

Qualifications

(1) PROFESSOR

A An eminent scholar with Ph. D. qualification(s) 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 publications in Refereed Journals.

- (i) The Ph.D. Degree shall be a mandatory qualification for the appointment of Professors and for promotion as Professors.
- (ii) A minimum of ten years of teaching experience in university/college, and/or experience in research at the University/National level institutions/industries, including experience of guiding candidates for research at doctoral level.
- (iii) Contribution to educational innovation, design of new curricula and courses, and technology-mediated teaching learning process.
- (iv) A minimum score as stipulated in the Academic Performance Indicator (API) based Performance Based Appraisal System (PBAS).

OR

B An outstanding professional, with established reputation in the relevant field, who has made significant contributions to the knowledge in the concerned/ allied/ relevant discipline, to be substantiated by credentials.

(2) ASSOCIATE PROFESSOR

- (i) Good academic record with a Ph.D. Degree in the concerned /allied /relevant disciplines.
- (ii) The Ph.D. Degree shall be a mandatory qualification for all candidates to be appointed as Associate Professor through direct recruitment.
- (iii) A Master's Degree with at least 55% marks (or an equivalent grade in a point scale wherever grading system is followed).
- (iv) 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 excluding the period of Ph.D. research with evidence of published work and a minimum of 5 publications as books and /or research papers in refereed journals only/policy papers.
- (v) Contribution to educational innovation, design of new curricula and courses, and technology-mediated teaching learning process with evidence of having guided doctoral candidates and research students.
- (vi) A minimum score as stipulated in the Academic Performance Indicator (API) based Performance Based Appraisal System (PBAS).

(3) ASSISTANT PROFESSOR

The qualifications of the posts of Assistant Professor is as per latest guidelines of UGC and MHRD circulated by the Financial Commissioner & Principal Secretary to Govt. of Haryana, Higher Education Department vide Memo No. KW-7/182009 C-IV(3) dated 21.07.2011 and further instructions received from time to time attached at **Annexure-A**

From

Financial Commissioner and Principal Secretary to
Govt. of Haryana, Higher Education Department

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 Vishwavidyalya,
Khanpur Kalan (Sonapat).
5. All the Principals of Government and Government Aided
Private Colleges situated in the State of Haryana.

Memo No. KW-7/18-2009 C-IV(3)

Dated Panchkula, the 21.07.2011

Subject: Regarding adoption of various recommendations of the UGC & MHRD with regard to minimum qualifications for appointment of teachers and other academic staff in the Universities and Colleges and measures for the maintenance of the standards of Higher Education.

In supersession of this office memo No. KW-7/18-2009 C-IV(3) dated 28.8.2009, 09.09.2009 and 29.04.2011, the State Government after re-considering the recommendations of the Ministry of Human Resource Development, Govt. of India and University Grants Commission as conveyed vide their letter No. 1-32/2006-U.II/U.I(i) dated 31.12.2008 and letter No. F.3- 1/2009, dated 30.06.2010, has decided to issue a revised order on minimum qualifications for appointment of teachers and other academic staff in the Universities and Colleges and measures for the maintenance of the standards of Higher Education. 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 Finance Department conveyed vide their U.O.No.1/46/2009-4PR(FD), dated 19.07.2011.

Deputy Secretary Higher Education for
Financial Commissioner & Special Secretary to
Govt. of Haryana, Higher Education Department.

Endst. No. KW-7/18-2009 C-IV(3)

Dated Panchkula, the 21.07.2011

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.

Deputy Secretary Higher Education for
Financial Commissioner & Special Secretary to
Govt. of Haryana, Higher Education Department.

Endst. No. KW-7/18-2009 C-IV(3)

Dated Panchkula, the 21.07.2011

A copy is forwarded to the Secretary, University Grants Commission, Bahadurshah Zafar Marg, New Delhi for information and necessary action.

Deputy Secretary Higher Education for
Financial Commissioner & Special Secretary to
Govt. of Haryana, Higher Education Department.

Endst. No. KW-7/18-2009 C-IV(3)

Dated Panchkula, the 21.07.2011

A copy is forwarded to the Accountant General (Accounts) Haryana and Accountant General (Audit) Haryana, Chandigarh for information and necessary action.

Deputy Secretary Higher Education for
Financial Commissioner & Special Secretary to
Govt. of Haryana, Higher Education Department.

A copy is forwarded to the Education Secretary, Union Territory, Chandigarh for information and necessary action.

Deputy Secretary Higher Education for
Financial Commissioner & Special Secretary to
Govt. of Haryana, Higher Education Department.

