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HIMACHAL PRADESH UNIVERSITY
'GENERAL ADMINISTRATION SECTION'

No. 3-29/94-HPU(Genl.) Vol-VII

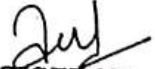
Dated: Shimla-5, the

NOTIFICATION

04 AUG 2026

The Executive Council vide Res. No. 2 of its meeting held (by circulation) on 30-07-2026 has approved as under:

"The . Executive Council approved the recommendations dated 22.04.2026 of the Committee constituted vide notification No. 3-29/94-HPU(Genl.) Vol-VII dated 12-09-2025 to review the Policy and Programme for the recruitment of teachers in the University as per Annexure.


REGISTRAR

Dated **04 AUG 2026**

Endst: No even

Copy to:-

1. The Dean of Studies/DSW/Chief Warden/Dean, CDC/ Dean Planning & Teachers Matters, HPU, Shimla-5.
2. The Director ICDEOL/Phy. Edu & YP/ AERC/ UIT/ UCBS/ UILS/PECC/DIS/Regional Centre Dharamshala, Distt. Kangra HP.
3. The Controller of Examinations/Finance Officer/ Jt.Controller (SAD)/ I.A.O., HPU.
4. The Principal, Department of Evening Studies, The Mall, Shimla.
5. The Deputy/Assistant Registrar(Estt.)/(Rectt.)/(Acad.)/ Finance, HPU, Shimla.
6. The Web Administrator, HPU, Shimla-5 to upload the above notification on the University Website.
7. The Spl. PS to Vice-Chancellor/PS to Registrar, HPU, Shimla-5
8. Guard file.


REGISTRAR

- 2 -

Proceedings of the meeting of the Committee constituted by the Hon'ble Vice-Chancellor vide notification No. 3-29/94-HPU(Genl.) Vol-VII dated 12-09-2025 to review the Policy and Programme for recruitment of teachers in the University held on 22-04-2026 at 12:00 noon in the Chamber of the Hon'ble Pro-Vice-Chancellor. The following were present: -

1.	Pro-Vice-Chancellor, HPU & Dean Faculty of Law, HPU	Chairman
2.	Dean of Studies, HPU	Member
3.	Dean Faculty of Social Sciences, HPU	Member
4.	The Dean Faculty of Engg. & Technology, HPU	Member
5.	The Dean Planning & Development, HPU	Could not attend the meeting due to having attained the age of superannuation.
6.	The Dean Faculty of Languages, HPU	Unable to attend the meeting
7.	The Deputy Registrar (Rectt.), HPU	Special Invitee
8.	Assistant Registrar (Admn.)	Convener

At the outset, the Chairman of the Committee welcomed all the members of the Committee. Thereafter with the permission of the chair, the Assistant Registrar (Admn.), convener of the Committee presented the Policy and Programme notified by the University for the recruitment of the teachers in the University.

The Committee after detailed deliberations on the matter unanimously resolved as under:

1. Since the University has already adopted UGC Regulations-2018 including criteria for academic score as specified in Appendix-II (Table 2) for Professor & Associate Professor for shortlisting of the candidates for interview so the committee unanimously recommended the same for the purpose.
2. The Policy & Programme for recruitment of Professor & Associate Professor in the University/ colleges is recommended by the Committee as per **Appendix-A**.
3. That the University has already adopted UGC Regulations 2018 including criteria for academic score. The academic score (tally sheet) as specified in Appendix-II (Table 3A) for Assistant Professor for University and Appendix-II (Table 3B) for Assistant Professor of colleges will be applicable for shortlisting of the candidates for interview.
4. The Policy & Programme for recruitment of Assistant Professor in the University/ colleges is recommended by the Committee as per **Appendix-B**.
5. The criteria notified in the policy and programme by the University vide notification No. 3-29/94-HPU(Genl.) dated 12-12-2019, 10-08-2022 & 06-07-2025, screening of applications, shortlisting of candidates for interview and selection criteria for direct recruitment for the post of Professor & Associate Professor and Assistant Professor is revised as per **Appendix-A & B**.

