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UNIVERSITY OF DELHI

Details regarding teaching positions advertised vide Advt. No. R&P/308/2024 dated 03.10.2024

Online applications are invited in the prescribed Application Form from eligible candidates for appointment of Associate Professor in the Academic Pay Level 13A of 7th Central Pay Matrix, in the various departments of University of Delhi. The last date for receipt of application is 24.10.2024 or two weeks from the date of publication of the advertisement in the *Employment News*, whichever is later.

Sr. No.	Name of the Departments	ASSOCIATE PROFESSOR						
		UR	SC	ST	OBC	EWS	PwBD*	Total
1.	Anthropology	-	-	01	-	01	-	02
2.	Arabic	01	01	-	01	-	-	03
3.	Botany	-	-	01	03	01	01(LD)	06
4.	(Dr.) B.R. Ambedkar Centre for Bio-Medical Research (ACBR)	01	01	-	-	-	-	02
5.	Buddhist Studies	03	01	01	02	01	-	08
6.	Finance & Business Economics (F & BE)	03	02	-	04	01	-	10
7.	Cluster Innovation Centre (CIC)	01	01	01	01	01	01(VI)	06
8.	Commerce	01	01	01	02	01	01(VI)	07
9.	East Asian Studies	02	01	01	-	01	-	05
10.	Economics	05	02	02	04	02	01(VI)	16
11.	Education	01	03	01	03	02	02(VI)	12
12.	Electronic Science	01	-	01	01	01	01(LD)	05
13.	English	-	01	-	01	02	01(LD)	05
14.	Environmental Studies	-	01	01	-	-	-	02
15.	Genetics	-	-	-	01	01	-	02
16.	Geography	02	-	01	01	-	-	04
17.	Geology	02	-	-	03	-	-	05
18.	Germanic & Romance Studies (GRS)	03	02	01	02	01	-	09
19.	History	02	03	01	03	01	01(VI)	11
20.	Institute of Informatics & Communication (IIC)	-	-	-	01	01	-	02
21.	Law	26	14	07	25	10	05(02(LD), 02(VI), 01(OBD-MD))	87
22.	Library and information Sciences	02	-	-	01	-	-	03
23.	Linguistics	01	02	01	02	-	-	06
24.	Modern Indian Languages & Literary Studies (MIL&LS)	03	01	01	03	01	-	09
25.	Music	03	01	01	01	01	02(LD)	09
26.	Operational Research	-	-	01	01	01	-	03
27.	Persian	01	01	-	-	-	-	02
28.	Philosophy	05	02	01	04	02	02(01(LD), 01(VI))	16
29.	Plant Molecular Biology (PMB)	-	01	-	-	01	-	02
30.	Political Science	08	03	01	05	01	01(VI)	19



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Sr. No.	Name of the Departments	ASSOCIATE PROFESSOR						
		UR	SC	ST	OBC	EWS	PwBD*	Total
31.	Psychology	02	02	01	03	01	-	09
32.	Punjabi	-	-	-	01	01	-	02
33.	Slavonic & Finno-Ugrain Studies (SFUS)	02	-	-	01	-	-	03
34.	Sociology	03	-	-	03	01	01(LD)	08
35.	Statistics	-	-	-	01	-	-	01
36.	Urdu	02	-	01	02	01	01(VI)	07
37.	Zoology	01	02	-	01	01	-	05
Total		87	49	29	87	40	21	313

Note to the advertisements:

- For the posts reserved for PwBD (VI, LD, HH & OBD), Candidate of any category i.e. UR/SC/ST/OBC/EWS may apply.
- UR-Unreserved, SC-Scheduled Caste, ST-Scheduled Tribe, OBC-Other Backward Classes, EWS-Economically Weaker Sections, PwBD – Persons with Benchmark Disability, VI-Visual Impairment including blindness and low vision, LD-Loomotor Disability including leprosy cured, dwarfism, acid attack victims, cerebral palsy and muscular dystrophy; HH-Hard of Hearing and OBD- Other Benchmark Disabilities including autism spectrum disorder (M= Mild, MD= Moderate), intellectual disability, specific learning disability, mental illness, multiple disabilities.
- Further breakup of vacancies in multilingual departments