A copy is forwarded to the Financial Commissioner and Principal Secretary to Govt. Haryana, Finance Department with reference to his U.O.No.1/46/2009-4 PR(FD), dated 19.07.2011.

Dated : 21.07.2011

Deputy Secretary Higher Education for
Financial Commissioner & Special Secretary to
Govt. of Haryana, Higher Education Department.

Financial Commissioner and Principal Secretary to
Govt. Haryana, Finance Department

Minimum qualifications for appointment of teachers and equivalent cadres in universities and colleges and measures for the maintenance of standards in Higher Education, 2011.

1.0. Coverage

The scheme applies to teachers and equivalent cadres of colleges and universities (excluding technical, medical, agricultural and veterinary sciences colleges and universities). However, the scope and jurisdiction of the university extend to University Colleges also.

2.0. Designations and Pay Scales

- (i). There shall be only three designations in respect of teachers in universities namely, Assistant Professors, Associate Professors and Professors and only two designations in respect of teachers in colleges, namely, Assistant Professors and Associate Professors. However, there shall be no change in the present designation in respect of Principals, Library and Physical Education Personnel at various levels.
- (ii). No one shall be eligible to be appointed, promoted or designated as Professor in universities, unless he or she possesses a Ph.D. and satisfies other academic conditions, as laid down by the University Grants Commission (UGC) and the State Government from time to time. This shall, however, not affect those who are already designated as 'Professor'.
- (iii) The pay of teachers and equivalent positions in Universities and Colleges shall be fixed according to their designations in two pay bands of Rs. 15,600 - Rs. 39,100 and Rs. 37,400 - Rs. 67,000 with appropriate "Academic Grade Pay" (AGP in short). Each Pay Band shall have different stages of Academic Grade Pay which shall ensure that teachers and other equivalent cadres covered under this Scheme, subject to other conditions of eligibility being satisfied; have multiple opportunities for upward movement during their career.

- (iv). Entry level pay of directly recruited Professor in Universities appointed on or after 1.1.2006 may be granted Rs. 43000/- in Pay Band-4 with AGP of Rs. 10,000/- notionally w.e.f. 1.1.2006 and actually from the date of notification.
- (v) Entry level pay of directly recruited Readers in Universities appointed on or after 1.1.2006 may be granted Rs. 22320/- in Pay Band-3 with AGP of Rs. 8000/- notionally w.e.f. 1.1.2006 and actually from the date of notification.
- (vi) Pay scales, structure and pay fixation formula as per FD notification no 1/46/2009-4 PR (FD) dated 20-8-2009, dated 27.8.2009 and dated 2.9.2009 shall be applicable. **(Appendix-II)**

3.0. Recruitment

(a) For Universities- The direct recruitment to the posts of Assistant Professors, Associate Professors and Professors in the Universities shall be on the basis of merit through all India advertisement and selections by the duly constituted Selection Committees as per the provisions illustrated at clause number 7.0 to be incorporated under the Statutes/Ordinances of the concerned university. The composition of such committees should be as prescribed in this notification.

(b) For Colleges- The direct recruitment to the posts of Assistant Professors in Colleges shall be on the basis of merit through all India advertisement and selections by HPSC and/or a selection committee constituted by the Government and the duly constituted Selection Committees set up under the rules/instructions of the State Government.

4.0. Qualifications for the post of Assistant Professor (Universities and Colleges)

- (i). National Eligibility Test (NET) shall be compulsory for appointment at the entry level of Assistant Professor, subject to the exemptions to the degree of Ph.D. in respect of those persons obtaining the award through a process of registration, course-work and external evaluation, as have been laid down by the UGC through its regulations, and so adopted by the State

Government vide letter no. 7/66-2003 C IV (3) dated 17.7.2009. **(Appendix-III)**

- (ii). The minimum requirements of a good academic record, 55% marks (or an equivalent grade in a point scale wherever grading system is followed) at the master's level.
- (iii). A minimum of 55% marks (or an equivalent grade in a point scale wherever grading system is followed) will be required at the Master's level for those recruited as teachers at any level from industries and research institutions and at the entry level of Assistant Professors, Assistant Librarians, Assistant Directors of Physical Education and Sports.
- (iv).

A relaxation of 5% may be provided at the graduate and master's level for the Scheduled Caste/Scheduled Tribe/Differently-abled (Physically and visually differently-abled) categories for the purpose of eligibility and for assessing good academic record during direct recruitment to teaching positions. The eligibility marks of 55% marks (or an equivalent grade in a point scale wherever grading system is followed) and the relaxation of 5% to the categories mentioned above are permissible, based on only the qualifying marks without including any grace mark procedures.

