



दिल्ली विश्वविद्यालय  
University of Delhi

Annexure-7.30.01  
Item No. 7-30/-  
E.C. dated 10.10.2020

Record of Meeting held on 14<sup>th</sup> Sept 2020 regarding counting experience on account of Post doctoral research experience for the purpose of recruitment and promotion of faculty members.

**A. Subject Matter of Deliberation:**

To deliberate upon the provisions for promotion and recruitment of faculty members in accordance to the UGC Regulations, 2018 with special reference to counting of Post- doctoral research experience.

**B. Schedule of conduct of meeting:**

- 14.09.2020

**C. Documents considered by the Committee:**

- UGC Regulations on Minimum qualifications for Appointment of Teachers and other Academic Staff in Universities and Colleges and Measures for the Maintenance of Standards in Higher Education 2018 (UGC Regulations, 2018)
- Notification No. CNC-II/093/1(12)/2019-20/251 dated 03.10.2019
- Record of meeting held on 07.08.2020 and 24.08.2020 regarding promotion of faculty members under CAS 2018.
- Notification No. Estab IV/019/2018-2019/9 dated 27.08.2020.
- Representations received from various faculty members regarding consideration of their Post- doctoral research experience..
- Various communications from UGC regarding counting of research experience

**D. Proceedings of the Committee:**

**Meeting held on 14.09.2020:**

Following officials attended the meeting:

1. Prof. P C Joshi, Pro-Vice Chancellor and Vice Chancellor (Acting)
2. Prof. Suman Kundu, Director, UDSC
3. Prof. Balaram Pani, Dean of Colleges

As per deliberations in the meeting held on 24.08.2020, a decision with respect to the issue of counting of past service on ad hoc basis experience for the purpose of Direct Recruitment and Promotions had been taken and duly notified vide notification no. No. Estab IV/019/2018-2019/9 dated 27.08.2020.



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The issue of counting of experience on account of Post- doctoral research for the purpose of recruitment and promotion was deliberated upon again since in the preceding meeting the issue remained unresolved. Further, many representations had been received from the faculty members affected by the issue.

The participating officials after due deliberations and scrutiny of various provisions of UGC Regulations 2018 and various communications received from UGC regarding the subject matter under deliberation, observed the following:

1. The provisions of counting of past service for recruitment and promotions as indicated in Clause 10 of UGC Regulations on Minimum Qualifications for Appointment of Teachers and Other Academic Staff in Universities and Colleges and Measures for the maintenance of Standards in Higher Education, 2018, are a modified version of the provisions under Clause 10 of UGC Regulations on Minimum Qualifications for Appointment of Teachers and Other Academic Staff in Universities and Colleges and Measures for the maintenance of Standards in Higher Education, 2010.

The provisions for counting of ad hoc service under UGC Regulations 2010 were as follows:

Clause 10.1(f)

The previous appointment was not as guest lecturer for any duration, or an ad hoc or in a leave vacancy of less than one year duration. Ad hoc or temporary service of more than one year duration can be counted provided that:

- (i) the period of service was of more than one year duration;
- (ii) the incumbent was appointed on the recommendation of duly constituted Selection Committee; and
- (iii) the incumbent was selected to the permanent post in continuation to the ad hoc or temporary service, without any break.

The provisions for counting of ad hoc service under UGC Regulations 2018 were as follows:

Clause 10.0 (f)

The previous Ad hoc or Temporary or contractual service (by whatever nomenclature it may be called) shall be counted for direct recruitment and for promotion, provided that:

- (i) the essential qualification of the post held were not lower than qualifications prescribed by the UGC for Assistant Professor, Associate Professor and Professor, as the case may be



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- (ii) the incumbent was appointed on the recommendation of a duly constituted Selection Committee/Selection Committee constituted as per the rules of respective University; and
- (iii) the incumbent was drawing total gross emoluments not less than monthly gross salary of a regularly appointed Assistant Professor, Associate Professor and Professor, as the case may be.

