



**UNIVERSITY OF DELHI**  
**DELHI-110007**

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

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 faculty position shall be screened on the basis of the academic and other related 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 marks will be as follows:

**Table I**      **Criteria for Short-listing of Candidates for Interview for the Post of Assistant Professors in the Departments of the University**

<u>S.No.</u>	<u>Academic Record</u>	<u>Score</u>			
1	Graduation.	80% & Above = 15	60% to less than 80% = 13	55% to less than 60% = 10	45% to less than 55% = 05
2	Post-Graduation	80% & Above = 25	60% to less than 80% = 23	55% (50% in case of SC / ST / OBC (non-creamy layer) / PwBD) to less than 60% = 20	
3	M. Phil.	60% & above = 07	55% to less than 60% = 05		
4	Ph.D.	30			
5	NET with JRF	07			
6	NET	05			
	Research Publications (2 marks for each research publications published in Peer-Reviewed or UGC-listed Journals)	10			
7	Teaching/Post Doctoral Experience (2marks for one year each)#	10			

8	Awards	
	International/National Level (Awards given by International Organizations /Government of India / Government of India recognized National Level Bodies)	03
	State-Level (Awards given by State Government)	02

# However, if the period of Teaching/Post-doctoral experience is less than one year, then the marks shall be reduced proportionately.

Note:

(A)	(i) M.Phil + Ph.D.	Maximum	-	30 Marks
	(ii) JRF/NET	Maximum	-	07 Marks
	(iii) In awards category	Maximum	-	03 Marks
(B)	Academic Score		-	80
	Research Publications		-	10
	Teaching Experience		-	<u>10</u>
	Total Score		-	<u>100</u>

**Table II. Criteria for Short-listing of Candidates for Interview for the Post of Assistant Professors in Colleges of the University**

<u>S.No.</u>	<u>Academic Record</u>	<u>Score</u>			
1	Graduation.	80% & Above = 21	60% to less than 80% = 19	55% to less than 60% = 16	45% to less than 55% = 10
2	Post-Graduation	80% & Above = 25	60% to less than 80% = 23	55% (50% in case of SC / ST / OBC (non-creamy layer) /PwBD) to less than 60% = 20	
3	M. Phil.	60% & above = 07	55% to less than 60% = 05		
4	Ph.D.	25			

  
**2**

5	NET with JRF	10
6	NET	08
	Research Publications (2 marks for each research publications published in Peer-Reviewed or UGC-listed Journals)	06
7	Teaching/Post Doctoral Experience (2 marks for one year each)#	10
8	Awards	
	International/National Level (Awards given by International Organizations /Government of India / Government of India recognized National Level Bodies)	03
	State-Level (Awards given by State Government)	02

# However, if the period of Teaching/Post-doctoral experience is less than one year, then the marks shall be reduced proportionately.

Note:

(A)	(i) M.Phil + Ph.D.	Maximum	-	25 Marks
	(ii) JRF/NET	Maximum	-	10 Marks
	(iii) In awards category	Maximum	-	03 Marks
(B)	Academic Score		-	84
	Research Publications		-	06
	Teaching Experience		-	<u>10</u>
	Total Score		-	<u>100</u>

**III. Constitution of Committee for Shortlisting/Screening**

Applications shall be screened by a Committee consisting of the following:

**A. 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 Differently Abled 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 the Vice-Chancellor's Nominee shall form the quorum.

**B. For Colleges:**

1. Principal of the College - *Chairperson*
2. Two teachers from relevant subject to be nominated by the Principal.
3. One teacher from a related Department to be nominated by the Principal.
4. An academician representing SC/ST /OBC/Minority/Women/ Persons with Differently Abled 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.

**IV. Shortlisting of candidates: Criteria and Process**

1. The Screening Committee will draw a list of all the candidates indicating the marks scored by them in descending order i.e. starting from the candidate getting the highest marks towards the candidates getting the lower marks.
2. In case of tie in the marks of two or more candidates, the candidate having the higher/highest marks at the Master's level shall be ranked above the other(s).
3. For appointment in the University Departments, all candidates securing 75 marks 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 marks scored by the candidates. In case the minimum number of candidates as specified above is not available, the benchmark of 75 marks 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.
4. For appointment in the Colleges, all candidates securing 60 marks 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 marks scored by the candidates. In case the minimum number of candidates as specified above is not available, the benchmark of 60 marks 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.

5. The marks 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 marks shall be used only for screening/shortlisting purposes.
6. The time taken by candidates to acquire M.Phil. and / or Ph.D. Degree shall not be considered as teaching/ research experience to be claimed for appointment to the teaching positions. Further the period of active service spent on pursuing research degree simultaneously with teaching assignment without taking any kind of leave, shall be counted as teaching experience for the purpose of direct recruitment/ promotion.
7. In case of any dispute with regard to screening of the applications, the decision of the Screening Committee shall be final.
8. The University and the Colleges shall display the criteria for shortlisting/ screening of applications on their respective websites.
9. The status of short-listing will be made available on the dashboards of the respective applicants for information.

**V. Important Note**

1. The entire onus of the content/authenticity of the information being uploaded in the form of application and its attachments shall exclusively rest with the applicant in terms of eligibility for recruitment and for subsequent selection through due process.
2. The University shall, in no way, be responsible for any error/omission/commission/suppression of relevant information by the applicant knowingly/unknowingly/overtly/covertly while filling up the application form and uploading the documents required therein.
3. In case the applicant gets screened/shortlisted/selected/appointed on the basis of the credentials furnished by him/her which are, on scrutiny, found to be incorrect/inadmissible/forged/fabricated/falsified, his/her candidature shall be liable to be cancelled at any stage of the recruitment/at any time during the tenure of the service and appropriate legal action under applicable law shall be initiated against the applicant.
4. The University reserves the right to modify/withdraw/cancel any communication made to the applicant. In case of any dispute arising out of such a situation, the decision of the University shall be final and binding on the applicant.

REGISTRAR

