



Bhagat Phool Singh Mahila Vishwavidyalaya
Khanpur Kalan (Sonapat), Haryana-131305
A State University established under Haryana Act. No. 31 of 2006

Bulletin of Information for Recruitment of Teaching Posts



Bhagat Phool Singh Mahila Vishwavidyalaya
Khanpur Kalan (Sonapat), Haryana-131305
(A State University established by an Act of Haryana Legislature and recognised
by UGC under Section 2 (f) and 12B of the UGC Act, 1956)
Website : www.bpsmv.ac.in
(**'B++'** Grade University Accredited by NAAC)



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Employment Notice
(Advt. No. 70/2023 to 83/2023)

Bhagat Phool Singh Mahila Vishwavidyalaya invites online applications from the eligible candidates for recruitment of various Teaching Posts in various Departments/Institutes/Regional Centres & Constituent Colleges against sanctioned vacant posts. Subject-wise and category-wise number of vacant Teaching posts along with Advt. Nos., detailed instructions, requisite qualifications, pay scales and modalities for selection are given on the University website www.bpsmv.ac.in. The link for submission of online application shall be available on the University Website w.e.f **19.05.2023**

REGISTRAR



Important Dates		
Sr. No.	Item(s)	Timeline
1.	Date of publication of Advertisement of Teaching Posts in the News Papers	18.05.2023
2.	Opening date for submission of online applications for Teaching Posts	19.05.2023
3.	Closing date for submission of online applications for Teaching Posts	09.06.2023

Note:-

- The onus of checking of the dates and details from the University website lies with candidates and Email/SMS is an additional service provided by the University and cannot be considered as a right.
- No correspondence other than this mode will be made or accepted in this regard by Bhagat Phool Singh Mahila Vishwavidyalaya.
- The candidates who have already applied against Advt no. 03/2023, 04/2023, 06/2023, 08/2023, 09/2023, 16/2023, 17/2023, 18/2023, 24/2023, 25/2023, 28/2023, 31/2023, 45/2023 & 58/2023 dated 13.01.2023 respectively need not apply again. However, if any candidate wants to add any additional information, he/she may update his/her bio-data.
- Any amendment/ corrigendum shall be posted only on the University Website.



Subject wise details/bifurcation of teaching posts of Assistant Professor/ Associate Professor/Professor as per Reservation Policy/Instructions of State Government of Haryana issued from time to time.

Pay Scale:

- Assistant Professor: Academic Level-10 (Rs. 57700-182400/-) with entry pay of Rs. 57700/-.
- Associate Professor: Academic Level – 13-A with entry pay of Rs. 131400/-.
- Professor: Academic Level- 14 with entry pay of Rs. 144200/-.

Abbreviation of Categories : UR- Unreserved, SC- Scheduled Caste, BC-A- Backward Class-A, BC-B- Backward Class-B, EWS- Economic Weaker Section, PwBD- Persons with Benchmark Disabilities, ESP- Eligible Sports Person, ESM- Ex-serviceman

Sr. no.	Name of Post	Department	Post Code	Number of Vacancies with Category	Advt. no.
1	Professor	Hotel Management	103	01-Sc	70/2023
2		Mathematics	104	01-BC-A	71/2023
3		Geography	106	01-UR	72/2023
4		Physical Education	108	01-UR (ESM)	73/2023
5		Food & Nutrition	109	01-UR	74/2023
6	Associate Professor	CSE & IT	116	01-BC-A	75/2023
7		ECE	117	01-UR (PwBD)	76/2023
8		Fashion Technology	118	01-SC	77/2023
9		History & Arch	124	01-BC-A	78/2023
10		Political Science	125	01-BC-A	79/2023
11		Food & Nutrition	128	01-SC	80/2023
12		Political Science ,RCK	131	01-SC	81/2023
13	Assistant Professor	Sanskrit, RCK	145	01-UR (ESM)	82/2023
14	Assistant Professor	Physical Education, IHL	158	01-BC-A (ESP)	83/2023

Note :

1. Number of posts advertised may increase or decrease, including complete withdrawal without assigning any reason.
2. The reservation has been given as per State Govt. Reservation Policy. However, the reservations of posts are subject to change as per Govt. of Haryana Reservation Policy/norms came in force. Change, if any, will be notified through University Website.



Details of Application Fee

Sr. No.	Category	Fee Details in INR
1.	UR Category, ESM,ESP	Rs. 2000/-
2.	Female of UR Category of Haryana State Only	Rs. 1000/-
3.	Candidates of SC/BC-A/BC-B/EWS Category of Haryana State Only	Rs. 500/-
4.	Candidates of PwBD of Haryana State Only	NIL

Note:

1. Fee once deposited is neither transferable nor refundable/adjustable.
2. Candidates applying for multiple posts will be required to pay separate fee against each post.
3. The fee will be accepted through online mode link given in the online Application Form on the University website i.e. www.bpsmv.ac.in.

Eligibility for the post of Assistant Professor/Associate Professor/Professor

Eligibility for the post of Assistant Professor/Associate Professor/Professor shall be as per **Appendix-I**.

Modalities of selection

As per Modalities for selection of Assistant Professor/Associate Professor/Professor at **Appendix – II to VI**.

BEFORE APPLYING FOR THE POST, THE CANDIDATES SHOULD GO THROUGH THE IMPORTANT INSTRUCTIONS/CONDITIONS CAREFULLY.