Associate Professor

<u>Ease Asian Studies:</u>	(i) Chinese	– 01(ST),
	(ii) Japanese	– 03(UR-01, SC-01, EWS-01),
	(iii) Korean	– 01(UR).
<u>Germanic & Romance Studies:</u>	(i) French	– 02(UR-01, ST-01),
	(ii) German	– 02(SC-01, OBC-01),
	(iii) Spanish/Hispanic	– 02(UR-01, EWS-01),
	(iv) Italian	– 03(UR-01, SC-01, OBC-01),
<u>Modern Indian Languages:</u>	(i) Bengali	– 02(ST-01, OBC-01),
	(ii) Comparative Indian Literature	– 01(UR),
	(iii) Gujarati	– 01(UR),
	(iv) Kannada	– 01(UR),
	(v) Marathi	– 01(OBC),
	(vi) Tamil	– 03(SC-01, OBC-01, EWS-01)
<u>Slavonic & Finno-Ugrian Studies:</u>	(i) Russian	– 03(UR-02, OBC-01)



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Qualification for the post of Associate Professor in the University Departments

Pay: Level 13A in the Pay Level

I. For the disciplines of Arts, Commerce, Humanities, Law, Social Sciences, Sciences, Languages and Library Science.

Eligibility:

- i) A good academic record, with a Ph.D. Degree in the concerned/allied/relevant disciplines.
- ii) A master's degree with at least 55% marks (or an equivalent grade in a point-scale, wherever the grading system is followed).
- iii) A minimum of eight years of experience of teaching and/or research in an academic/research position equivalent to that of Assistant Professor in a University, College or accredited research Institution/Industry with a minimum of seven publications in the peer-reviewed or UGC-listed journals*. A total research score of seventy five (75) as per the criteria given in the Screening Guidelines for this post annexed to this advertisement.

(Kindly refer to General Note in the last section of this document)

II. For the discipline of Music

Eligibility (A or B):

A.

- i) Good academic record, with a doctoral degree.
- ii) Performing ability of a high professional standard.
- iii) Eight year's experience of teaching in a University or College and / or of research in a University/national level institution, equal to that of Assistant Professor in a University/College.
- iv) Has made a significant contribution to knowledge in the subject concerned, as evidenced by quality publications.

Or

B.

A traditional or a professional artist with highly-commendable professional achievement having master's degree in the subject concerned, who has:



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- i) been 'A'- grade artist of AIR/Doordarshan;
- ii) eight years' experience of outstanding performing achievement in the field of specialisation;
- iii) experience in designing of new courses and/or curricula;
- iv) participated in national level seminars/conferences/concerts in reputed institutions' and
- v) ability to explain, with logical reasoning, the subject concerned and adequate knowledge to teach theory with illustrations in the said discipline.

(Kindly refer to General Note in the last section of this document)

III. For the discipline of Education:

- i) Master's Degree in Arts/Humanities/Sciences/Commerce with minimum 55% in the discipline relevant to the area of specialization.
- ii) Master's degree in Education (M.Ed./M.A. Education) with a minimum of 55% marks.
- iii) Ph.D. degree in Education or in the discipline relevant to the area of specialization.
- iv) Any other qualification prescribed by UGC - a minimum of eight years of experience of teaching and/or research in an academic/research position equivalent to that of Assistant Professor in a University, College or accredited research Institution/Industry.

(Kindly refer to General Note in the last section of this document)

Note:

* The publications to be considered shall be from UGC CARE list or SCOPUS indexed.



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GENERAL NOTE:

- (i) The direct recruitment to the posts of Associate Professors in the Universities shall be on the basis of merit through all India advertisement and selections by the duly constituted Selection Committees.
- (ii) A minimum of 55% marks (or an equivalent grade in a point-scale, wherever the grading system is followed) at the master's level shall be the essential qualification for direct recruitment of teachers and other equivalent cadres at any level.

A relaxation of 5% shall be allowed at the Bachelor's as well as at the Master's level for the candidates belonging to Scheduled Caste/Scheduled Tribe/Other Backward Classes (OBC) (non-creamy layer)/Differently Abled [Persons with Benchmark Disability PwBD)] in the category of (a) Visual Impairment (VI) including blindness and low vision, and (b) Locomotor Disability (LD) including leprosy cured, dwarfism, acid attack victims and muscular dystrophy. The eligibility of 55% marks (or an equivalent grade in a point scale wherever the grading system is followed), wherever specified, and the relaxation of 5% to the categories mentioned above are permissible, based only on the qualifying marks without including any grace mark procedure.
- (iii) A relaxation of 5% may be provided, from 55% to 50% of the marks to the Ph.D. Degree holders, who have obtained their Master's Degree prior to 19 September, 1991.
- (iv) Relevant grade which is regarded as equivalent of 55% wherever the grading system is followed by a recognized university shall also be considered eligible.
- (v) 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.
- (vi) The Ph.D. Degree shall be a mandatory qualification for appointment to the post of Associate Professor and Professor.
- (vii) The number of candidates to be called for interview for the teaching posts in the University shall be determined after screening of applications in accordance with the guidelines annexed with the advertisement.
- (viii) (a) No person shall be appointed to the post of University, if such person does not fulfill the requirements as to the qualifications for the appropriate post as specified in the advertisement.



