## UNIVERSITY OF DELHI

## NOTIFICATION

F. No. Estab.-IV/Policy Matters-T/EC Reso./99/2015 –1127          Dt. 27.11.2015

A copy of the E.C. Resolution No.80 {XLII} dated 13.10.2015 along with the relevant appendix is enclosed herewith for information and necessary action.
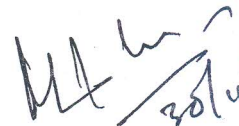
The revised Guidelines for Screening/Shortlisting of candidates for appointment to the post of Assistant Professor in the University and its Colleges incorporating the amendment vide E.C. Resolution No.80 {XLII} dated 13.10.2015 is also enclosed.

Meenakshi Sahay
Deputy Registrar(Recruitment)

Copy to:

1) Joint Registrar(Colleges), for circulation to the Colleges.
2) Deputy Registrar(Estab-Teaching), for circulation to the Departments.
3) Director, Computer Centre, for uploading the notification.

Deputy Registrar(Recruitment

# University of Delhi

80/ Resolved that the action taken by the Vice-Chancellor in exercise of his powers/delegated powers vested upon him other than emergency powers in the following matters be reported, recorded and confirmed:

| S. No. | Brief description of the matter |
|--------|--------------------------------|

**XLII.** **Ref: EC Res. No. 63 dated 28.09.2013**

in approving on 21.09.2015 the following amendment to the Guidelines for Screening/Shortlisting of Candidates for Appointment to the Post of Assistant Professor in the University and its Colleges. {**vide Appendix-XIII**)

S.no. 3 of table (I) {a} of the guidelines under reference, pertaining to academic qualification for University departments may be read as follows:-

| S. No. | Examination | Category I ($\geq$60%) | Category II ($\geq$50% but $\leq$60%) |
|--------|-------------|------------------------|----------------------------------------|
| 3. | M.Phil/PG Degree in Professional Courses such as LLM., M.Tech, M.V.Sc., M.D. (in relevant subject) | | 5* |

Instead of

| S. No. | Examination | Category I ($\geq$60%) | Category II ($\geq$50% but $\leq$60%) |
|--------|-------------|------------------------|----------------------------------------|
| 3. | M.Phil | | 5* |

S.no. 3 of table (I) {b} of the guidelines under reference, pertaining to academic qualification for Colleges may be read as follows:-

| S. No. | Examination | Category I ($\geq$60%) | Category II ($\geq$50% but $\leq$60%) |
|--------|-------------|------------------------|----------------------------------------|
| 3. | M.Phil/PG Degree in Professional Courses such as LLM., M.Tech, M.V.Sc., M.D. (in relevant subject) | | 10* |

Instead of

| S. No. | Examination | Category I ($\geq$60%) | Category II ($\geq$50% but $\leq$60%) |
|--------|-------------|------------------------|----------------------------------------|
| 3. | M.Phil | | 10* |

University of Delhi

**Guidelines for Screening/Shortlisting of candidates for appointment to the post of Assistant Professor in the University and its Colleges**

As per the provisions of Ordinances XI, & XII & XXIV of the University, all posts of teachers shall be filled after advertisement and by open recruitment.

In order to restrict the number of candidates to be called for interview so as to enable the Selection Committee to have a comprehensive assessment of the candidates, applications received for the teaching posts shall be screened on the basis of the academic and other credentials of the candidates through the following criteria:

For the post of Assistant Professor, the criteria for evaluation of the candidates for determining their eligibility for shortlisting shall be on based on a 100 point scale. The distribution of points will be as follows:

**(I) (a) Academic Qualifications for University Departments - Maximum 47 points**

| S.No. | Examination | Category I ($\geq$60%) | Category II ($\geq$50% but <60%) |
|---|---|---|---|
| 1. | Under-Graduate | 10 | 7 |
| 2. | Post-Graduate | 15 | 11 (55% eligibility) |
| 3. | M.Phil/PG Degree in Professional Courses such as LLM., M.Tech, M.V.Sc., M.D. (in relevant subject) | 5* | |
| 4. | Ph.D. | 17* | |
| 5. | NET/NET-JRF | 3/5 | |

\* A maximum of 17 points shall be awarded for qualifications at Sr. No. 3 & 4 taken together.

- In case of Integrated course/ programme, the points shall be awarded for both the degrees covered under the course/programme as per the entitlement above.

**(I) (b) Academic Qualifications for Colleges - Maximum 55 points**

| S.No. | Examination | Category I ($\geq$60%) | Category II ($\geq$50% but <60%) |
|---|---|---|---|
| 1. | Under-Graduate | 12 | 9 |
| 2. | Post-Graduate | 16 | 12 (55% eligibility) |
| 3. | M.Phil./ PG Degree in Professional Courses such as LLM., M.Tech, M.V.Sc., M.D. (in relevant subject) | 10* | |
| 4. | Ph.D. | 17* | |
| 5. | NET/NET-JRF | 7/10 | |

\* A maximum of 17 points shall be awarded for qualifications at Sr. No. 3 & 4 taken together.

- In case of Integrated course/ programme, the points shall be awarded for both the degrees covered under the course/programme as per the entitlement above.

