 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) Regulation, 2009, or the University Grants Commission (Minimum Standards and Procedure for Award of M.Phil./Ph.D. Degree) Regulation 2016 and their subsequent amendments from time to time, as the case may be, shall be exempted from the requirement of the minimum eligibility condition of NET for recruitment and appointment of Assistant Professor or any equivalent position in any University, College or Institution.

*Provided* further that the award of degree to candidates registered for the M.Phil./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. All such Ph.D. candidates shall be exempted from the requirement of NET for recruitment and appointment of Assistant Professor or equivalent positions in Universities/Colleges/Institutions subject to the fulfillment of the following conditions:

- The Ph.D. degree of the candidate has been awarded in regular mode only;
- The Ph.D. thesis has been evaluated by at least two external examiners;
- An open Ph.D. viva voce of the candidate has been conducted;
- The candidate has published two research papers from his/her Ph.D. work out of which at least one is in a refereed journal;
- The candidate has presented at least two papers, based on his/her Ph.D. work in conferences/seminars sponsored/funded/supported by the UGC/ ICSSR/CSIR or any similar agency.

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

- The clearing of NET/SLET/SET shall not be required for candidates in such disciplines for which NET/SLET/SET has not been conducted.
- A minimum of 55% marks (or an equivalent grade in a point-scale, wherever the grading system is followed) at the Master's level shall be the essential qualification for direct recruitment of teachers and other equivalent cadres at any level.  
A relaxation of 5% shall be allowed at the Bachelor's as well as at the Master's level for the candidates belonging to Scheduled Caste/Scheduled Tribe/Backward Classes 'A' & 'B'(Non-creamy Layer) of Haryana/Differently-abled (a) Blindness and low vision; (b) Deaf and Hard of Hearing; (c) Locomotor disability including cerebral palsy, leprosy cured, dwarfism, acid-attack victims and muscular dystrophy; (d) Autism, intellectual disability, specific learning disability and mental illness; (e) Multiple disabilities from amongst persons under (a) to (d) including deaf-blindness) for the purpose of eligibility and assessing good academic record for direct recruitment. The eligibility marks of 55% marks (or an equivalent grade in a point scale wherever the grading system is followed) and the relaxation of 5% to the categories mentioned above are permissible, based only on the qualifying marks without including any grace mark procedure.
- A relaxation of 5% shall be provided, (from 55% to 50% of the marks) to the Ph.D. Degree holders who have obtained their Master's Degree prior to 19 September, 1991.
- A relevant grade which is regarded as equivalent of 55%, wherever the grading system is followed by a recognized university, at the Master's level shall also be considered valid.
- The Ph.D. Degree shall be a mandatory qualification for appointment and promotion to the post of Professor.



- vii) The Ph.D. Degree shall be a mandatory qualification for appointment to the post of Associate Professor in Universities but it shall be a mandatory qualification for promotion with effect from 3 years (5 years in case of college teachers) from the date of issue of this notification by the State Government.
- viii) The Ph.D. Degree shall be a mandatory qualification for promotion to the post of Assistant Professor (Selection Grade/Academic Level 12) in Universities with effect from 3 years from the date of issue of this notification by the State Government.
- ix) The Ph.D. Degree shall be a mandatory qualification for direct recruitment to the post of Assistant Professor in Universities with effect from the date of issue of this notification by the State Government.
- x) The time taken by candidates to acquire M.Phil. and / or Ph.D. Degree shall not be considered as teaching/ research experience to be claimed for appointment to the teaching positions. Further, the period of active service spent on pursuing Research Degree simultaneously with teaching assignment without taking any kind of leave, shall be counted as teaching experience for the purpose of direct recruitment/ promotion. Regular faculty members upto twenty per cent of the total faculty strength (excluding faculty on medical / maternity leave) may be allowed by their respective institutions to take study leave for pursuing Ph.D. degree.

## 1.2 Qualifications:

No person shall be appointed to the post of University and College teacher, Librarian or Director of Physical Education and Sports, in any university or in any of institutions including constituent or affiliated colleges recognised under clause (f) of Section 2 of the University Grants commission Act, 1956 or in an institution deemed to be a University under Section 3 of the said Act if such person does not fulfil the requirements as to the qualifications for the appropriate post as provided in these Regulations.

