From

The Registrar,
CCS HAU, Hisar.

To

All Deans/Directors/Officers of the University,
CCS HAU, Hisar.

Memo No. Admn. R2/2026/ 3369-90
Dated: the, 02-11-2026

Subject: Model qualifications.

The Personnel Committee/Board of Management vide item No. B-9/A-7 in their 97th/ 280th meeting held on 10.04.2026 has approved the selection criteria for recruitment of Assistant Professors/equivalents, Associate Professors/ equivalents and Professors/equivalents and circulated to all Deans/Directors/Officers/ HODs/ HOS (including outstation), CCS HAU, Hisar vide this office Memo No. Admn. R2/26/TM-82/1662-1786 dated 28.04.2026.

2- Now, the Academic Council vide item No. **B-1 in its 501st meeting held on 15.10.2026** has approved model qualifications of Professors/equivalents, Associate Professors/ equivalents and Assistant Professors/equivalents for filling up through direct recruitment, is enclosed herewith. This is for your information and circulation among departments/ offices/ sections working under your control.

02/11/2026
Registrar

Encl: As above

CC:

1. OSD to Vice-Chancellor.
2. Secretary to Vice-Chancellor, CCS HAU, Hisar for kind information of the Vice-Chancellor.
3. P.S. to Registrar for kind information of the Registrar.
4. Assistant Registrar (Acad.)/Advisor (F&AF), CCS HAU, Hisar
5. Incharge, Computer Section, COBSc&H, CCS HAU, Hisar. He is requested to upload the same on the University Website.

CS/2026/5717
03/11/2026

# Model Qualifications

**1. Professor/equivalent**

**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, and / or extension 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.

**2. Associate Professor/equivalent.**

**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, and / or extension in an academic/research/extension 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**.

Note: 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.

3. **Assistant Professor/equivalent.**

**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.

(ii) Besides fulfilling the above qualifications, the candidate must have cleared the National Eligibility Test (NET) in relevant discipline conducted by the UGC or the CSIR or the ICAR 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;
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: 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.

Table 2 (Appendix II Contd.)

**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,.)

| S.N. | 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) per module/lecture | 05 | 05 |
| | Contentwriter/subject matter expert for each module of 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 |

| | | | |
|---|---|---|---|
| | **(d) E-Content** | | |
| | 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 | **(a) Research guidance** | | |
| | Ph.D. | 10 per degree awarded<br>05 per thesis submitted | 10 per degree awarded<br>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/organisation 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 counted only once)** | | |
| | 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.