IMPORTANT INSTRUCTIONS/CONDITIONS FOR TEACHING POSTS

1. Candidates are advised to visit only official website of the Bhagat Singh Mahila Vishwavidyalaya University (BPSMV) i.e. www.bpsmv.ac.in and be very careful about fake websites and job racketeers.
2. Candidate applying for multiple posts will have to select appropriate option(s) available on the portal to specify choice of posts. **Each post is given a unique post code.**
3. Ph.D. degree shall be a mandatory qualification for direct recruitment to the post of Assistant Professor.
4. SET/SLET score shall be considered if the conducting body is Government of Haryana.
5. ASRB NET will not be considered for appointment in BPSMV.
6. In case marks are given in form of the CGPA then a conversion formula to convert CGPA into percentage should be essentially provided by the candidate from the competent authority awarding CGPA i.e. a documentary proof should be provided. In case marks are given in form of the CGPA along with conversion formula as well absolute marks then to compute the percentage CGPA will be used.
7. In case marks are given in form of the CGPA but conversion formula is not provided by the candidate then CGPA shall be multiplied by default value 9 on a scale of 10 to obtain the percentage marks.
8. To compute the merit points, no rounding shall be carried out. The number should be accurate to three decimal places.
9. There are various options available for payment through Net Banking, Debit/Credit Card, UPI etc. “candidate should note that in case status of payment shown by bank is not “success” for their transaction, i.e. Status of payment shown by bank is “pending”, “failure”, “rejected” or any other technical issue, then it is the responsibility of candidate to ensure that payment made to BPSMV is successful within due date. In case transaction is reversed by bank to candidate or cancelled and payment is not received by BPSMV within due date, the candidature shall be summarily cancelled.”
10. The scores (based on data filled in by the Candidate) shall be displayed in the dashboard of the candidate on recruitment portal and candidates can represent if any discrepancy is noticed within stipulated period as notified through an email at recruitment.teaching@bpswomenuniversity.ac.in with the subject: Advt. No. xx/yyyy.
11. A candidate whether belongs to UR or reserved category viz. SC/BCA/BCB/ESM/PWD/ESP/EWS should submit only one online application form against **each post code**. Submission of more than one application form



- against one post code will automatically lead to rejection of candidature and may also attract appropriate action as per law.
12. The candidates who were registered for Ph.D. Programme prior to July 11, 2009 and have been awarded degree, are required to produce a certificate for fulfilment of the conditions to be issued by the Registrar or Dean Academic Affairs of the concerned Universities as per **Annexure-I**.
 13. The candidates who were registered for Ph.D Programme on or after July 11, 2009 are required to produce a certificate for fulfilment of the provisions of the UGC (minimum standards and procedure for award of Ph.D. degree) Regulations, 2009 to be issued by the Registrar or Dean Academic Affairs of the concerned Universities as per **Annexure-II**.
 14. The Candidates who obtained their degrees, which are essential for eligibility, from Singhanian University (Rajasthan), EIILM University (Sikkim), Manav Bharti University (Himachal Pradesh), Vinayaka Mission University (Sikkim), Global Open University (Nagaland) and Vinayaka Mission University, Salem, Tamilnadu vide notification. D.O No. F 5-4/2014 (CPP-I/PU) dated 05.08.2014 and D.O No. F 10-6/2011 (PS) Misc. dated 06.07.2015 have been declared ineligible for appointment in the University. However, their candidature will be considered for the appointment in the University if they upload the certificate as per **Annexure – III**, in addition to Annexure I or II, whichever is applicable from their universities. Such candidate(s) having degrees issued by the above Universities through Distance Education Mode will have to upload the certificate duly verified from the Distance Education Council/Distance Education Bureau, New Delhi.
 15. Furthermore, in case of candidates who are otherwise eligible, the benefit of such degrees towards marks/weightage/score would also be subject to the uploading of certificates as per Annexures-III, in addition to Annexure I or II, whichever is applicable.
 16. Reserved category candidates shall be considered against UR category strictly as per Govt. letter No. EC/2018/20179 389 dated 26.04.2018 & 12/1 2017 Ad (3) dated 04.06.2018
 17. University reserves the right of deciding the disciplines as concerned/allied/relevant while scrutinizing the applications. The decision of the university shall be final and binding for the candidate.
 18. The benefit of reservation will be given only to those SC/BCA/BCB/ESM/PwBD/EWS/ESP candidates who are domicile of Haryana State. These candidates are required to upload SC/ BCA /BCB /ESM /PwBD /EWS /ESP Certificate duly issued by the Competent Authority of Haryana. Likewise, the Eligible Sports Person (ESP) shall be required to upload the Sports Gradation Certificate as per Government instructions duly issued by the competent authority. ESM/DESM/DFP shall be required to upload the Valid Eligibility Certificate duly issued by the respective Zila Sainik Board. As well EWS (Economically Weaker



Section) candidates shall be required to upload Certificate as per instructions of the Haryana Government.

