RAM LAL ANAND COLLEGE
UNIVERSITY OF DELHI
NEW DELHI-110021

Guidelines for Screening/Shortlisting of candidates for appointment to the post of Assistant Professor in the College.

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:

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

S.No.	Academic Record	Score			
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. /M.Tech /LLM/ M.Ed or Equivalent	60% & above = 07	55% to less than 60% = 05		
4	Ph.D.	25			
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

Experience rendered on Temporary/Adhoc/Contractual/Postdoctoral basis shall be taken into account only if the candidate is drawing the salary/consolidated pay not less than Minimum Basic Pay as prescribed by UGC plus applicable Dearness Allowance (DA) from time to time.

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/M.Tech/LLM/M.Ed or Equivalent + 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   -   10

      Total Score   -   100

II.   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. The applicant securing less than 50 marks will not be included in the list of shortlisted candidates.

   A relaxation of 05 marks be given to candidates belonging to SC/ST/PwD.

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. 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.

4. The time taken by candidates to acquire M.Phil./M.Tech/LLM/M.Ed. or equivalent 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.

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

6. The criteria for shortlisting/screening of applications shall be displayed by the college on the college website.

7. The status of short-listing will be made available on the dashboards of the respective applicants for information.

III. <u>Important Note</u>

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 College 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 College 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 College shall be final and binding on the applicant.

PRINCIPAL