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- (b) Discretionary award of advance increments for those who enter the profession as Associate Professor with higher merit, high number of research publications of high quality and experience at the appropriate level, shall be within the competence of the appropriate authority of the University based on the recommendations of a selection committee while considering the case of individual candidates in the context of the merits of each case, taking into account the pay structure of other teachers in the faculty and other merit- specific factors.
- (ix) Other stipulations prescribed by the UGC/University shall be mandatory for all posts.



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General Instructions for Applicants (Advertisement for University Faculty Positions- Associate Professor)

1. All applicants are required to apply online in the prescribed format with complete, correct information and attachments. The applicant will be solely responsible for the authenticity of the submitted information. Applicants are required to fill the application form as available on the University website www.du.ac.in. **The details regarding qualifications, experience, screening guidelines and indicative proformas etc. are available on the University website www.du.ac.in, along with this advertisement. The applicants are required to read these details before filling up the form.**
2. Applicants should possess the prescribed qualifications and experience as on the closing date of application, as prescribed by the University from time to time for the respective posts. The posts advertised carry UGC pay scales plus admissible allowances.
3. The applications received shall be screened as per Screening and or shortlisting guidelines annexed with this advertisement for short listing and recommending the applicants to be called for interview.

Mere fulfillment of the qualification or the eligibility criteria does not entitle an applicant to be necessarily considered or called for interview.

Publications 'under submission' or submitted to referees will not be considered towards calculation of marks for publication criteria. Further, all the items for which marks are claimed should be strictly in accordance with the Screening and or shortlisting guidelines annexed with the advertisement.

The minimum score requirement for Shortlisting of applicants for the post of Associate Professor is indicated in the Screening and or shortlisting guidelines annexed herewith.

4. Application fees and application form(s) are to be submitted as per details given below:
 - Fees for Associate Professor (if applicable)
 - Rs.2000/- for UR,
 - Rs.1500/- for OBC/EWS category and women applicants.
 - Rs.1000/- for SC/ST and
 - Rs.500/- for PwBD category.
 - Applications with incomplete information or without requisite fee shall be rejected.
 - Fees once paid will not be refunded under any circumstances.
 - No application fee shall be charged from applicants, who had applied for the same post in the preceding advertisement, subject to the condition that interview for the said post in the said department had not been conducted. (The applicant shall have to provide the



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relevant details/proof of his/her having applied for the post against the advertisement referred herein).

- Application forms have to be filled only in online mode, as available on the website of the University along with this advertisement, within the prescribed time limit indicated in the advertisement. No offline forms would be accepted.
 - Payment should be made online only, through credit/debit card/Net Banking.
 - Applicants applying for more than one post/department must apply separately and pay fees separately.
5. In order to avoid last minute rush, the applicants are advised to apply early. In case of any persistent technical issue, the applicants can mail their problem at the email id **registrar@du.ac.in** or **teaching_rec@admin.du.ac.in**
6. The reservation for applicants from SC, ST, EWS, OBC (non-creamy layer), and Persons with Benchmark Disability (PwBD) categories will be applicable as per UGC/Central Government norms.

Applicants seeking reservation benefits available for SC/ST/OBC/EWS/PwBD categories must upload the necessary documents justifying the claim of respective reservation as per Govt. of India lists/rules/norms. The certificate uploaded should be in the format prescribed by the Union Government and should be digitally verifiable.

In case the applicant wants to claim benefits under the PwBD category, the applicant's relevant disability should not be less than 40 per cent. Proof to this effect in the form of a valid Disability Certificate must be uploaded with the application.

Applicants applying for the post(s) reserved for OBC/EWS must upload certificate of OBC (non-creamy layer)/EWS certificate in the prescribed form issued by Competent Authority. The certificate should be of the current financial year, in accordance with instructions issued by the Union Government in this respect from time to time. Applicants should ascertain that they belong to the reserved categories(caste) enlisted in the Central List for the Other Backward Classes.

If the relevant certificates for respective reserved categories are not uploaded with the application, the application may be rejected and no appeal against its rejection will be entertained.