19. The Ex-Serviceman who had not availed the benefit of ESM in re-employment in any Government service, Public Sector undertaking, including Para Military Forces, their dependents sons and daughters will be considered for appointment(s) against the posts reserved for Ex-Servicemen to the extent of non-availability of suitable Ex-Servicemen, provided they fulfill all the required conditions viz. qualifications, age, experience etc. this entitlement would be available to one dependent child only.
20. Candidates applying for the posts under ESM/DESM/DFE category should submit a certificate duly issued by the Zila Sainik Board to the effect that his/her father has not availed the benefit of reemployment in any Government service, Public Sector Undertakings including Para-Military Forces, in view of State Government instructions.
21. The benefit of reservation to Ex-Servicemen and their children will be given in accordance with the instructions of the State Govt. Haryana conveyed vide letter No. 12/15/2019-4GS-II dated 14.07.2021.
22. Backward class Block (A & B) candidates claiming benefit of reservation have to upload a certificate issued by the competent authority of Haryana dated not before six months of the last date of receipt of applications mentioning therein that he/she is not covered under the criteria of creamy layer as per State Govt. instructions issued by vide letter No. 1170-SW(1)-95 dated 07.06.1995 & No. 213-SW(1)- 2010 dated 31.08.2010, No.22/22/2004 3GS-III dated 14.06.2016, No.1282-SW(1) dated 28.08.2018 and No. 512-SW (1) 2021 dated 01.12.2021 as per **Annexure-IV**.
23. Candidates are required to have a valid personal active Email ID as all the information regarding the recruitment process will be sent on their registered Email ID throughout the process as an additional service by the university. In case a candidate does not have a valid personal Email ID, the candidate should create a new Email ID before applying online and must maintain that Email account throughout the selection process.
24. Candidates must give a valid Mobile number, as all the SMSs during the process will be sent on that Mobile number.
25. Candidates are advised not to change their Mobile number/Email ID mentioned at the time of Registration. Candidates are also advised not to give mobile number/Email ID of unknown person/stranger to avoid any future complication. BPSMV shall not be responsible in any manner for non-delivery of SMS/E Mail. It shall be responsibility of the candidate to update himself/herself by visiting the website of BPSMV i.e. www.bpsmv.ac.in and by checking his/her E Mail Account/SMS regularly for important notifications.



26. In case of integrated program, the percentage marks shall be considered for both the degrees covered under the program (i.e. graduation and post-graduation) as the percentage marks of the integrated program.
27. In case of lateral entry programs, percentage marks given in the degree of awarding university shall be considered final.
28. Since the practical work including use of gases, acids, tool, machinery etc. is involved in Sciences, Life Science, Pharmacy, Hotel Management, Engineering, and Ayurveda Faculties, the blind persons (visually impaired persons) may not be considered against teaching posts in these faculties.
29. Candidates, who have obtained degrees or certificates required for fulfilling the eligibility conditions from any Institution declared fake by the University Grants Commission or not recognized by Haryana Government/ Govt. Regulatory Bodies and BPSMV shall not be eligible for recruitment to the said posts advertised and no representation in this regard shall be entertained.
30. The eligibility of every candidate will be determined on the basis of qualifications acquired and communicated to the office by him/her up to the last date fixed for submitting of online applications. No certificate/document will be accepted after the last date.
31. All the educational qualifications should be from a University/Institution/Board recognized by Govt. of India/State Govt. approved by Govt. Regulatory Bodies and the final result should have been declared on or before the last date of submission of application form. The candidates who are able to prove through documentary evidence that the result of the qualifying examination was declared on or before the last date of submission of application form and he/she has been declared passed, will also be considered to have the required Educational Qualification.
32. The date of passing eligibility examination will be the date appearing on the mark sheet or provisional certificate issued by the University. In case the result of a particular examination is posted on the website of the University, a certificate issued by the appropriate authority of the University indicating the date on which the result was posted on the website will be taken as the date of passing.
33. As per Ministry of Human Resources Development Notifications No. 44 dated 01.03.1995 published in Gazette of India edition dated 10.06.2015, the Degree obtained through open Universities/ Distance Education Mode needs to be recognized by Distance Education Council, IGNOU (Now Distance Education Bureau). Accordingly, unless such Degrees had been recognized for the period when the candidates acquired the relevant qualification, these will not be accepted for the purpose of Educational Qualification.
34. No change in the category of any candidate is allowed after submission of application form. No correspondence/E Mail/phone will be entertained in this regard.



35. The status of short-listing will be made available on the dashboards of the respective applicants for information before interview as per Selection Criteria in the respective **Annexure**. In case of any dispute with regard to screening of the applications, the decision of the university shall be final.
36. No TA/DA shall be paid by the University for physical presence in the University for consideration in the selection process.
37. Master's Degree, NET/SET/SLET, and Ph.D. shall be in concerned subject only for eligibility condition.
38. The candidate in the job shall have to apply through proper channels and has to upload the No Objection Certificate signed by his/her employer as per **Annexure-V**. Those not applying through proper channels will not be considered for any benefit of past employment if selected.
39. The entire onus of the content/authenticity of the information being uploaded in the application form and its attachments shall exclusively rest with the applicant in terms of eligibility for recruitment and for subsequent selection through due process.
40. Candidates should not furnish any particulars that are fake, tempered/ fabricated and should not suppress any material information while filling up the online application form.
41. Mere submission of online application/ permission does not mean that the candidate is eligible for appointment to the post applied for. The eligibility shall be verified at the time of verification of original documents as per the qualifications and terms and conditions of advertisement. If at any stage, it is found that the information furnished by the candidate is fake or incorrect, the candidature will be cancelled, and the candidate will also be liable to legal proceedings.
42. The university shall, in no way, be responsible for any error/ omission/ commission/ suppression of relevant information by the applicant knowingly/ unknowingly/ overtly/ covertly while filling up the application form and uploading the documents required therein. Candidates must ensure that they fulfil all the eligibility conditions on the last date fixed for receipt of application. If on verification at any stage, before or after the selection, it is found that the candidate did not fulfil any of the eligibility condition(s) as on last date or it is found that the information furnished is false or incorrect, the candidature will be cancelled, and services will be terminated. Applicants will also be liable for criminal/legal prosecution.
43. In case the applicant gets screened/ shortlisted/ selected/ appointed based on the credentials furnished by the applicant which are, on scrutiny, found to be incorrect/ inadmissible/ forged/ fabricated/falsified, applicant's candidature shall be liable to be cancelled at any stage of the recruitment/ at any time during the tenure of the service and appropriate legal action under applicable law shall



be initiated against the applicant. The University shall verify the antecedents or documents submitted by a candidate at any time at the time of appointment or during the tenure of the service. In case, it is detected that the documents submitted by the candidates are fake or the candidate has a clandestine antecedents/ background and has suppressed the said information, then this services shall be terminated.