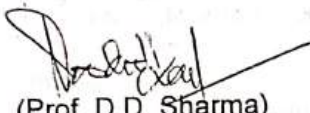
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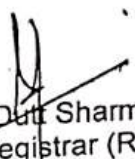

6. That the qualifying marks in the interview shall be 50% for general category
45% for the reserved category candidate.

The meeting ended with a vote of thanks to the Chair.

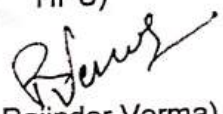

(Govind Singh)
Assistant Registrar (Admn.)
Convener


(Prof. D.D. Sharma)
Dean Faculty of Social Sciences,
HPU

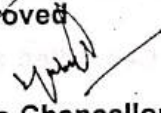

(Prof. B.K. Shivram)
Dean of Studies,
HPU


(Sunil Dutt Sharma)
Deputy Registrar (Rectt.)
Special Invitee

 Sharma
(Prof. Raman Verma)
Dean Faculty of Engg. & Technology
HPU


(Prof. Rajinder Verma),
Pro-Vice-Chancellor
Chairman

Approved


Hon'ble Vice-Chancellor

Policy and Programme for appointment of Associate Professor (s) & Professor (s) in the University

1. Screening of Applications:

The Applications shall be screened by a Screening Committee as provided in Ordinance 35.11(c). The Applications received upto the prescribed last date specified in the advertisement, shall be scrutinized/screened by a screening Committee as provided in UGC Regulations duly adopted by the University from time to time. The Applicants who do not fulfill the stipulated eligibility conditions shall be rejected. Applications that are incomplete or do not provide all the data/information/documents asked for shall also be rejected.

2. Parameters for selection:

The research score as specified in UGC Regulations, from time to time shall be applicable for determining eligibility/shortlisting of candidates for interview only and the selection shall be based on the performance in the interview as per marks matrix/ recommendations of the Selection Committee given in the appended as **Annexure-I**.

3. Selection:

All eligible candidates shall be invited for interview, even if there is a single eligible candidate available for one or more post(s). The selection shall be based on performance in the interview as per marks matrix/ recommendations of the Selection Committee given in the appended as **Annexure-I**. The candidates are required to obtain minimum qualifying marks 50% in the interview component, 45% in case of reserved category for consideration of selection in order of merit.

4. The above process shall be followed for direct recruitment to the post(s) of Associate Professor and Professor.

5. The recommendations of the selection committee shall be placed before the competent authorities for approval and after the approval of the competent authorities, the result will be notified and uploaded on the recruitment portal accordingly.

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Policy and Programme for appointment of Assistant Professor in the University/ Colleges

1. Screening of Applications:

The Applications shall be screened by a Screening Committee as provided in Ordinance 35.11(c). The Applications received upto the prescribed last date specified in the advertisement, shall be scrutinized/screened by a screening Committee as provided in UGC Regulations duly adopted by the University from time to time. The Applicants who do not satisfy the stipulated eligibility conditions shall be rejected. Applications that are incomplete or do not provide all the data/information/documents asked for shall also be rejected.

2. Parameters for shortlisting/selection:

The academic score as specified in Appendix (II) (Table 3A) for Universities and Appendix-II (Table 3B) for colleges, shall be considered for shortlisting of candidates for interview only and the selection shall be based only on the performance in the interview as per marks matrix/ recommendations of the Selection Committee given in the appended as Annexure-I.

3. Academic Score Component (Tally sheet):

The academic score component shall be the same as notified by the University after adoption from time to time.

