

Recommendations of the Committee constituted by the Vice-Chancellor, to examine and suggest appropriate amendments to Statutes/Ordinances in light of UGC (Minimum Qualifications for appointment of teachers and other academic staff in Universities and Colleges and measures for the maintenance of standards in Higher Education) Regulations, 2010, 1st amendment, Regulations, 2011 and 2nd amendment, Regulations, 2013 relating to teachers' qualifications, promotions, recruitment etc. and to devise methodology for implementation thereof

The Vice-Chancellor had constituted a Committee, consisting of the following members, to examine and suggest appropriate amendments to Statutes/Ordinances relating to teachers' qualifications, promotions, recruitment etc. in light of the UGC (Minimum Qualifications for appointment of teachers and other academic staff in Universities and Colleges and measures for the maintenance of standards in Higher Education) Regulations, 2010 as amended in 2011(1st amendment) and 2013 (2nd amendment) and to devise appropriate methodology for implementation of the same:

S.No.	Name(s)	S.No.	Name(s)
1.	Prof. Sudhish Pachauri, Pro-Vice-Chancellor: Chairman	11.	Dr. A.M. Khan, Member, Academic Council (Moti Lal Nehru College)
2.	Ms. Janaki Kathpalia, Treasurer	12.	Dr. Sunaina Kanojia, Member, Academic Council (Department of Commerce)
3.	Prof. Umesh Rai, Director, South Campus	13.	Dr. Surajit Sarkar, Department of Genetics, SDC
4.	Prof. Anita Sharma, Dean, Faculty of Social Sciences	Special Invitees:	
5.	Prof. C.S. Dubey, Dean, Faculty of Science	14.	Ms. Alka Sharma, Registrar
6.	Dr. S.K. Garg, Principal, Deen Dayal Upadhyaya College	15.	Prof. Kamala Sankaran, Advisor (P & LA)
7.	Dr. P.K. Khurana, Principal, Shaheed Bhagat Singh College (Eve.)	Member Secretary:	
8.	Dr. A.K. Bhagi, Member, Academic Council (Dyal Singh College)	16.	Ram Dutt, Deputy Registrar (Colleges)
9.	Dr. Sanjay Kumar, Member, Academic Council (Zakir Husain College)		
Co-opted Members:			
10.	Dr. Rajesh Kumar Jha, Member, Academic Council (Rajdhani College)		

Proposed guidelines for Screening/Shortlisting of candidates for appointment to the teaching posts in the University and its Colleges for consideration of the Executive Council:

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 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/API scores of the candidates with the following methods:

1. The Screening/Shortlisting of candidates/applications for the posts of Associate Professor and Professor shall be based on the following criteria:

A. Distribution of Screening Criteria:

- (i) Academic performance (from Intermediate "Under-Graduate (BA/B.Sc or equivalent) to M.Phil/ Ph.D)
- (ii) API score as the details given in Category III table (Minimum 300 API score for Associate Professor and 400 API score for Professor)

B. Relative Weightage:

S. No.	Category	Weight
1.	Academic performance (from undergraduation to M.Phil/ Ph.D)	Maximum 100 marks
2.	API score as the details given in Category III table	Minimum 300 API score for Associate Professor and 400 API score for Professor No upper capping* (However, distribution pattern should be followed as per UGC guidelines while calculating the aggregate API)

C. Distribution of marks for calculation of consolidated marks obtained by applicant during screening (Assistant Professor)

I. Distribution of marks for academic qualification (Intermediate onward)				
S. No.	Examination	Category I (≥60%)	Category II (≥50% but <60%)	
1.	Under-Graduate (BA/B.Sc or equivalent)	20	15	Maximum 100 marks
2.	Post-Graduate (MA/M.Sc. or equivalent)	30	20 (55% eligibility)	
3.	M.Phil or equivalent degree		10	
4.	Ph.D		40	

Page
7954
Table - II (C)
Appendix - III

API Score Card

Guidelines for calculating API score for Publications/other creative and Professional activities

- I. For Associate Professor (Minimum requirement: 300 API marks)
- II. For Professor (Minimum requirement: 400 API marks)

S.No.	APIs	Faculties of Engineering / Agriculture / Veterinary / Medical Sciences / Science	Faculties of Languages Arts / Humanities / Social Sciences / Library / Physical Education / Management	Max. points for University and college teacher position
III A	Research/Review Papers	Research papers (in related area/subject) published in recognized and reputable journals and periodicals, having ISBN/ISSN numbers	Research papers (in related area/subject) published in recognized and reputable journals and periodicals, having ISBN/ISSN numbers	15/ publication
		Conference	Conference	10/