44. The University reserves the right to modify/withdraw/cancel any communication made to the applicant. In case of any dispute arising out of such a situation, the decision of the University shall be final and binding on the applicant.
45. The possession of prescribed essential qualifications does not entitle a candidate to be called for an interview. The decision of the University in all matters relating to acceptance or rejection of an application, eligibility/ suitability of the candidates, or the criteria for selection, etc. will be final and binding on the candidates. No query or correspondence will be entertained in this regard.
46. The University may decide to conduct a written test for Domain Knowledge assessment & Short-listing of Applicants. The curriculum, schedule and modalities of Test, if conducted, will be made available on University website/portal.
47. Candidates are advised to satisfy themselves before applying that they possess at least the minimum essential qualifications laid down for each post, in this advertisement.
48. Candidates must upload the Title, index page and other relevant pages of the Journals along with First page of all publications claimed/listed in online application, failing which such publications will not be considered for calculation of API/Research score, and the candidate may not be called for interview due to lack of the minimum API/Research score as per the norms. Candidates are required to bring hard copies of all documents, publications along with a hard copy of the application form at the time of interview/as and when instructed by the university.
49. The proof of peer reviewed journal status, impact factor; authorship claim etc. should be provided with a valid document, failing which points will not be allotted as per the claim. University will not be responsible for any mistake in score due to not providing valid proof.
50. In case of any inadvertent mistake in the process of selection which may be detected at any stage even after the issue of appointment letter, the University reserves the right to modify/withdraw/ cancel any communication made to the candidates. In case of any dispute arising out of such a situation, the decision of the University shall be final and binding on the applicant.
51. Canvassing in any form on behalf of any candidate shall disqualify the candidature.



52. The candidate shall be responsible for uploading evidence related to peer reviewed, UGC listed Journals, Thomson Reuters Impact factors related to his/her research papers/books etc. In case of absence of mentioned evidences the paper/book shall not be considered for the recruitment purpose.
53. The University reserves the right not to fill any of the vacancies advertised, if circumstance so warrant, without assigning any reason thereof.
54. Any changes/corrigendum/amendments/update/cancellation notice related to the recruitment process shall be published on official website of BPSMV i.e. www.bpsmv.ac.in only and not in the newspapers. Therefore, candidates are advised to check the University website regularly.
55. Information uploaded on the University website shall not be provided to the candidate under RTI Act, 2005. The uploaded information on the University website shall remain for a specific period only. Therefore, the candidates are advised to download the information and keep them for future reference. During the recruitment process, neither any application under RTI Act, 2005 shall be entertained nor information shall be provided. Factual information under RTI Act shall be provided only after declaration of final result and completion of the entire recruitment process of this notification subject to condition. Reply shall not be provided for any inferential or speculative question.
56. All original documents in support of the claims should be produced for verification before/at the time of interview if called for.
57. Candidates applying for the post of Professor, Associate Professor and Assistant Professor shall necessarily upload Best Ten, Seven and Five full length research papers respectively.
58. The age limit shall be 18 to 50 years except in the case of MSM Institute of Ayurveda. Every uploaded document shall be duly signed and self-certified by the candidate, else it shall not be considered for assessment.
59. For candidates who are in employment and have applied through proper channel, age bar shall not applicable.
60. All disputes pertaining to the recruitment of these posts shall fall within the jurisdiction of Sonapat Court only.



Annexure-I

(For the candidates who registered for Ph.D. Programme prior to July 11, 2009)

CERTIFICATE

Certified that Dr._____ son/daughter of Sh._____
Regn. No._____ has been awarded Ph.D. Degree vide Notification
No._____ Dated_____. He/She has fulfilled the following
conditions prescribed by the U.G.C. under point 3 of U.G.C notification dated
11.07.2016, published in the Gazette of India, New Delhi on 11.07.2016: -

- 1) Ph.D. degree of the candidate awarded in regular mode only;
- 2) Evaluation of the Ph.D. thesis by at least two external examiners;
- 3) Open Ph.D. viva-voce of the candidates had been conducted;
- 4) Candidate has published two research papers from his/her Ph.D. work out of which at least one must be in a referred journal;
- 5) 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.

Certified by

Registrar or the Dean Academic Affairs
of the Concerned University



Annexure-II

(For the candidates who registered for Ph.D. Programme on or after July 11, 2009)

CERTIFICATE

This is to certify that Mr./Ms. _____ son/daughter of
Sh. _____ with Regn. No. _____ has been
awarded the Degree of Ph.D. on _____ in the subject of
_____ on fulfilment of the Provision of the UGC
(Minimum Standards and Procedure for awards of Ph.D. Degree) Regulations, 2009.

