From

The Registrar
CCS HAU, Hisar.

To

All Deans/Directors/Officers/HODs/HOS (including outstations),
CCS HAU, Hisar.

Memo. No. Admn.R.2/18/TM-82/ 1907 - 2025
Dated: 11|4|2018

Subject: Selection criteria of Assistant Professor/Equiv. posts by open selection.

Sir,

The Academic Council vide item No. B-3 in its 476th (emergent) meeting held on

05.04.2018 has approved the selection criteria for recruitment of Assistant Professor/Equiv. posts

by open selection. A copy of the same is enclosed for information and further necessary action.

Yours faithfully,

Encl: As above

Deputy Registrar (Rect. Cell)
11.4.18
For Registrar

CC:

1. OSD to Vice-Chancellor for kind information of the Vice-Chancellor.

2. Advisor (Faculty & Academic Affairs)-internal.

3. Incharge, Technical Cell, College of Basic Sciences & Humanities, CCS HAU, Hisar
    with the request to keep the selection criteria on the University Website immediately
    under intimation to this office.

4. PS to Registrar, CCS HAU, Hisar for the kind information of Registrar.

Criteria for selection of Assistant Professor and equivalent posts by open selection as approved by the Academic Council BOM vide item No. B-3 its 476th (emergent) meeting held on 05.04.2018.

Allotment of marks.

1.	Qualifications	50 marks
2.	Experience	05 marks
3.	Academic Awards	12 marks
4. a)	Publications in relevant field	12 marks
b)	Quality of publications in relevant field	06 marks
5.	Performance and expression in the interview	15 marks
	Total	100 marks

1. Qualifications: 50 marks

Academic Qualifications: 45 marks

For **Bachelor's degree, 10 marks** on pro-rata basis treating maximum percentage of 100 equivalents to 10 marks and percentage of 50 as equivalent to 5.00. The calculation on prorata basis will be as per **Annexure-I.**

For **Master's degree, 20 marks** on pro-rata basis treating maximum percentage of 100 equivalents to 20 marks and percentage of 55 as equivalent to 11.00. The calculation on prorata basis will be as per **Annexure-I.**

NET : 5.0 marks
Ph.D without NET : 10.0 marks
Ph.D with NET : 15.0 marks

The conversion of **OGPA into percentage** will be as per **Annexure-A**

Additional qualifications: 5 marks

a) Post doctoral training of not less than one year duration	2.0 marks
b) Any other PG training/higher training involving not less than three months duration- at a rate of 1 marks per training in the concerned subject	2.0 marks
c) Project funded by ICAR/UGC/CSIR/DBT/DST or other National Govt. Agency: PI: Co-PI	PI: 2.0 marks Co-PI 1.0 marks
M.Phil	1.0 marks

2. Experience: 5 marks

One mark shall be given for each completed year of experience (after Master's degree) in Teaching, Research or Extension in the relevant field including temporary appointments as Research Associate/ Training Associate/ Technical Asstt./ Asstt. Prof., STA, Research Fellow etc.	
Note: A candidate will be liable for rejection if his work and conduct in the past is not found to be satisfactory. For this purpose, the candidate would have to attach a character certificate from the institution last attended and/or from his last employer	

3. Academic Awards/Patents: 12 marks

i) University Gold Medal	3.0 marks for each degree (Max: 6.0 marks)
ii) National Award instituted by ICAR/UGC/CSIR/ GOI/National Academies (as specified in **Annexure 'B'**)	10.0 marks
If a candidate gets more than one award for the same achievement, the highest award will be considered for allotting the marks, limited to a maximum of 12 marks	
iii) JRF/GATE (ICAR/UGC/CSIR/DBT/DST or other National Govt. Agency)	2.0 marks
iv) SRF (ICAR/UGC/CSIR/DBT/DST or other National Govt. Agency)	2.0 marks
v) Best Thesis award (M.Sc./Ph.D)	2.0 marks

vi) Patent
   c)   Awarded
   d)   Publication
	
	2.0 marks
	1.0 mark

4(a) Publications in relevant field: 12 marks

Published papers in standard scientific referred journals:	
For full paper	
(a) For NAAS rating > 6.0 (i) For first and corresponding author (ii) For others	 1.5 marks 0.75 mark
(b) For NAAS rating ≤ 6.0 (i) For first and corresponding author (ii) For others	**Max. 6.0 marks** 1.0 mark 0.5 mark
For research note/short communication > 6.0 NAAS rating	0.50 mark (**Max. 4.0 marks**)
For research note/short communication ≤ 6.0 NAAS rating	0.25 mark (**Max. 2.0 marks**)
Papers presented and documented in Seminar/ symposium/conference at National/ International level;	Max. 2.0 marks
International:	0.5 mark
National:	0.25 mark