7. Consequent upon adoption of self-certification provisions as required by the Govt. of India, the University shall process the applications entirely on the basis of information/documents uploaded with the application. In case the information/documents are found to be false/incorrect by way of omission or commission, the responsibility shall lie solely with the applicant and the applicant shall be liable for action as per law.



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8. The shortlisted candidates called for interview should report along with all the testimonials/certificates in original along with valid photo ID (Aadhaar/Voter Id/Driving License/Passport). A set of self-attested photocopy of certificates/testimonials with respect to the qualifications, experience and category as applicable, indicated in the online application form, duly certified by the applicant should be submitted at the time of interview.
9. Applicants serving in Government/Public Sector Undertakings (including Boards/Autonomous Bodies) are required to submit 'No Objection Certificate' from the employer, at the time of interview, if not uploaded with the online application earlier. The NOC should also indicate the vigilance clearance from the parent department.
10. All correspondence from the University including interview letter, if any, shall be sent only to the e-mail address provided by the applicant in the online application form.
11. Applications which do not meet the eligibility criteria given in this advertisement and / or are incomplete in any respect shall be summarily rejected. Before applying online, applicants are advised to go through detailed notice available on the website of the University.
12. Applicants must NOT furnish any particulars that are false, tampered or fabricated, or suppress any material / information while submitting the online application and uploading self-certified copies/testimonials.
13. The University further reserves the right to amend the number of posts or not to fill any of the posts mentioned in the advertisement at its discretion without assigning any reason thereof.
14. Any consequential vacancies arising at the time of Interview may also be filled up from the available shortlisted candidates.
15. The University will verify the antecedents of the applicant at the time of appointment or anytime during the tenure of the service. In case it is found that the documents/information submitted by the candidate is false or the candidate has suppressed relevant information, the services of the candidate shall be terminated without prejudice to any other action initiated by the University.
16. In case of the any inadvertent mistake in the process of selection, which may be detected at any stage even after the issuance of offer letter, the University reserves right to modify/withdraw/cancel any communication made to the applicants.



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17. In case of any dispute/ambiguity that may occur in the process of selection, the decision of the University shall be final. Applicants are advised to satisfy themselves before applying that they possess the essential qualifications laid down in the advertisement.
18. 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.
19. 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.
20. 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.
21. 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.
22. No TA/DA shall be paid to candidates for attending interview.
23. The last date for submission of the form shall be as specified in the advertisement.
24. Canvassing in any form will be treated as a disqualification.
25. Any dispute regarding the recruitment will fall under the jurisdiction of Delhi.

REGISTRAR



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Guidelines for Screening and or Shortlisting of candidates for appointment to the post of Associate Professor in the University.

Applications received for the faculty positions at the level of Associate Professor shall be screened as per details given below:

I. Methodology for University Teachers (Associate Professor) for Calculating Academic/ Research Score

(Assessment would be based on evidence produced by the teacher such as: copy of publications, project sanction letter, utilization and completion certificates issued by the University and acknowledgements for patent filing and approval letters, students' Ph.D. award letter, etc.)

Sr. No.	Academic/Research Activity	Faculty of Sciences /Engineering/Agriculture/Medical/ Veterinary Sciences & other related disciplines	Faculty of Languages/ Humanities/Arts /Social Sciences/Library/Education/Physical Education / Commerce/Management & other related disciplines
1.	Research Papers in UGC CARE list or SCOPUS indexed *(refer point no. 5 of "Shortlisting of candidates: Criteria and Process")	08 per paper	10 per paper
2.	Publications (other than Research papers)		
	(a) Books authored which are published by;		
	International publishers	12	12
	National Publishers	10	10
	Chapter in Edited Book	05	05
	Editor of Book by International Publisher	10	10
	Editor of Book by National Publisher	08	08
	(b) Translation works in Indian and Foreign Languages by qualified faculties		



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	Chapter or Research paper	03	03
	Book	08	08
3.	Creation of ICT mediated Teaching Learning pedagogy and content and development of new and innovative courses and curricula		
	(a) Development of Innovative pedagogy	05	05
	(b) Design of new curricula and courses	02 per curricula/course	02 per curricula/course
	(c) MOOCs		
	Development of complete MOOCs in 4 quadrants (4 credit course) (In case of MOOCs of lesser credits 05 marks/credit)	20	20
	MOOCs (developed in 4 quadrant) per module/lecture	05	05
	Content writer/subject matter expert for each module of MOOCs (at least one quadrant)	02	02
	Course Coordinator for MOOCs (4 credit course) (In case of MOOCs of lesser credits 02 marks/credit)	08	08
	(d) E-Content		
	Development of e-Content in 4 quadrants for a complete course/e-book	12	12
	e-Content (developed in 4 quadrants) per module	05	05
	Contribution to development of e-content module in complete course/paper/e-book (at least one quadrant)	02	02
	Editor of e-content for complete course/paper/e-book	10	10
4	(a) Research guidance		
	Ph.D.	10 per degree awarded 05 per thesis submitted	10 per degree awarded 05 per thesis submitted