Certified by

Registrar or the Dean Academic Affairs
of the Concerned University



Annexure-III

(The candidate who have obtained their degrees from Singhania University (Rajasthan), EIILM University (Sikkim), Manav Bharti University (Himachal Pradesh), Vinayak Mission University (Sikkim), Global Open University (Nagaland) and Vinayak Mission University, Salem, Tamilnadu and want to claim the benefit of his/her degree are required to submit a certificate from their Universities, in addition to Annexure-I or II whichever is applicable)

CERTIFICATE

This is to certify that Mr./Ms. _____ son/daughter of
Sh. _____ has completed his/her _____ degree
through the main campus of the

(Name of the University)

at regular mode with the approval of the Statutory Bodies/Councils, wherever it is required.

Further, in case of M.Phil/Ph.D. degrees, this is to certify that the University has allocated the supervisor from amongst the regular faculty members in a department or its affiliated PG College/Institutes depending on the number of students per faculty members, the available specialization among the faculty supervisor and the research interest of the student.

Registrar or the Dean Academic Affairs
of the Concerned University



Annexure-IV

BACKWARD CLASS CERTIFICATE (BLOCK 'A' or 'B')

This is to certify that Mr./Ms._____ son/daughter of
Sh._____ resident of Village/Town _____
Tehsil_____ Distt._____ of the State/Union
Territory _____ belongs to the _____ Caste, which
has been notified as Backward Class by the Haryana Government and is placed in
Block _____ (mention Block 'A' or 'B').

This is to certify that he/she does not belong to the person/section (Creamy layer) as
per State Govt. letter No. 1170-SW(1)-95 dated 07.06.1995 & No. 213-SW(1)-2010
dated 31.08.2010, No.22/22/2004 3GS-III dated 14.06.2016, No.1282-SW(1) dated
28.08.2018 and No. 512-SW (1) 2021 dated 01.12.2021.

This certificate is being issued to him/her on the basis of verification of
Sarpanch/Patwari/Kanungo.

Signature with seal of issuing Authority

Full Name.....

Designation.....

Address with Telephone No. With code.....

Sr. No.:.....

Place :.....

Dated :.....

Issuing Authority: Tehsildar or Naib Tehsildar
Head of Department in case of Govt. employees



Annexure - V

NO OBJECTION CERTIFICATE

To

The Registrar,
Bhagat Phool Singh Mahila Vishwavidyalaya,
Khanpur Kalan, Sonapat

This letter is in reference to Mr./Ms./Mrs.
_____ son/daughter of Sh. _____ who
has been an employee at (Organization name
_____ in the capacity of
(Designation) _____ w.e.f.
_____.

_____ . The undersigned has no objection if he/she
applies for the post at Bhagat Phool Singh Mahila Vishwavidyalaya, Khanpur Kalan,
Sonapat and he/she will be relieved from the job in case of selection.

Contact for any inquiries.

Sincerely,

Signature with Seal of Head of Institution
Name of the Official
Organization Address
Contact Number

Place: _____
Date: _____



Qualification for Teaching Posts

Qualifications for appointment of Assistant Professor, Associate Professor and Professor for the discipline of Arts, Commerce, Management, Hotel Management, Humanities, Education, Law, Social Sciences, Sciences, Languages, Physical Education, Library Science, Engg. & Technology, Journalism and Mass Communication.

I. Assistant Professor:

Eligibility (A or B):

A.

- i) 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/Byelaws/ 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 fulfilment 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;
- d) The 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 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) Quacquarelli 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 HPSC 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.



Table 3A (Appendix II)
Criteria for Short-listing of Candidates for Interview for the Post of
Assistant Professors in Universities

Sr. No.	Academic Record	Score			
		80% & Above = 15	60% to less than 80% =13	55% to less than 60%= 10	45% to less than 55% =05
1.	Graduation	80% & Above = 15	60% to less than 80% =13	55% to less than 60%= 10	45% to less than 55% =05
2.	Post-Graduation	80% & Above = 25	60% to less than 80% =23	55% (50% in case of SC/ST/OBC (non-creamy layer)/PWD) to less than 60%=20	
3.	M.Phil.	60% & above =07	55% to less than 60% = 05		
4.	Ph.D.	30			
5.	NET with JRF	07			
	NET	05			
	SLET/SET	03			
6.	Research Publications (2 marks for each research publications published in Peer-Reviewed or UGC-listed Journals)	10			
7.	Teaching / Post Doctoral Experience (2 marks for one year each)*	10			
8	Awards				
	International / National Level(Awards given by International Organizations/ Government of India/ Government of India recognized National Level Bodies)	03			
	State-Level (Awards given by State Government)	02			

#.However, if the period of teaching/Post-doctoral experience is less than one year then the marks shall be reduced proportionately.



Note:

- (A) (i) M.Phil.+Ph.D. Maximum-30 Marks
(ii) JRF/NET/SET Maximum - 07 Marks
(iii) In awards category Maximum - 03 Marks
- (B) The research score for research papers would be augmented as follows :
(i) Two authors : 70% of total value of publication for each author.
(ii) More than two authors: 70% of total value of publication for the First/Principal/Corresponding author and 30% of total value of publication for each of the joint authors.
- (C) For the post of every advertised category, a maximum of top 15 candidates will be shortlisted on the basis of above criteria and called for interview against one post and additional 5 for every additional post.
- (D) The extent of calculated score will purely be valid for the purpose of short listing only and does not have any bearing with the final selection. Selection shall be done on the basis of performance by the candidate during interview before the selection committee. Merely having high merit points in the short listing criteria will not bestow any right of appointment of a candidate on the basis of these points.