## 2.0 Direct Recruitment

### 2.1 For the Disciplines of Arts, Commerce, Humanities, Education, Law, Social Sciences, Sciences, Languages, Library Science, Physical Education, and Journalism & Mass Communication.

#### I. Assistant Professor:

##### Eligibility (A or B):

##### A.

- i) A Master's degree with 55% marks (or an equivalent grade in a point-scale wherever the grading system is followed) in a concerned/relevant/allied 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 or the CSIR, or a 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 exempted from NET/SLET/SET:  
*Provided*, the 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 Institution 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 fulfillment of the following conditions:-
  - a) The Ph.D. degree of the candidate has been awarded 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 has been conducted;

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- d) The Candidate has published two research papers from his/her Ph.D. work, out of which atleast one is in a refereed journal;
- e) The candidate has presented at least two papers based on his/her Ph.D. work in conferences/seminars sponsored/funded/supported by the UGC/ ICSSR/ CSIR or any similar agency.

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

Note: 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.

OR

- B. The Ph.D. degree has been obtained from a foreign university/institution with a ranking among top 500 in the World University Ranking (at any time) by any one of the following: (i) Quaequarelli Symonds (QS) (ii) the Times Higher Education (THE) or (iii) the Academic Ranking of World Universities (ARWU) of the Shanghai Jiao Tong University (Shanghai).

*Note: The Academic score as specified in Appendix II (Table 3A) for Universities shall be considered for short-listing of the candidates for interview only, and the selections shall be based only on the performance in the interview. Selection of Assistant Professors in Government Colleges shall be made by HPSG and in Govt Aided Private Colleges, as per criteria determined by the State Govt. from time to time based on UGC regulations.*

#### II. Associate Professor:

##### Eligibility:

- i) A good academic record, with a Ph.D. Degree in the concerned/allied/relevant disciplines.
- ii) A Master's Degree with at least 55% marks (or an equivalent grade in a point-scale, wherever the grading system is followed).
- iii) A minimum of eight years of experience of teaching and / or research in an academic/research position equivalent to that of Assistant Professor in a University, College or Accredited Research Institution/industry with a minimum of seven publications in the peer-reviewed or UGC-listed journals and a total research score of Seventy five (75) as per the criteria given in Appendix II, Table 2.

#### III. Professor:

##### Eligibility (A or B):

A.

- i) An eminent scholar having a Ph.D. degree in the concerned/allied/relevant discipline, and published work of high quality, actively engaged in research with evidence of published work with a minimum of 10 research publications in the peer-reviewed or UGC-listed journals and a total research score of 120 as per the criteria given in Appendix II, Table 2.
- ii) A minimum of ten years of teaching experience in university/college as Assistant Professor/Associate Professor/Professor, and / or research experience at equivalent level at the University/National Level Institutions with evidence of having successfully guided doctoral candidate.

OR

- B. An outstanding professional, having a Ph.D. degree in the relevant/allied/applied disciplines, from any academic institutions (not included in A above)/ industry, who has made significant contribution to the knowledge in the concerned/allied/relevant discipline, supported by documentary evidence provided he/she has ten years' experience.

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**IV. Senior Professor:**

Up to 10 percent of the existing sanctioned strength of Professors in the university may be appointed as Senior Professor in the universities, through direct recruitment.

**Eligibility:**

- ii) An eminent scholar with good track record of high-quality research publications in Peer-reviewed or UGC- listed journals, significant research contribution to the discipline, and engaged in research supervision.
- ii) A minimum of ten years of teaching/research experience as Professor or an equivalent grade in a University, College or an institute of national level.
- iii) The selection shall be based on academic achievements, favourable review from three eminent subject experts who are not less than the rank of Senior Professor or a Professor of at least ten years experience.
- iv) The selection shall be based on ten best publications in the Peer-reviewed or UGC -listed journals and award of Ph.D. degrees to at least two candidates under his/her supervision during the last 10 years and interaction with the Selection Committee constituted as per these Regulations.