4. Shortlisting for Interview:

Candidates shall be invited for an interview in order of merit according to marks obtained by them in the Academic Score Component (Tally Sheet) accordingly to following criteria: -

- (i) For one vacancy, maximum of 25 (Twenty five) candidates shall be invited. For every additional vacancy a maximum of 15 (fifteen) additional eligible candidates will be invited. Vertical reservation will be applicable as per roster.
- (ii) Interview shall be held, if at least 5(five) eligible applications have been received and 3(three) shortlisted candidates report for the Interview.
- (iii) In case of more than one vacancy, the interview will be held if at least 7(seven) eligible applications have been received and at least 5(five) eligible shortlisted candidates report for interview.
- (iv) Only in the case of reserved categories or such subjects, where there is an all-round paucity of qualified candidates (and adequate number of applications have therefore not been received) the Vice-Chancellor may vary the above criteria for calling for interview.
- (v) Even in case of single candidate in horizontal reservation and as per the policy and programme of the University and ensuring proper representation to the post reserved horizontally, will be eligible for screening for the advertised post. As a consequential effect, the concerned candidates for horizontally reserved category will be eligible for consideration/recruitment process for the said post.

5. Selection:

- (i) The academic score (Tally sheet) as specified and notified by the University under Appendix II (Table 3A) for Universities and Appendix-II (Table 3B) for

colleges, shall be considered for shortlisting of candidates for interview and the selection shall be based on the performance in the interview as per marks matrix/ recommendations of the Selection Committee given in the Annexure-I. The candidates are required to obtain minimum qualifying marks 50% in the interview component, 45% in case of reserved category for consideration of selection in order of merit.

6. Brief presentation about the research area, if possible, be recommended.
7. The above process shall be followed for direct recruitment to the post(s) of Assistant Professor(s) in the University and Colleges.

[Handwritten signature and initials]

Annexure-I to Appendix-A

**HIMACHAL PRADESH UNIVERSITY.
Gyan-Path, Summer-Hill, Shimla-171005**

**MARKS MATRIX FOR RECOMMENDATIONS OF THE SELECTION
COMMITTEE FOR THE POSTS OF ASSOCIATE PROFESSOR/PROFESSOR**

Advertisement No.	
Name of the Post	
NAME OF DEPARTMENT	
NAME OF SUBJECT	
Pay Matrix Level	
Category of Post	
Nature of the Post	
Date, Time and Venue of the Selection Committee	

Number of Candidates applied for the post						Number of Candidates called for Interview after Screening						Number of Candidates Appeared in the Interview					
Category																	
S C	ST	OBC	EWS	UR	TOTAL	SC	ST	OBC	EWS	UR	TOTAL	SC	ST	OBC	EWS	U R	TOTAL
Sub Category																	

Candidates called for the Interview

Sr. No.	Name (Mr./Ms./Dr.)	Attendance
1.		
2.		
3.		
4.		
5.		

No. of Candidates Present (Who attended Interview)	No. of Candidates Absent (Who did not attend the Interview)

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Name of the Candidates (If any) considered in absentia

Candidate Recommended for Appointment: On the basis of eligibility of the candidates scrutinized/screened by the Screening Committee, the Selection Committee recommended the following candidate for the post of Associate Professor/Professor _____, Himachal Pradesh University, Shimla on the basis of Average Score (Out of 100 Marks) awarded by each Expert Member of the Selection Committee. ?

Name of candidate recommended	Period of Probation, applicable	Special if Recommendation, if Any

Name(s) of candidate in the Waiting List (Panel), if recommended any.

Observations, if any:

Name & Signature of the Members of the Selection Committee:

(Visitor / Chancellor's Nominee)	(Expert-1)
(Expert-2)	(Expert-3)
(Dean, Faculty of concerned)	(Head of Deptt. concerned)
(SC/ST/OBC/Minority/Women/PWD nominee)	(Pro Vice-Chancellor)
Chairman of the Selection Committee (Vice-Chancellor)	

HIMACHAL PRADESH UNIVERSITY, SUMMER-HILL, SHIMLA-171005

MARKS MATRIX / EVALUATION SHEET: ASSOCIATE PROFESSOR / PROFESSOR IN THE SUBJECT OF _____
 UNDER CATEGORY _____

DATE: _____

TIME: _____

Total marks: 100
 Qualifying Marks: 50% for General Category and
 45% marks for Reserved Category.