Criteria for Selection of Shortlisted Candidates

Criteria for Selection		
A	Domain Knowledge Assessment by Selection committee through interaction	30 Marks
B	Assessment of Teaching Skills : 10-15 minutes presentation before Selection Committee. Assessment on the basis of communication, expression, confidence and response to queries	30 Marks
C	Research Aptitude Assessment on the basis of quality of research publications-quality of journal (Scopus/SCI/WoS/UGC Care), impact factor (Clarivate), Citations etc. Applicant shall be required to submit maximum 5 best publications along with proof of Indexing/Citation/UGC Care List etc.	20 Marks
D	Performance in Interview Performance in the interview shall be judged on the basis of subject knowledge, communication skills, confidence, creative and analytical thinking, quality of responses, knowledge of ICT tools, etc. and over all personality in an aggregate manner.	20 Marks
Total Marks assessed by committee (A+B+C+D)		100 marks

Note :

1. Selection Committee meeting will be held only if three eligible candidates shortlisted for the post.
2. The decision of the selection committee shall be final and binding regarding suitability of a candidate for the post. Merely having merit points will not bestow any right of appointment to a candidate.



Table 3B (Appendix II)

Criteria for Short-listing of Candidates for Interview for the Post of Assistant Professors in Colleges

Sr. No.	Academic Record	Score			
		1.	Graduation	80% & Above = 21	60% to less than 80% =19
2.	Post-Graduation	80% & Above = 25	60% to less than 80% =23	55% (50% in case of SC/ST/OBC (non- creamy layer)/PWD) to less than 60%=20	
3.	M.Phil.	60% & above =07	55% to less than 60% = 05		
4.	Ph.D.	25			
5.	NET with JRF	10			
	NET	08			
	SLET/SET	05			
6.	Research Publications (2 marks for each research publications published in Peer-Reviewed or UGC-listed Journals)	06			
7.	Teaching / Post Doctoral Experience (2 marks for one year each)#	10			
8	Awards				
	International / National Level(Awards given by International Organizations/ Government of India/ Government of India recognized National Level Bodies)	03			
	State-Level (Awards given by State Government)	02			

#However, if the period of teaching/Post-doctoral experience is less than one year then the marks shall be reduced proportionately.



Note:

- (A) (i) M.Phil.+Ph.D. Maximum- 25Marks
(ii) JRF/NET/SET Maximum - 10Marks
(iii) In awards category Maximum - 03 Marks
- (B) The research score for research papers would be augmented as follows :
(i) Two authors : 70% of total value of publication for each author.
(ii) More than two authors: 70% of total value of publication for the First/Principal/Corresponding author and 30% of total value of publication for each of the joint authors.
- (C) For the post of every advertised category, a maximum of top 15 candidates will be shortlisted on the basis of above criteria and called for interview against one post and additional 5 for every additional post.
- (D) The extent of calculated score will purely be valid for the purpose of short listing only and does not have any bearing with the final selection. Selection shall be done on the basis of performance by the candidate during interview before the selection committee. Merely having high merit points in the short listing criteria will not bestow any right of appointment of a candidate on the basis of these points.

Criteria for Selection of Shortlisted Candidates

Criteria for Selection		100 marks
A	Domain Knowledge Assessment by Selection committee through interaction	30 Marks
B	Assessment of Teaching Skills : 10-15 minutes presentation before Selection Committee. Assessment on the basis of communication, expression, confidence and response to queries	30 Marks
C	Research Aptitude Assessment on the basis of quality of research publications-quality of journal (Scopus/SCI/WoS/UGC Care), impact factor (Clarivate), Citations etc. Applicant shall be required to submit maximum 5 best publications along with proof of Indexing/Citation/UGC Care List etc.	20 Marks
D	Performance in Interview Performance in the interview shall be judged on the basis of subject knowledge, communication skills, confidence, creative and analytical thinking, quality of responses, knowledge of ICT tools, etc. and over all personality in an aggregate manner.	20 Marks
Total Marks assessed by committee (A+B+C+D)		100 marks

Note :

1. Selection Committee meeting will be held only if three eligible candidates shortlisted for the post.
2. The decision of the selection committee shall be final and binding regarding suitability of a candidate for the post. Merely having merit points will not bestow any right of appointment to a candidate.



CRITERIA/WEIGHTAGE FOR DIRECT RECRUITMENT OF TEACHERS FOR THE POST OF ASSOCIATE PROFESSOR IN UNIVERSITY

Appendix - III

Sr. No	Parameters	Max Marks
A. Academic Record/Background (20%)		20
Criteria for Assessment of Academic Record	Formula for marks	20
10th or equivalent	(% of marks – 70) x 0.1333	4*
12th or equivalent	(% of marks - 65) x 0.114	4*
Graduation	(% of marks - 60) x 0.125	5*
Post-graduation (in the subject of eligibility)	(% of marks - 55) X 0.156	7*
B. Criteria for assessment of Research Performance by Selection Committee (40%)		40
Research score over and above minimum research score of 75 as per criteria given in Appendix II, Table 2 of UGC regulation notified vide DGHE vide Memo No. 7/79-2017 C-IV (3) Dated 11/11/2022 and quality of research publications: Quality of journal (Scopus/SCI/WoS/UGC Care), impact factor (Clarivate), Citations etc. Applicant shall be required to submit maximum 7 best publications along with proof of Indexing/ citation etc.		
C. Domain Knowledge & Teaching Skills (20%)		20
I	Criteria for assessment of Domain Knowledge : Assessment by Selection committee through interaction and / or presentation	15
II	Criteria for assessment of Teaching Skills : 5-10 minutes presentation before Selection Committee. Assessment on the basis of communication, expression, confidence and response to queries.	05
D. Performance in Interview (20%)		20
Criteria for assessment during Interview : Performance in the interview shall be judged on the basis of subject knowledge, communication skills, confidence, creative and analytical thinking, quality of responses, knowledge of ICT tools, etc. and overall personality in an aggregate manner.		
Total Marks obtained by applicant/assessed by committee (A+B+C+D)		

(*) subject to minimum Zero

Note: - 1. Assessment and Verification of Category A will be done by the Screening Committee along with Verification of B.
2. Assessment of Category B, C (i) (ii) and D will be done by the Selection Committee.