2

		proceedings (in related area/subject) as full papers, etc. (Abstracts not to be included)	proceedings (in related area/subject) as full papers, etc. (Abstracts not to be included)	publication
III B	Research Publications (Text/Subject or Reference Books)	Text/Subject or Reference Books (in related area/subject) published by International/National publishers / State and Central Govt. Publications with an established peer review system and ISBN/ ISSN numbers.	Text or Reference Books (in related area/subject) published by International/National publishers / State and Central Govt. Publications with an established peer review system and ISBN/ ISSN numbers	40/sole author; 30 co-author. Text/Subject or Reference book author.
	Book chapters in book, other than journal articles	Chapter in Text/Subject or Reference Books (in related area/subject) published by International/National publishers / State and Central Govt. Publications with an established peer review system and ISBN/ ISSN numbers (Chapter in self-Edited volume should not be considered)	Chapter in Text/Subject or Reference Books (in related area/subject) published by International/National publishers / State and Central Govt. Publications with an established peer review system and ISBN/ ISSN numbers (Chapter in self-Edited volume should not be considered)	10/chapter
	Text/Subject or Reference Books/ Journals	Text/Subject or Reference Books/ Journals Edited (in related	Text/Subject or Reference Books/ Journals (in related area/subject)	20/ Sole editor; 10/co-editors

	Edited	area/subject) and published by International/National publishers / State and Central Govt. Publications with an established peer review system and ISBN/ ISSN numbers	Edited and published by International/National publishers / State and Central Govt. Publications with an established peer review system and ISBN/ ISSN numbers	
		Books translated (in related area/subject) and published by International/National publishers / State and Central Govt. Publications with an established peer review system and ISBN/ ISSN numbers	Books translated (in related area/subject) and published by International/National publishers / State and Central Govt. Publications with an established peer review system and ISBN/ ISSN numbers	20/sole translator 10/co-translator
		Chapters (in related area/subject) contributed to edited knowledge based volumes published by International/National publishers / State and Central Govt. Publications with ISBN/ ISSN numbers (Chapter in self-Edited volume should not be considered)	Chapters (in related area/subject) contributed to edited knowledge based volumes published by International/National publishers / State and Central Govt. Publications with ISBN/ ISSN numbers	10/chapter
		Popular article (in related	Popular article (in related	10/chapter

		area/subject) in proceedings/new letter of learned bodies/ societies or Newspaper article in area of interest.	area/subject) in proceedings/new letter of learned bodies/ societies or Newspaper article in area of interest.	
III C	Research Project			
III C(i)	Sponsored Projects carried out/ ongoing	Major Projects (as per the UGC project guidelines)	(a) Major Projects (as per the UGC project guidelines)	20/ each Project to PI 10/each to co-PI/joint PI
		Minor Projects (as per the UGC project guidelines)	(a) Minor Projects (as per the UGC project guidelines)	15/ each Project 8/each to co-PI/joint PI
III C(ii)	Consultancy Projects routed to concerned Institutions carried out/ ongoing	Amount mobilized with minimum of Rs.10.00 lakh	Amount mobilized with minimum of Rs.2.00 lakh	10/each
III C(iii)	Completed projects Quality Evaluation	Completed project Report (Acceptance from funding agency)	Completed project report (Accepted by funding agency)	20/each major project and 10/each minor or innovative research project
III C(iv)	Project Outcome/ Output	Patent/ Technology transfer/Product/ Process	Major Policy document of Govt. Bodies at Central and State level	30/each national level output or patent/ 50/ each for International

5

			1 level
III D	Research Guidance		
III D(i)	M.Phil.	Degree awarded only	Degree awarded only
III D(ii)	Ph.D	Degree awarded	3/each candidate
		Degree awarded	10/each candidate
III D(iii)	Undergraduate Research project guidance	Thesis submitted	7/each candidate
		Project completed	2/year
III E	Training Courses and Conferences/Seminars/Workshop papers		
III E(i)	Refresher courses, Methodology, workshop, Training, Teaching-Learning-Evaluation Technology Programmes, Soft Skills development Programmes, Faculty Development Programmes (Max: 30 points)	(a) Not less than two weeks duration	(a) Not less than two weeks duration
III E(ii)		(b) One week duration	(b) One week duration
		Presentation of Research paper (Oral/ Poster) in:	Presentation of Research paper (Oral/ Poster) in:
III E(ii)	Papers in Conferences/Seminars/Workshop		