Sr. No.	Applicant Name (Mr./Ms./Dr.)	Subject Knowledge (25 Marks)	Teaching Skills and Competence (15 Marks)	Research Competence (40 Marks)	Communication & Professional Skills (20 Marks)	TOTAL MARKS (Out of 100 Marks)
1.						
2.						
3.						
4.						
5.						

(Expert-1) (Expert-2) (Expert-3) (Chairman of Department) (Dean of Faculty)

(Visitor / Chancellor's Nominee)

(Vice-Chancellor)
 Chairman

(Pro Vice-Chancellor)

[Signature]

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Annexure-I to Appendix-B
HIMACHAL PRADESH UNIVERSITY.
Gyan-Path, Summer-Hill, Shimla-171005

MARKS MATRIX FOR RECOMMENDATIONS OF THE SELECTION COMMITTEE FOR THE POSTS OF ASSISTANT PROFESSOR

Advertisement No.	
Name of the Post	
NAME OF DEPARTMENT	
NAME OF SUBJECT	
Pay Matrix Level	
Category of Post	
Nature of the Post	
Date, Time and Venue of the Selection Committee	

Number of Candidates applied for the post						Number of Candidates called for Interview after Screening						Number of Candidates Appeared in the Interview					
Category																	
S C	ST	OBC	EWS	UR	TOTAL	SC	ST	OBC	EWS	UR	TOTAL	SC	ST	OBC	EWS	U R	TO TA L
Sub Category																	

Candidates called for the Interview		
Sr. No.	Name (Mr./Ms./Dr.)	Attendance
1.		
2.		
3.		
4.		
5.		

No. of Candidates Present (Who attended Interview)	No. of Candidates Absent (Who did not attend the Interview)

h.

Name of the Candidates (If any) considered in absentia

Candidate Recommended for Appointment: On the basis of eligibility of the candidates scrutinized/screened by the Screening Committee, the Selection Committee recommended the following candidate for the post of Assistant Professor, _____, Himachal Pradesh University, Shimla on the basis of Average Score (Out of 100 Marks) awarded by each Expert Member of the Selection Committee.

Name of candidate recommended	Period of Probation, applicable	Special Recommendation, if Any

Name(s) of candidate in the Waiting List (Panel), if recommended any.

Observations, if any:

Name & Signature of the Members of the Selection Committee:

(Visitor / Chancellor's Nominee)

(Expert-1)

(Expert-2)

(Expert-3)

(Dean, Faculty of concerned)

(Head of Deptt. concerned)

(SC/ST/OBC/Minority/Women/PWD nominee)

(Pro Vice-Chancellor)

Chairman of the Selection Committee (Vice-Chancellor)

HIMACHAL PRADESH UNIVERSITY, SUMMER-HILL, SHIMLA-171005

MARKS MATRIX / EVALUATION SHEET: ASSISTANT PROFESSOR IN THE SUBJECT OF _____ UNDER
 CATEGORY _____

DATE: _____

TIME: _____

Total marks: 100

Qualifying Marks: 50% for General Category and
45% marks for Reserved Category.

Sr. No.	Applicant Name (Mr./Ms./Dr.)	Subject Knowledge (25 Marks)	Teaching Skills and Competence (25 Marks)	Research Competence (25 Marks)	Communication & Professional Skills (25 Marks)	TOTAL MARKS (Out of 100 Marks)
1.						
2.						
3.						
4.						
5.						

(Expert-1)

(Expert-2)

(Expert-3)

(Chairman of Department)

(Dean of Faculty)

(Visitor/ Chancellor's Nominee)

(Pro Vice-Chancellor)

(Vice-Chancellor)
 Chairman