

RECOMMENDATIONS OF THE COMMITTEE FOR
COUNTING EXPERIENCE OF TEACHERS/ RESEARCHERS
FOR THE PURPOSE OF
DIRECT RECRUITMENT AND PROMOTIONS

Annexure No.....
Item No.....
Date of EC.....

A Committee was constituted vide University letter no. Estab.(T)/V/VI/032/2014-15/Misc./ dated 06.05.2015 to suggest the guidelines for counting the experience of teachers and researchers for the purpose of direct recruitment and promotions in terms of para 10 of UGC Regulation 2010. The committee was also advised to refer UGC letter no.F.2-1/2007(PS) Misc. dated 20.04.2015 and University's letter no. Estab. (T)/ V/ VI/ 032/2014-15/Misc./ dated 22.01.2015 besides UGC Regulations - 2010, while formulating the guidelines. The Committee consisted of the following:

1. Prof. J.P. Khurana, Department of PMB - Chairperson
 2. Prof. Pami Dua, Department of Economics - Member
 3. Prof. Devesh K Sinha, Department of Geology - Member
2. The meeting of the Committee was held on 12th May 2015 at 3:00 PM in the Registrar Committee Room. All the members of the committee were present. The Committee was assisted by Dr. Vikas Gupta, Joint Registrar, University of Delhi South Campus.
3. The report of Committee are reproduced as under:-
- "8. A. Considering the foregoing, the Committee is also of the strong opinion that the UGC regulations are not only mandatory but also binding in nature to the extent that the requirements of API Scoring System proposed in the Regulations as per Tables II (a and b) of Appendix II are fulfilled. The Committee recommends, that only after fulfillment of API scores for the required positions, following guidelines be observed to take into account the experience of teachers/ researchers for the purpose of direct recruitment only in the AGP – 6000/ 9000/ 10000, in terms of UGC Regulations:-
- i. The experience gained prior to joining the University is comparable in content and matter to the work expected in the current position.
 - ii. The candidate is getting the equivalent pay scale, applicable in the State Government/ Central Government/ Autonomous Educational Institution etc., and the past experience is fulfilling the requirement of point no. i above.
 - iii. The Assistant Professor at an International University abroad may be considered as equivalent to Assistant Professor of Indian Universities. However, for the purpose of equivalent grade, the yardstick that Assistant Professor in foreign University has got minimum salary, equivalent to the pay band of Rs15600-39100+ AGP 6000/- i.e. Rs. 21600/- per month in terms of rupees, be ensured and the past experience is fulfilling the requirement of point no. i above.
 - iv. Similarly, the Associate Professor/ Professor at an International University abroad may be considered as equivalent to Associate Professor/ Professor of Indian Universities. However, for the purpose of equivalent grade, the yardstick that Associate Professor/ Professor, as the case may be, in foreign University has got minimum salary, equivalent to the Pay Band - 4 with respective AGP in terms of rupees, be ensured and the past experience is fulfilling the requirement of point no. i above.

- v. Though in UGC regulations there is a provision to count the experience of Scientific/ Professional Organization, however, except in the University system, nowhere AGP provision is applicable. The experience of scientific/ research organization may also be counted subject to the candidates has research/ academic experience after obtaining doctorate degree, duly supported by certificate issued by scientific/ research organization and the past experience is fulfilling the requirement of point no. i above.
- vi. The UGC regulations have the provision to count the experience of service of national/ international of nomenclature other than Assistant Professor/ Associate Professor. It is known fact that the Post Doctoral Fellow (PDF) is awarded to the candidates who has established his research competency in relevant fields. All PDF/ RA/ Research Officer/ Pool Officer/ Research Scientist and equivalents are appointed for research purpose, their experience may also be counted, subject to the condition that they have got salary/ fellowship equivalent to minimum of Assistant Professor in pay band Rs.15600-39100 + AGP Rs.6000/- i.e. Rs.21600, in equivalent Indian currency and the past experience is fulfilling the requirement of point no. i above.
- B. As per UGC regulations 2010, the adhoc/ temporary/ leave vacancy service of less than one-year duration shall not be counted. However, if such service have been rendered at different colleges of the Delhi University and/ or in Delhi University, irrespective of intermittent breaks of a day or so, and are in continuation and the total period is more than one year, such service be considered/ counted for direct recruitment as well as for promotion upto the AGP 7000/-."