Popular articles published in leading magazines	0.25 mark (**Max. 2.0 marks**)
Books published by Universities/ National Institutes/Standard publishers	Max. 5.0 marks
a) Authored Book with ISBN No.	2.5 marks
b) Edited Book with ISBN No.	1.5 marks
c) Chapter/Bulletin	1.0 mark
Best paper/presentation/poster award at National/ International conference sponsored by (ICAR/UGC/CSIR/ DBT/DST or other National Govt. Agency)	1.0 mark

4(b) Quality of Publications in relevant field: **6 marks**
        To be adjudged by the Selection Committee

5. Performance and expression in the interview: **15 marks**
        To be adjudged by the Selection Committee

6. Minimum qualifying marks for appointment:

        The minimum marks qualifying for appointment will be as under:-

          (a) GC   40 marks
          (b) SC/ST   35 marks

Calculation of marks on pro-rata system for qualifications for selection to the post of Assistant Professor/equiv.

Bachelor's level:

% marks obtained	Marks	% marks obtained	Marks	% marks obtained	Marks
50	5.00	67	6.70	84	8.40
51	5.10	68	6.80	85	8.50
52	5.20	69	6.90	86	8.60
53	5.30	70	7.00	87	8.70
54	5.40	71	7.10	88	8.80
55	5.50	72	7.20	89	8.90
56	5.60	73	7.30	90	9.00
57	5.70	74	7.40	91	9.10
58	5.80	75	7.50	92	9.20
59	5.90	76	7.60	93	9.30
60	6.00	77	7.70	94	9.40
61	6.10	78	7.80	95	9.50
62	6.20	79	7.90	96	9.60
63	6.30	80	8.00	97	9.70
64	6.40	81	8.10	98	9.80
65	6.50	82	8.20	99	9.90
66	6.60	83	8.30	100	10.00

Master's level:

% marks obtained	Marks	% marks obtained	Marks	% marks obtained	Marks
50	10.00	67	13.40	84	16.80
51	10.20	68	13.60	85	17.00
52	10.40	69	13.80	86	17.20
53	10.60	70	14.00	87	17.40
54	10.80	71	14.20	88	17.60
55	11.00	72	14.40	89	17.80
56	11.20	73	14.60	90	18.00
57	11.40	74	14.80	91	18.20
58	11.60	75	15.00	92	18.40
59	11.80	76	15.20	93	18.60
60	12.00	77	15.40	94	18.80
61	12.20	78	15.60	95	19.00
62	12.40	79	15.80	96	19.20
63	12.60	80	16.00	97	19.40
64	12.80	81	16.20	98	19.60
65	13.00	82	16.40	99	19.80
66	13.20	83	16.60	100	20.00

System/Formula for converting the OGPA system into percentage of marks

a) The candidates who come from other Universities/Institutions where percentage of marks is awarded alongwith OGPA, the percentage of marks as awarded by the concerned University will be considered and no further conversion is required.

b) In case of other institutions or Universities where no equivalent percentage of marks is expressly provided, but the conversion formula of the OGPA awarded has been given by the concerned University, the percentage of marks would be obtained by using the conversion formula of that University.

c) In case of other Institutions or Universities where no equivalent percentage of marks is given or no formula for conversion of the OGPA is expressly provided, the percentage of marks will be calculated on the basis of the following simple linear formula:

Example:

(i)	If a candidate gets 4 on a scale of 5, his percentage of marks would be	$\dfrac{4}{5} \times 100 = 80\%$
(ii)	If a candidate gets an OGPA of 7 on a scale of 10, his percentage of marks will be	$\dfrac{7}{10} \times 100 = 70\%$
(iii)	If a candidate gets 3 on a scale of 4, his percentage of marks will be	$\dfrac{3}{4} \times 100 = 75\%$

d) For the students of CCS HAU governed by the 4-point scale, the percentage of marks obtained by the students and mentioned on their transcript would be considered.

Annexure-B

Sr. No.	Name of the Award	Agency
1.	Rafi Ahmad Kidwai Memorial Award	ICAR
2.	Hari Om Ashram Trust Award	-do-
3.	Fahrudin Ali Ahmad Award (Tribal farming)	-do-
4.	Vasant Rao Naik Award (Dryland Farming)	-do-
5.	Deshmukh Women Agricultural Scientist Award	-do-
6.	Award for outstanding Extension Scientist	-do-
7.	Award for outstanding teaching	-do-
8.	Dr. Rajender Parshad Purshkar	-do-
9.	National Bio Science Award	Dept. of Bio-Technology
10.	Shanti Sarup Bhatnagar Award	CSIR
11.	Recognition Award	National Academy of Agril. Sciences (NAAS).
12.	Fellowship of NAAS	-do-
13.	Fellow of Indian Academy of Sciences	Indian Academy of Sciences, Bangalore
14.	Fellow of Indian National Science Academy	Indian National Science Academy, New Delhi
15.	Fellow of National Academy of Science	National Academy of Science, Allahabad
16.	Fellow of Indian Academy of Vety. Sciences	Indian Academy of Vety. Sciences
17.	Fellow of National Academy of Engineering	National Academy of Engg.