**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

**2.2. 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.



SELECTION CRITERIA FOR THE POST OF PRINCIPAL IN GOVT. AIDED PRIVATE COLLEGES, SFS DEGREE AND LAW COLLEGES/INSTITUTES AFFILIATED WITH M.D. UNIVERSITY, ROHTAK

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
<b>TOTAL:</b>	<b>100 Marks</b>

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 20 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/Institutions/Universities

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 year Maximum upto 3 marks
3	Bursar/Finance Officer	1 mark for each year Maximum upto 3 marks
4	NSS Programme Officer/Program Co-ordinator	1 mark for each year Maximum upto 3 marks

5	YRC Counsellor/ Co-ordinator	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 Colleges/Universities/Institutions

Sr. No.	Particulars	Marks
1	Co-ordinator IQAC/Director, IQAC	1 mark for each academic year Maximum upto 2 marks
2	Editor in Chief, College/University/Institute Magazine	1 mark for each academic year Maximum upto 2 marks
3	Member, College/University/Institute Advisory Council	1 mark for each academic year Maximum upto 2 marks
4	Convenor/Co-ordinator/Incharge, University Work Committee	1 mark for each academic year Maximum upto 2 marks
5	Convenor/Co-ordinator/Incharge, Cultural Affairs Committee	1 mark for each academic year Maximum upto 2 marks
6	Convenor/Co-ordinator/Incharge, Purchase/Procurement Committee	1 mark for each academic year Maximum upto 2 marks
7	Convenor/Co-ordinator/Incharge, Building/Works Committee	1 mark for each academic year Maximum upto 2 marks
8	Convenor/Co-ordinator/Incharge, Sports Committee	1 mark for each academic year Maximum upto 2 marks
9	Convenor/Co-ordinator/Incharge, Discipline Committee	1 mark for each academic year Maximum upto 2 marks
10	Convenor/Co-ordinator/Incharge, Internal (Complaint) Committee	1 mark for each academic year Maximum upto 2 marks
11	Convenor/Co-ordinator/Incharge, Road Safety Club	1 mark for each academic year Maximum upto 2 marks
12	Convenor/Co-ordinator/Incharge, Red Ribbon Club	1 mark for each academic year Maximum upto 2 marks
13	Convenor/Co-ordinator/Incharge, Eco Club	1 mark for each academic year Maximum upto 2 marks
14	Convenor/Co-ordinator/Incharge, Placement Cell	1 mark for each academic year Maximum upto 2 marks
15	Convenor/Co-ordinator/Incharge, Women Cell	1 mark for each academic year Maximum upto 2 marks
16	Convenor/Co-ordinator/Incharge, Time-Table Committee	1 mark for each academic year Maximum upto 2 marks
17	Convenor/Co-ordinator/Incharge, SC/BC Committee	1 mark for each academic year Maximum upto 2 marks

Academic/Research Score: 32.5 marks

Sr. No.	Particulars	Marks
1	Research Score above 110 as per the criteria given in Appendix II, Table2	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.

Notes:

- Teaching experience of candidates shall be considered only in case of teaching the concerned subject after acquiring eligibility qualifications determined by the Govt.

SELECTION CRITERIA FOR THE POST OF ASSISTANT PROFESSOR IN GOVT. AIDED PRIVATE COLLEGES, S.F.S. DEGREE/LAW/EDUCATION COLLEGES/INSTITUTES AND ASSISTANT PROFESSOR IN HUMANITIES & SCIENCES IN ENGINEERING & MANAGEMENT COLLEGES/INSTITUTES AFFILIATED WITH M.D. UNIVERSITY, ROHTAK

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/NET	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 (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/UGC-listed Journals upto 13.06.2019 and UGC CARE Listed Journals w.e.f. 14.06.2019
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 Competition like Debate/Declamation/Quiz/Poetic recitation/Fine Art etc. (Maximum 5 marks)	5 Marks for each National Level position
		2 Marks 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 topic given by the Selection Committee	5 marks
2	Communication Skills & 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.

Notes:

- During recruitment process, rules/instructions framed by the Govt. from time to time shall be applicable.
- Sports certificate must be issued for such tournament recognized by the State/Center Govt.
- In case of SC candidates, marks shall be allotted as per same criteria mentioned above.