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	M.Phil./PG Dissertation	02 per degree awarded	02 per degree awarded
	(b)Research Projects Completed		
	More than10 lakhs	10	10
	Less than10 lakhs	05	05
	(b) Research Projects On going:		
	More than10 lakhs	05	05
	Less than10 lakhs	02	02
	(d) Consultancy	03	03
5.	(a) Patents		
	International	10	10
	National	07	07
	(c) Policy Document (Submitted to an International body/organization like UNO/UNESCO/World Bank/International Monetary Fund etc. or Central Government or State Government)		
	International	10	10
	National	07	07
	State	04	04
	(c)Awards/Fellowship		
	International	07	07
	National	05	05
6.	*Invited lectures/Resource Person/paper presentation in Seminars/Conferences/full paper in Conference Proceedings (Paper presented in Seminars/Conference sand also published as full paper in Conference Proceedings will be counted only once)		
	International (Abroad)	07	07
	International (within country)	05	05
	National	03	03
	State/University	02	02

The Research score for research papers would be augmented as follows:



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UGC CARE list or SCOPUS indexed (Impact factor to be determined as per Thomson Reuter's list):

- | | | | |
|------|--|---|-----------|
| i) | Paper in refereed journals without impact factor | - | 5 Points |
| ii) | Paper with impact factor less than 1 | - | 10 Points |
| iii) | Paper with impact factor between 1 and 2 | - | 15 Points |
| iv) | Paper with impact factor between 2 and 5 | - | 20 Points |
| v) | Paper with impact factor between 5 and 10 | - | 25 Points |
| vi) | Paper with impact factor >10 | - | 30 Points |

(a) Two authors: 70% of total value of publication for each author.

(b) More than two authors: 70% of total value of publication for the First/Principal/Corresponding author and 30% of total value of publication for each of the joint authors.

Joint Projects: Principal Investigator and Co-investigator would get 50% each.

Note:

- Paper presented if part of edited book or proceeding the nit can be claimed only once.
- For joint supervision of research students, the formula shall be 70% of the total score for Supervisor and Co-supervisor. Supervisor and Co-supervisor, both shall get 7 marks each.
- *For the purpose of calculating research score of the teacher, the combined research score from the categories of 5 (b) Policy Document and 6. Invited lectures/Resource Person/Paper presentation shall have an upper capping of thirty percent of the total research score of the teacher concerned.
- Their search score shall be from the minimum of three categories out of six categories.

II. Screening of candidates: Criteria and Process

1. The Screening Committee will draw a list of all the candidates indicating the research score scored by them in descending order i.e. starting from the candidate getting the highest marks towards the candidates getting the lower marks.
2. For appointment to the post of Associate professor in the University Departments, there is a requirement of a total research score of Seventy Five (75) as per criteria given in Section I of this document.
3. Further, 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 for each category. All the applicants having score same as the cut off arrived at for a category shall also be shortlisted for the interview.
4. 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



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simultaneously with teaching assignment without taking any kind of leave, shall be counted as teaching experience for the purpose of direct recruitment/ promotion.

5. The publications to be considered for award of marks for the screening purpose, as indicated in the table given above, shall be from UGC CARE list or SCOPUS indexed.
6. In case of any dispute with regard to screening of the applications, the decision of the Screening Committee shall be final.
7. The status of short-listing will be made available on the dashboards of the respective applicants for information.

III. 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/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.
5. The University shall advertise the vacancies likely to occur in succeeding six months.
6. All the shortlisted candidates shall be assessed through presentations, to have a prima facie assessment of the candidates and submit its assessment to Selection Committee, as per prescribed Proforma. The assessment shall be in the form of following grading:
 - A for Excellent
 - B for Good
 - C for Average
 - D for Poor
7. Assessment made by the Committee would only be indicative and shall not be a binding on the duly constituted Selection Committee for the Recruitment of Assistant Professors in the University, whose decision shall be final.

REGISTRAR