2. Therefore, there is a difference on the following accounts

- The Clause pertaining to the period of ad hoc or temporary service being one year duration has been removed in the 2018 Regulations
- The provision regarding appointment on recommendation of duly constituted Selection Committee has been replaced by an additional Clause of appointment by a Selection Committee constituted as per the rules of respective University in UGC Regulations 2018
- The Clause regarding the incumbent being selected to the permanent post in continuation to the ad hoc or temporary service, without any break has also been removed in UGC Regulations 2018
- The Clause regarding gross emoluments being similar to the gross emoluments of regularly appointed faculty has been added in UGC Regulations 2018.

3. The opening para of clause 10.0 of the UGC Regulations 2018, which define the criteria for counting of past service speaks of consideration of research experience also for the purpose of recruitment. The provisions are indicated below:

*"Previous regular service, whether national or international, as Assistant Professor, Associate Professor or Professor or equivalent in a University, College, National Laboratories or other scientific/professional organisations such as the CSIR, ICAR, DRDO, UGC, ICSSR, ICHR, ICMR and DBT, should count for the direct recruitment and promotion under the CAS of a teacher as Assistant Professor, Associate Professor, Professor or any other nomenclature...."*

The sub clause (f) of this clause, as reproduced in Point no. 1, does not mention Post-doctoral research experience specifically, however when read with the opening para, it apparent that research experience of contractual of temporary nature should also be included as experience for the purpose of direct recruitment and promotion.

4. In addition to the above, unlike the preceding Regulations, it was noted that the UGC Regulations 2018 provides for Short-listing of candidates for interview for the Post of Assistant Professors in Universities and Colleges. (Table 3 A and 3 B respectively). The row 7 of the respective tables equate Teaching and Post-Doctoral Experience for the purpose of grant of score for short listing.



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5. Further in clause 4.1 of the UGC Regulations 2018, unlike the preceding UGC Regulations in this respect, a criterion has been laid down for considering the PhD from a foreign University for the purpose of recruitment of Assistant Professors. The criteria is as follows:

*"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)."*

6. UGC vide its various communication numbered and dated as below had indicated that Post-doctoral research experience and Research Associates can be counted for the purpose of direct recruitment and promotion under CAS.

- F 1-7/2010(PS) Exemp dated 20 June 2012.
- F 1-7/2010(PS)Exemp dated 18 July 2014.
- F3-2/2004(PS)Misc. dated 12 March 2010.

In view of the above, the officials deliberated upon the various issues involved and provisions of the UGC Regulations duly notified in the Gazette of India and adopted by the University. Based on the deliberations the Committee of participating officials recommended as follows:

1. The UGC Regulations 2018 prescribe counting of research experience also in addition to the experience as Assistant Professor, Associate Professor and Professor. Further Clause 10.0(f) speaks of counting of Ad hoc or Temporary or Contractual service (by whatever nomenclature it may be called). Therefore, experience on account of post-doctoral research experience along with other Ad hoc or Temporary or Contractual service should also be accounted for the purpose of direct recruitment and promotions in addition to the regular service of the applicant, subject to the provisions of Clause 10.0(f) of the UGC Regulations 2018.

Further, the post-doctoral research experience of a foreign university/ research institution would be considered only if the concerned university/ research institution has 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) (iii) the Academic Ranking of World Universities (ARWU) of the Shanghai Jiao Tong University (Shanghai) (iv) Leiden Ranking or (v) among the top 50<sup>th</sup> percentile in SCImago Rankings.




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2. The cases where post-doctoral research experience or any other service other than the regular service has been counted for promotions that have already been made operational, shall not be reopened.
3. The cases where post-doctoral research experience or ad hoc services have not been counted, the applicant would be required to apply under the CAS 2018 Scheme for assessment. On assessment by a duly constituted Screening Committee, if the applicant is found to be eligible as per the provisions of CAS 2018 for the date of eligibility arrived at after counting of ad hoc/temporary/contractual service, the date of eligibility would accordingly be shifted after administrative approval.

The committee of participating officials recommended that a notification giving effect to the above recommendation may be issued in continuation with the notification dated 27.08.2020 on this subject matter.

Meeting ended with vote of thanks to the Chair.

  
Prof. P.C Joshi 14/9/2020

  
Prof. Suman Kundu 14/9/2020

  
Prof. Balaram Pani


Recommendation is submitted for approval & notification,  
pvc/vc may please accord approval.

pvc/vc

Approved. This may be notified.

  
14/9/2020

Da (a)

  
14/9/2020