**Criteria for short listing and selection of candidates for appointment to the post of Associate Professor and Professor in the University**

Annexure -V

**A. Criteria for short listing the eligible candidates for appointment to the post of Associate Professor and Professor in the University**

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

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

S. N.	Academic/ Research Activity	Faculty of	Faculty of	
		Sciences/ Engineering/ Agriculture/ Medical/ Veterinary Sciences	Languages/ Humanities/ Arts/ Social Sciences/ Library/ Education/ Commerce/ Management & other related disciplines	
1.	Research Papers in Peer-reviewed/ UGC Journals upto 13.06.2019 and UGC CARE Listed Journals *w. e. f. 14.06.2019	Without Impact Factor	13	15
		Impact Factor between 0 and 1	18	20
		Impact Factor between 1 and 2 (1 and 2 both inclusive)	23	25
		Impact Factor between 2 and 5 (only 5 inclusive)	28	30
		Impact Factor between 5 and 10 (only 10 inclusive)	33	35
		Impact Factor greater than 10	38	40
		<b>2. Publications (other than Research Papers)</b>		
<b>a) Books authored which are published by;</b>				
	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>b) Translation work in Indian and Foreign Languages by qualified faculties</b>				
	Chapter or Research Paper	03	03	
	Book	08	08	
3.	<b>Creation of ICT mediated Teaching Learning pedagogy and content and development of new and innovative courses and curricula</b>			
	<b>(a) Development of Innovative Pedagogy</b>	05	05	

	<b>(b) Design of new curricula and courses</b>	02 Per curricula/ course	02 Per Curricula/ course
	<b>(c) MOOCs</b>		
	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
	Content writer/ subject matter expert for each module 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 05 per thesis submitted	10 per degree awarded 05 per thesis submitted
	M. Phil (only upto the Academic Session allowed by the UGC) / P.G. dissertations	02 per degree awarded	02 per degree awarded
	<b>(b) Research Project Completed</b>		
	More than 10 lakhs	10	10
	Less than 10 lakhs	05	05
	<b>(c) Research Project 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

(c) Awards/Fellowship		
	International	
	National	
		07
		07
6.	*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)	05
		05
	International (Abroad)	
	International (within country)	07
		07
	National	05
		05
	State/University	03
		03
		02
		02

Note

1 Impact factor to be determined as per Thomson Reuters list

2.
  - a) For two authors: 70% of total value of publication for each author.
  - b) For more than two authors: 70% of total value of publication for the First / Principal / Supervisor / Co-Supervisor / Corresponding author and 30% of total value of publication for each of the joint authors.
  - c) For Publications other than Research Paper, 70% of total value of Publication for each author in case of two authors and 30% of total value of publication in case of more than 2 authors. However, first/corresponding author will get 70% marks irrespective of total number of authors.
3. For Joint Projects: Principal Investigator and Co-investigator would get 50% each.
4.
  - (i) Paper presented if part of edited book or proceeding then it can be claimed only once.
  - (ii) 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
5. The research score shall be from at least three categories out of six categories.  
 \*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.

For example: Suppose, the total score obtained is 400 which includes the score from the category 5(b) and 6 as 140 i.e. the score from other categories is 260. Find 30% of the total score, which in this case is  $30\% \times 400 = 120$ . Due to upper capping of 30% of the total research score, 120 score will be counted and not 140. The effective total score will be  $260 + 120 = 380$ .

On the basis of the research score, the top  $12 + 3n$  candidates will be shortlisted for  $n$  ( $n=1,2,3,\dots$ ) posts, for example, 15 for single post and 18,21,24,... for 2,3,4,... posts, respectively. In case of tie of the score with the lowest qualified candidates, all such candidates having same score shall also be included in the list of shortlisted candidates. If the number of candidates is less than  $12 + 3n$  candidates for  $n$  posts, then all such candidates will be deemed to be shortlisted candidates for interview. The process shall not be carried forward if the number of eligible candidates is less than 3.

Further, the process of shortlisting / selection will be carried out for filling up only that many advertised posts which satisfy atleast 1:3 ratio for advertised number of posts to the number of eligible candidates e.g. If there are 7 applicants for three advertised posts, then selection shall be made only against two posts.

**B. Selection of shortlisted candidates for UTDs/ MDU-CPAS/CDOE:**

The shortlisted candidates shall appear before the selection committee having composition as per Statute – 22 of M. D. University Act.

The selections shall be based on the performance in the interview by assessing the following:

Sr. No.	Component	Weightage	
		For Associate Professor	For Professor
(i)	Subject Knowledge	30%	20%
(ii)	Research Contribution	30%	40%
(iii)	Presentation, & ICT Knowledge	20%	20%
(iv)	Communication Skills & Overall Personality	20%	20%

**Note:** The candidates failing to secure atleast 50% marks in the performance of the interview will not be considered suitable for selection.