		(a) International conference	(a) International conference	10 each
		(b) National	(b) National	7.5 each
		(c) Regional/ State level	(c) Regional/State level	5 each
		(d) Local- University/ College level	(d) Local- University/ College level	3 each
IIIE(iii)	Invited lectures/ special lecture or presentations for conferences/ symposia	(a) International conference	(a) International conference	10/each
		(b) National	(b) National	5/each
		(c) Regional/ State level	(c) Regional/State level	3/each
		(d) Local- University/ College level	(d) Local- University/ College level	2/each

** If a paper presented in Conference/Seminal is published in the form of Proceedings, the points would accrue for the publication "III(a)" and not under presentation "III(E-ii)"

1. The API for joint publications will have to be calculated in the following manner: Of the total score for the relevant category of publication by the concerned teacher, the first/ Principal author and the corresponding author/ supervisor/ mentor of the teacher would share equally 60% of the total points and the remaining 40% would be shared equally by all other authors.
2. The parameters in table of Category-III (Research and Academic Contributions) shall have following capping in relation to the total API score claimed by the candidate.

7

AV
300 *400*

Sub category	Cap as % of API (for 100%)		
III (A): Research papers/ publication (Journals, Books etc.)	<i>165</i>	55%	<i>220</i>
III (B) research Projects	<i>60</i>	20%	<i>80</i>
III (C) Research Guidance	<i>30</i>	10%	<i>40</i>
III (D) Training Courses and conference/seminars etc.	<i>45</i>	15%	<i>60</i>

Last page

2. 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 for of which will be as follows:

II. Academic Qualifications - 50 points				
S. No.	Examination	Category I (≥60%)	Category II (≥50% but <60%)	
1.	Under-Graduate	10	7	Maximum 50 points <i>(65)</i>
2.	Post-Graduate	15	11 (55% eligibility)	
3.	M.Phil.	<i>16</i> 5	<i>10</i> 12	
4.	Ph.D	17	17	
5.	NET-JRF	3	<i>7/10</i>	
III. Research Publications - 30 points				<i>15 points</i>
	Publication Category	Publication Type	First and/ or corresponding or sole author/editor	Co-author/ co-editor
1.	Original research/ review paper	Recognized and Reputed refereed Journal with ISBN/ ISSN numbers	5/paper	3/paper
		Conference proceedings as full length papers,	2/paper	1/paper

for college teacher

		etc. (Abstracts not to be included in related area/subject)			Maximum 30 points
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	8/book	
3.	Books, chapters in book	Chapters (in related area/subject) in knowledge based volumes by International/ National level publishers with ISBN/ ISSN numbers <i>(Chapter(s) in self-edited book should not be considered).</i>	4/book chapter	2/book chapter	
4.	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	
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	4/book 2/Article	
6.	A Conference process Popular article/ newspaper article/ Book review (in related area subject)	Popular article (in related area/subject) in proceedings/new letter of learned bodies/ societies or Newspaper article in area of interest.	2/article/paper	1/article	

IV. Research/Teaching Experience (Excluding Ph.D Period) – 20 points

1.	Post Ph.D research experience as post-doctoral fellow /Research Associate/Research Scientist etc. in	1 point for every 4 months OR	Maximum
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	recognized University/Institution in India Abroad.	4 points for every 1 year	20 points
2.	Teaching experience (as ad hoc, temporary or permanent) in recognized University/College/Institution.	1 point for every 4 months OR 4 points for every 1 year	
Total points (Maximum)			100 points

3. 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

*not
needed*

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

II. For Colleges:

1. Principal of the College - Chairperson
2. Three teachers from the College including an Associate Professor in the relevant subject to be nominated by the Principal.
3. Two teachers from relevant subject + one from related Department to be nominated by the Principal.

of the College

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 scores towards the candidates getting the lower scores..

to appear for the interview.

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, a maximum 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 on the basis of the points scored by them.
7. For appointment in the Colleges, a maximum 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 on the basis of the points scored by them.
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 of 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 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.

→ The number
This ~~restriction~~ ^{strictness} on the number of
Candidates to be called for the
interviews (50 candidates for the
1st vacancy and 20 candidates
for every additional vacancy)
will push ~~out~~ many teachers
out of the system. The numbers
proposed should be
enlarged sufficiently
to ~~give~~ ^{ensure} candidates
that those who have
rendered their services as
ad hoc are ~~called~~ ^{given} the opportunity.

who are presently
working as ad hoc
positions teachers