- (v). A relaxation of 5% may 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.
- (vi). Relevant grade which is regarded as equivalent of 55% wherever the grading system is followed by a recognized university shall also be considered eligible.

From

Higher Education Commissioner, Haryana, Panchkula.

To

1. All the Principals of Govt./Non-Govt. Affiliated College in the State.
2. Registrar, M.D. University, Rohtak.
3. Registrar, Kurukshetra University, Kurukshetra.
4. Registrar, Ch. Devi Lal University, Sirsa.
5. Registrar, Bhagat Phool Singh Vishwavidyala, Khanpur Kalan (Sonapat).

Memo No. 7/66-2003 C-IV (3)

Dated Panchkula, the 17-7-09

Subject: Qualifications for the appointment of Lecturers/Librarians.

The State Govt. has considered and approved the draft rules for the qualifications for the appointment of Lecturers/Librarians in substitution to the existing rules as prescribed in Haryana Education (College Cadre) Group-B Service (Amendment) Rules, 2006. These draft rules have been prepared in accordance with latest Regulations, 2009 No. F.1-1/2002(PS) Exemp. dated 01.06.09 of the UGC. The draft rules as approved by the Govt. are as under :-

"NET/SLET shall remain the minimum eligibility condition for recruitment and appointment of lecturers in Universities/Colleges/Institutions.

Provided, however, 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 that, 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.

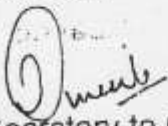
Provided further that those candidates who have been enrolled for Ph.D upto 31st May 2009 shall become eligible for exemption from the requirement of the minimum eligibility

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 shall not be required for such Master's programmes in disciplines for which there is no NET."

The process regarding getting these draft rules notified is under progress with the Govt. It has further been decided that in the meantime, if any lecturer/Librarian/teacher is recruited then it shall be according to the draft rules as mentioned above.

You are requested to take action accordingly.



Under Secretary to Govt. of Haryana
Higher Education Department, Panchkula.

Dated Panchkula, the 17-7-09

Endst. No Even

A copy is forwarded to the following for information and necessary action.

1. PS/CM, PS/EM & PS/FCEL
2. Superintendent Colleges-I/Library/UNP Branch.
3. PS/Higher Education Commissioner.


Under Secretary to Govt. of Haryana
Higher Education Department, Panchkula.

Appendix-III

From

Principal Secretary to Govt. of Haryana
Higher Education Department, 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 Vishvidyalya, Khanpurkalan (Sonapat).
5. All the Principals of Govt./Non Govt. Aided Colleges in the State.

Memo No. 7/18-2009 CIV (3)

Dated/Panchkula the: 29.11.2012

Sub: Regarding Adoption of various recommendations of UGC & MHRD with regard to minimum qualifications for appointment of teachers & others academic staff in the Universities and Colleges and measures for the maintenance of the standards of Higher Education.

In continuation of this office Memo No. KW 7/18-2009 C-IV(3) dated 21.7.2011 on the subject cited above.

The State Govt. has decided to amend the qualifications prescribed vide letter dated 21.7.2011 mentioned above, for the posts of Asstt. Professors in Universities and Colleges for direct recruitments. Now the qualifications for the post of Asstt. Professors in Universities and Colleges for recruitment will be as y as under:-

"National Eligibility Test (NET) shall remain the minimum eligibility condition for recruitment and appointment of teachers in Universities/ colleges/institutions.

Provided, however, that the candidates possessing Ph.D degree shall be exempted from the recruitment of the minimum eligibility condition of NET for recruitment and appointment as Asstt. Professor or equivalent positions in Universities/Colleges/Institutions.

Provided, further, that Ph.D degree awarded by State/Central Universities or only those Private/Deemed Universities which have been accredited as 'A' grade university by the National Assessment and Accreditation Council (NAAC) shall be considered for relaxation in lieu of NET. Provided that the candidate should possess the Ph.D degree at the time of submission of the application.

NET shall not be required for such master's programmes in disciplines for which there is no NET.

Deputy Secretary Higher Education
for Principal Secretary to Govt. of Haryana
Higher Education Department.

Endst. No. Even

Dated, Panchkula the 29.11.2012

1. A copy of the above is forwarded to Finance Department in reference to their U.O.No. 1/46/2009-46/2009-4PR(FD) dated 9.8.2012.
2. Secretary, UGC, Bahadur Shah Zafar Marg, New Delhi
3. Accountant General (Accounts) Haryana and Accountant General(Audit) Haryana, Chandigarh.

Deputy Secretary Higher Education
for Principal Secretary to Govt. of Haryana
Higher Education Department.