



UNIVERSITY OF DELHI

Guidelines for Screening / Shortlisting of candidates for appointment to the post of Assistant Professor in the Department of Education 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 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
Academic Qualifications for posts in the University Department of Education where B.Ed. and M.Ed. Programmes are offered.

Maximum: 47 points

S. No.	Examination		Category I (≥60%)	Category II (≥55% but <60%)
1.	Under-graduate	B.Ed. / B.El.Ed.	10	7
2.	Post-graduate	MA/M.Sc./M.Com	55% eligibility - No points	No points
		M.Ed. / MA (Education)	15	11 (55% eligibility)
3.	M.Phil. (Education)		5*	
4.	Ph.D. (Education)		17*	
5.	NET/ JRF (Education)		3/5	

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

(I) (b) Screening Criteria for Recruitment in Colleges where B.Ed. and B.El.Ed. Programmes are offered

A. For Colleges offering B.Ed.

Posts: Assistant Professor in Education

Maximum 55 Points

i. Perspectives in Education or Foundation Courses				
S.No.	Examination		Category I (≥60%)	Category II (≥55% but <60%)
1.	Undergraduate	B.Ed./B.El.Ed.	12	9

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2.	Post graduate (a. and b., or c. or d.)	a. Masters in Social Sciences	55% eligibility No points	55% eligibility No Points	
		b. M.Ed.	16	12 (55% eligibility)	
		c. Post graduation in Education (M.A. in Education) with 55% in B.Ed/B.El.Ed.	16	12 (55% eligibility)	
		d. Post graduate degree in Psychology/ Sociology/ Philosophy (with 55% and B.Ed./B.El.Ed. with 55% and three years of teaching experience in a secondary school)	16	12 (55% eligibility)	
3.	M.Phil Education/ M.Phil. in concerned discipline in case of 2d. above	10*			
4.	Ph.D Education/ Ph.D. in concerned discipline in case of 2d. above	17*			
5.	NET/ JRF in Education/ NET/ JRF in concerned discipline in case of 2d. above	7/10			
ii. Curriculum and Pedagogic Courses					
	S.No.	Examination	Category I (≥60%)	Category II (≥55% but < 60%)	
	1.	Undergraduate B.Ed./B.El.Ed.	12	9	
	2.	Post Graduate (a. and b.)	a. Masters degree in Science/Mathematics/Social Science/ Language	55% eligibility No points	55% eligibility No Points
			b. M.Ed.	16	12 (55% eligibility)
	3.	M.Phil Education	10*		
	4.	Ph.D Education	17*		
	5.	NET/JRF in Education	7/10		
iii. For Specialized Courses in Physical Education/ Visual Arts/ Performing Arts					
	S.No.	Examination	Category I (≥60%)	Category II (≥55% but < 60%)	
	1.	Undergraduate B.P.Ed / BFA/ BA in performing arts (Music/Dance/ Theatre)	12	9 (55% eligibility)	
	2.	Post Graduate M.P.Ed / Post-graduate in Fine Arts (MFA)/ Post graduate degree in performing arts	16	12 (55% eligibility)	

		(Music/Dance/ Theatre)	
3.	M.Phil in concerned discipline / M.Phil. Education		10*
4.	Ph.D in concerned discipline / Ph.D. Education		17*
5.	NET/ JRF in concerned discipline / NET/JRF in Education		7/10

The additions have been made in relation to new NCTE norms adopted by E.C. Res. No. 04(16) dated 28.05.2015 by the University of Delhi.

* In each of the above, a maximum of 17 points shall be awarded for qualifications at Sr. No. 3 and 4 taken together.

B. For Colleges offering B.El.Ed.

Maximum 55 Points

i. Perspectives in Education or Foundation Courses				
S.No.	Examination		Category I (≥60%)	Category II (≥55% but < 60%)
1.	Undergraduate	B.El.Ed./ B.Ed.	12	9
2.	Post graduate (a. and b., or c. or d.)	a. Postgraduate degree in Social Sciences/Humanities/Sciences/Mathematics/ Languages	55% eligibility No Points	55% eligibility No Points
		b. M.Ed.	16	12 (55% eligibility)
		c. Post graduate degree in Psychology/ Sociology/ Philosophy (or its equivalent with the required specialisation)* (with 55% in B.El.Ed./B.Ed.)	16	12 (55% eligibility)
		d. Masters degree in Linguistics (with 55% in B.El.Ed./B.Ed.)	16	12 (55% eligibility)
3.	M.Phil (Education/ in concerned discipline in case of 2c. and 2d. above)		10 [#]	
4.	Ph.D (Education/ in concerned discipline in case of 2c. and 2d. above)		17 [#]	
5.	NET/ JRF (Education/ in concerned discipline in case of 2c. and 2d. above)		7/10	
ii. Curriculum and Pedagogic Courses				
S.No.	Examination		Category I (≥60%)	Category II (≥55% but < 60%)
1.	Undergraduate	B.El.Ed./B.Ed	12	9
2.	Post Graduate (a. and b.)	a. Postgraduate degree in Social Sciences/Humanities/Sciences/Mathematics/	55% eligibility	55% eligibility

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		Languages	No Points	No Points
		b. M.Ed.	16	12 (55% eligibility)
	3.	M.Phil (Education)	10 [#]	
	4.	Ph.D (Education)	17 [#]	
	5.	NET/ JRF (Education)	7/10	
iii. For Specialized Courses in Physical Education/ Visual Arts/ Performing Arts				
	S.No.	Examination	Category I (≥60%)	Category II (≥55% but < 60%)
	1.	Undergraduate B.P.Ed / BFA/ BA in performing arts (Music/Dance/ Theatre)	12	9 (55% eligibility)
	2.	Post Graduate M.P.Ed / Post-graduate in Fine Arts (MFA)/ Post graduate degree in performing arts (Music/Dance/ Theatre) or its equivalent in terms of expertise and professional experience	16	12 (55% eligibility)
	3.	M.Phil in concerned discipline / M.Phil. Education	10*	
	4.	Ph.D in concerned discipline / Ph.D. Education	17*	
	5.	NET/ JRF in concerned discipline / NET/JRF in Education	7/10	

**In the case of Philosophy it would be "post-graduate degree in Philosophy or its equivalent with specialisation/courses in educational thought, major thinkers in education, areas related to education". In the case of Sociology it would be "post-graduate degree in Sociology or its equivalent with specialisation/courses in the sociology of education, sociology of knowledge, sociological thought, areas related to education." In the case of Psychology it would be "post-graduate degree in Psychology or its equivalent with specialisation/courses in developmental psychology/child development/childhood studies/human development/clinical psychology, areas related to education."*

#In each of the above, a maximum of 17 points shall be awarded for qualifications at Sr. No. 3 and 4 taken together.

(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 referred 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 and Central Govt. Publications with ISBN/ISSN numbers	8/ book	6/ book

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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 (in related 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/ Newspaper article (in related area subject)	Book review/Popular article in newsletter of learned bodies/societies/ Newspaper article (all in related area / subject)	2/article	1/article

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 where education courses are taught/Teacher-Training Institution.	1 point for every 4 months OR 4 points for every 1 year	
Total points: Academic qualification + Publications + Teaching/ Post Ph. D. research experience			Maximum 100 points

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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

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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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Dr. Anurag Singh
Registrar