- **Criteria for short listing of Candidates for consideration before Selection Committee:** In case of a large number of eligible applicants, short listing can be done on the basis of quality publications and or academic merit.
- **Criteria for selection committee meeting and decision :**
 1. Selection Committee meetings will be held only if three eligible candidates apply for the post.



2. The decision of the Selection committee shall be final and binding regarding suitability of a candidate for the post. Merely having merit points will not bestow any right of appointment to a candidate.



CRITERIA/WEIGHTAGE FOR DIRECT RECRUITMENT OF TEACHERS FOR THE POST OF PROFESSOR IN UNIVERSITY

Appendix - IV

Sr. No	Parameters	Max Marks
A. Academic Record/Background (20%)		20
Criteria for Assessment of Academic Record	Formula for marks	20
10th or equivalent	$(\% \text{ of marks} - 70) \times 0.1333$	4*
12th or equivalent	$(\% \text{ of marks} - 65) \times 0.114$	4*
Graduation	$(\% \text{ of marks} - 60) \times 0.125$	5*
Post-graduation (in the subject of eligibility)	$(\% \text{ of marks} - 55) \times 0.156$	7*
B. Criteria for assessment of Research Performance by Selection Committee (40%)		40
Research score over and above minimum research score of 120 as per criteria given in Appendix II, Table 2 of UGC regulation notified vide DGHE vide Memo No. 7/79-2017 C-IV (3) Dated 11/11/2022 and quality of research publications: Quality of journal (Scopus/SCI/WoS/UGC Care), impact factor (Clarivate), Citations etc.		
Applicant shall be required to submit maximum 10 best publications along with proof of Indexing/ citation etc.		
C. Domain Knowledge & Teaching Skills (20%)		20
i	Criteria for assessment of Domain Knowledge : Assessment by Selection committee through interaction and / or presentation	15
ii	Criteria for assessment of Teaching Skills : 5-10 minutes presentation before Selection Committee. Assessment on the basis of communication, expression, confidence and response to queries.	05
D. Performance in Interview (20%)		20
Criteria for assessment during Interview : Performance in the interview shall be judged on the basis of subject knowledge, communication skills, confidence, creative and analytical thinking, quality of responses, knowledge of ICT tools, etc. and overall personality in an aggregate manner.		
Total Marks obtained by applicant/assessed by committee (A+B+C+D)		

(*) subject to minimum Zero

Note: - 1. Assessment and Verification of Category A will be done by the Screening Committee along with Verification of B.

2. Assessment of Category B, C (i) (ii) and D will be done by the Selection Committee.

- **Criteria for shortlisting of Candidates for consideration before Selection Committee :** In case of a large number of eligible applicants, shortlisting can be done on the basis of quality publications and or academic merit.
- **Criteria for selection committee meeting and decision :**
 1. Selection Committee meetings will be held only if three eligible candidates apply for the post.



2. The decision of the Selection committee shall be final and binding regarding suitability of a candidate for the post. Merely having merit points will not bestow any right of appointment to a candidate.



Table 2 (Appendix II)

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

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

Sr.No.	Academic/Research Activity	Faculty of Sciences/Engineering/Agriculture/Medical/Veterinary Sciences	Faculty of Languages/Humanities/Arts/Social Sciences/Library/Education/Physical Education/Commerce/Management & other related disciplines
1.	Research Papers in Peer-Reviewed or UGC listed Journals	08 per paper	10 per paper
2.	Publications (other than Research papers)		
	(a) Books authored which are published by;		
	International publishers	12	12
	National Publishers	10	10
	Chapter in Edited Book	05	05
	Editor of Book by International Publisher	10	10
	Editor of Book by National Publisher	08	08
	(b) Translation works in Indian and Foreign Languages by qualified faculties		
	Chapter or Research paper	03	03
	Book	08	08
3.	Creation of ICT mediated Teaching Learning pedagogy and content and development of new and innovative courses and curricula		
	(a) Development of Innovative pedagogy	05	05
	(b) Design of new curricula and courses	02 per curricula/course	02 per curricula/course
	(c) MOOCs		



	Development of complete MOOCs in 4 quadrants (4 credit course)(In case of MOOCs of lesser credits 05 marks/credit)	20	20
	MOOCs (developed in 4 quadrant) permodule/lecture	05	05
	Contentwriter/subject matter expert for eachmodule of MOOCs (at least one quadrant)	02	02
	Course Coordinator for MOOCs (4 creditcourse) (In case of MOOCs of lesser credits02 marks/credit)	08	08
	(d) E-Content		
	Development of e-Content in 4 quadrants for a complete course/e-book	12	12
	e-Content (developed in 4 quadrants) permodule	05	05
	Contribution to development of e-contentmodule in complete course/paper/e-book (atleast one	02	02
	Editor of e-content for complete course/paper /e-book	10	10
4	(a) Research guidance		
	Ph.D.	10 per degree awarded 05 per thesis submitted	10 per degree awarded 05 per thesis submitted
	M.Phil./P.G dissertation	02 per degree awarded	02 per degree awarded
	(b) Research Projects Completed		
	More than 10 lakhs	10	10
	Less than 10 lakhs	05	05
	(c) Research Projects Ongoing		
	More than 10 lakhs	05	05
	Less than 10 lakhs	02	02
	(d) Consultancy	03	03
5	(a) Patents		
	International	10	10
	National	07	07
	(b) *Policy Document (Submitted to an International body/organization like UNO/ UNESCO/ World Bank/ International Monetary Fund etc. or Central Government or State Government)		