**(II) (a) Research Publications (for University Departments) - Maximum 33 points**

**(II) (b) Research Publications (for Colleges) - Maximum 25 points**

| | Publication Category | Publication Type | First and/or Corresponding or sole author/ editor | Co-author/ co-editor |
|---|---|---|---|---|
| 1. | Research paper/review article/Conference Proceeding | Recognized and Reputed refereed Journal with ISBN/ISSN numbers | 5/paper | 3/paper |
| | | Conference proceedings as full length papers, etc. (Abstracts not to be included in related area/subject) | 2/paper | 1/paper |
| 2. | Books-Authored | Subject Books (in related area/ subject) by International/National level publishers/State & Central Govt. Publications with ISBN/ISSN numbers | 8/book | 6/book |
| 3. | Books-Edited | Edited Books/ Journals(in related area/subject) by International/ National level publishers/State and Central Govt. Publications with ISBN/ISSN numbers | 6/book | 4/book |
| 4. | Chapter(s)in books | Chapters in books (inrelated area/ subject) published by International/ National level publishers with ISBN/ISSN numbers *(Chapter(s) in self-edited book should not be considered).* | 4/book chapter | 2/book chapter |
| 5. | Books/Articles translated and published | Books/Articles translated and published by International/National level publishers/State and Central Govt. Publications with ISBN/ISSN numbers | 4/book 2/article | 2/book 1/article |
| 6. | Book review/ Popular article/ | Book review/Popular article in newsletter of learned bodies/ | 2/article | 1/article |

| Newspaper article (in related area/ subject) | societies/Newspaper article (all in related area/subject) | | |
|---|---|---|---|
| | | | |

| Post Ph.D. Research experience/Teaching experience to be claimed for appointment (the period required to acquire M.Phil. and/or the residency period to acquire Ph.D. degree shall not be considered as teaching experience) - Maximum 20 Points for University Departments or Colleges | | |
|---|---|---|
| 1. | Post Ph.D. research experience as post-doctoral fellow/Research Associate/ Research Scientist etc. in recognized University/ Institution in India or abroad | 1 point for every 4 Months OR 4 points for every 1 year | Maximum 20 points |
| 2. | Teaching experience (as full-time ad hoc, temporary or permanent)in recognized University/College/ Institution) | 1 point for every 4months OR 4 points for every 1 year. | |
| Total points : Academic qualifications + Publications + Teaching/ Post Ph.D. research experience | | Maximum100 points |

All the applications received shall be scrutinized by a Committee consisting of the following and a list of all the candidates fulfilling the minimum eligibility qualifications shall be prepared (department/subject wise) and points be awarded to all such candidates shall be calculated on the basis of the above criteria:

### I. For University Departments :

1. Dean of the Faculty concerned  -  *Chairperson*
2. Head of the concerned Department
3. Former Head of the Department
4. One Teacher from the Department to be nominated by the Vice-Chancellor
5. A member from related Department(s) to be nominated by the Vice-Chancellor
6. An academician representing SC/ST/OBC/Minority/Women/Persons with Disability to be nominated by the Vice-Chancellor, if any of the candidates representing these categories is an applicant and if any of the above members of the Screening Committee does not belong to that category.

At least three members including a Vice-Chancellor's Nominee shall form the quorum.

### II. For Colleges:

1. Principal of the College  - *Chairperson*
2. Two teachers from relevant subject plus one from a related Department to be nominated by the Principal.
3. An academician representing SC/ST /OBC/Minority/Women/ Persons with Disability to be nominated by the Principal, if any of the candidates representing these categories is an applicant and if any of the above members of the Screening Committee does not belong to that category.

At least three members shall form the quorum.

4. After allocation of points to all the eligible candidates, the Screening Committee will draw a list of all the candidates indicating the points scored by them in descending order i.e. starting from the candidate getting the highest points towards the candidates getting the lower points.

5. In case of tie in the points of two or more candidates, the candidate having the higher/highest marks at the Master's level shall be ranked above the other(s).

6. For appointment in the University Departments, all candidates securing 75 points and above shall be called for interview for posts of Assistant Professors. A minimum of 30 candidates for the first vacancy and 10 candidates for every additional vacancy shall be called for interview in order of their ranks in the list prepared by the Screening Committee on the basis of points scored by the candidates. In case the minimum number of candidates as specified above is not available, the benchmark of 75 points may be progressively lowered, as required, until the minimum eligibility as specified in Ordinance XXIV is reached so that this minimum number of candidates shall be called for interview.

7. For appointment in the Colleges, all candidates securing 60 points and above shall be called for interview for posts of Assistant Professors. A minimum of 50 candidates for the first vacancy and 20 candidates for every additional vacancy shall be called for interview in order of their ranks in the list prepared by the Screening Committee on the basis of points scored by the candidates. In case the minimum number of candidates as specified above is not available, the benchmark of 60 points may be progressively lowered as required, until the minimum eligibility as specified in Ordinance XXIV is reached so that this minimum number of candidates shall be called for interview.

8. The points awarded to the candidates during the process of screening of applications shall not have any weightage/credit or merit during assessment/interview of the candidates by the Selection Committee as these points shall be used only for screening/shortlisting purposes.

9. The period taken by candidates to acquire M.Phil degree and the residency period prescribed for pursuing Ph.D. shall not be considered as teaching/research experience to be claimed for shortlisting/ appointment to the teaching positions.

10. In case of any dispute with regard to screening of the applications, the decision of the Screening Committee shall be final.

11. The University and the Colleges shall display the criteria for shortlisting/ screening of applications on their respective websites.

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