	International	10	10
	National	07	07
	State	04	04
	(c) Awards/Fellowship		
	International	07	07
	National	05	05
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		
	International (Abroad)	07	07
	International (within country)	05	05
	National	03	03
	State/University	02	02

The Research score for research papers would be augmented as follows :
Peer-Reviewed or UGC-listed Journals (Impact factor to be determined as per Thomson Reuters list):

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

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

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

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

Note:

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



Research Score Assessment Proforma

Appendix - VI

Sr. No.	Academic/Research Activity						
1.	Research Papers in Peer-Reviewed or UGC listed Journals						
Sr. No.	Title with name of author(s) as appearing in the publication	Journal, Volume, Year, Page Numbers	Whether refereed/ Peer-Reviewed/ UGC Listed	Thomson Reuters Impact factor	ISSN No.	First/Principal/Corresponding author or other author	Research Score
A.							
B.							
C.							

Sr. No.	Academic/Research Activity					
2.	Publications (other than Research papers)					
	(a) Books authored which are published by;					
Sr. No.	Book Title with name of author(s) as appearing in the publication	Volume, Year	Book/ Chapters / Edited book	International/ National publishers	ISBN No.	Research Score
A.						
B.						
C.						
	(b) Translation works in Indian and Foreign Languages by qualified faculties					
Sr. No.	Book Title with name of author(s) as appearing in the publication	Volume, Year	Book/ Chapters / Research Paper	International/ National publishers	ISBN No.	Research Score
A.						
B.						
C.						



Sr. No.	Academic/Research Activity	
3.	Creation of ICT mediated Teaching Learning pedagogy and content and development of new and innovative courses and curricula	
Sr. No.	(a) Development of Innovative pedagogy	Research Score
A.		
B.		
Sr. No.	(b) Design of new curricula and courses	Research Score
A.		
B.		
	(c) MOOCs	
Sr. No.	Development of complete MOOCs in 4 quadrants (4 credit course)(In case of MOOCs of lesser credits 05 marks/credit)	Research Score
A.		
B.		
Sr. No.	MOOCs (developed in 4 quadrant) per module/lecture	Research Score
A.		
B.		
Sr. No.	Content writer/subject matter expert for each module of MOOCs (at least one quadrant)	Research Score
A.		
B.		
Sr. No.	Course Coordinator for MOOCs (4 credit course) (In case of MOOCs of lesser credits 02 marks/credit)	Research Score
A.		
B.		
	(d) E-Content	
Sr. No.	Development of e-Content in 4 quadrants for a complete course/e-book	Research Score
A.		
Sr. No.	e-Content (developed in 4 quadrants) per module	Research Score
A.		
Sr. No.	Contribution to development of e-content module in complete course/paper/e-book (at least one quadrant)	Research Score
A.		
Sr. No.	Editor of e-content for complete course/paper /e-book	Research Score
A.		



Sr. No.	Academic/Research Activity			
4.	(a) Research guidance			
Sr. No.	No. of Students	No. of thesis degree awarded	No. of thesis Submitted	Research Score
Ph. D.				
M. Phil./P.G. Dissertation				
	(b) Research Projects Completed			
Sr. No.	More than 10 lakhs	Less than 10 lakhs	Funding Agency	Research Score
A.				
B.				
C.				
D.				
	(c) Research Projects Ongoing :			
Sr. No.	More than 10 lakhs	Less than 10 lakhs	Funding Agency	Research Score
A.				
B.				
C.				
D.				
	(d) Consultancy			
Sr. No.	Title of Project	Funding Agency	Amount	Research Score
A.				
B.				
C.				
D.				



Sr. No.	Academic/Research Activity			
5.	(a) Patents			
Sr. No.	International	National		Research Score
A.				
B.				
	(b) *Policy Document (Submitted to an International body/organization like UNO/UNESCO/World Bank/International Monetary Fund etc. or Central Government or State Government)			
Sr. No.	International	National	State	Research Score
A.				
B.				
	(c) Awards/Fellowship			
Sr. No.	International	National		Research Score
A.				
B.				
C.				

Sr. No.	Academic/Research Activity					
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)					
Sr. No.	Title of the Paper Presented	Presented By	Title of the conference/ seminar	Date of Event	International (Abroad)/ International (within country)/ National / State/University	Research Score
A.						
B.						
C.						



The Research score for research papers would be augmented as follows :
Peer-Reviewed or UGC-listed Journals (Impact factor to be determined as per Thomson Reuters list):

vii.	Paper in refereed journals without impact factor	-	5 Points
viii.	Paper with impact factor less than 1	-	10 Points
ix.	Paper with impact factor between 1 and 2	-	15 Points
x.	Paper with impact factor between 2 and 5	-	20 Points
xi.	Paper with impact factor between 5 and 10	-	25 Points
xii.	Paper with impact factor > 10	-	30 Points

c) **Two authors:** 70% of total value of publication for each author.

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

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

Note:

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