

RAM LAL ANAND COLLEGE
UNIVERSITY OF DELHI
NEW DELHI-110021.

Qualifications for the post of Assistant Professor in the University Colleges

ASSISTANT PROFESSOR:

- I. For the disciplines of Arts, Commerce, Humanities, Law, Social Sciences, Sciences, Languages, Library Science, Journalism & Mass Communication and Physical Education.***

Eligibility (A or B):

A.

1) A Master's degree with 55% marks (or an equivalent grade in a point-scale wherever the grading system is followed) in a concerned/relevant /allied subject from an Indian University, or an equivalent degree from an accredited foreign University.

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 Aabled [Persons with Benchmark Disability (PwBD)] in the category of (a) Visual Impairment (VI) including blindness and low vision, and (b) Locomotors 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.

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.

2) Besides fulfilling the above qualifications, the candidate must have cleared the National Eligibility Test (NET) conducted by the UGC or the CSIR (exemption from NET shall be granted in accordance with clause (ii) & (iii) of General Note in the last section of this document).

Or

B.

The Ph.D. degree has been obtained from a foreign University/Institution with a ranking among top 500 in the world University ranking (at any time) by any one of the following: (i) Quacquarelli Symonds (QS) (ii) The Times Higher Education (THE) or (iii) The Academic Ranking Of World Universities (ARWU) of the Shanghai Jiao Tong University (Shanghai).

Note: The academic score as specified in the screening guidelines for the Colleges of the University shall be considered for short-listing of the candidates for interview only, and the selections shall be based only on the performance in the interview.

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

* **Explanatory Note:** In pursuance of the clause 1.1.(i) of the UGC Regulations 2018, existing qualifications for Assistant Professor, Associate Professor, Professor and Principal have been retained with respect to departments of the University/colleges where courses related to Teacher Education are offered, for which NCTE guidelines will apply. (Reference EC Resolution No. 16 dated 28.05.2015).

I. For the discipline of Management Studies:

i) Essential:

1. First Class Master's Degree in Business Management / Administration/ in a relevant management related discipline or first class in two year full time PGDM declared equivalent by AIU/ accredited by the AICTE / UGC.

Or

First Class graduate and professionally qualified Chartered Accountant/Cost and Works Accountant/Company Secretary of the concerned statutory bodies.

2. Besides fulfilling the above qualifications, the candidate must have cleared the National Eligibility Test (NET) conducted by the UGC or the CSIR (exemption from NET shall be granted in accordance with clause (ii) & (iii) of General Note in the last section of this document).

Or

The Ph.D. degree has been obtained from a foreign University/Institution with a ranking among top 500 in the world University ranking (at any time) by any one of the following: (i) Quacquarelli Symonds (QS) (ii) The Times Higher Education (THE) or (iii) The Academic Ranking Of World Universities (ARWU) of the Shanghai Jiao Tong University (Shanghai).

ii) Desirable:

- i) Teaching, research, industrial and/or professional experience in a reputed organization;
- ii) Papers presented at conferences and/or published in refereed journals.

Note: The academic score as specified in the screening guidelines for the Colleges of the University shall be considered for short-listing of the candidates for interview only, and the selections shall be based only on the performance in the interview.

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

GENERAL NOTE:

- (i) The direct recruitment to the posts of Assistant Professors in the Colleges shall be on the basis of merit through all India advertisement and selection by the duly constituted Selection Committees.
- (ii) The National Eligibility Test (NET) shall be the minimum eligibility for appointment of Assistant Professor.

Provided that candidates who have been awarded a Ph.D. Degree in accordance with the University Grants Commission (Minimum Standards and Procedure for Award of M.Phil./Ph.D. Degree) Regulation, 2009, or the University Grants Commission (Minimum Standards and Procedure for Award of M.Phil./Ph.D. Degree) Regulation, 2016, and their subsequent amendments from time to time, as the case may be, shall be exempted from the requirement of the minimum eligibility condition of NET for recruitment and appointment of Assistant Professor in the University.

Provided further that the award of degree to candidates registered for the M.Phil/Ph.D. programme prior to July 11, 2009, shall be governed by the provisions of the then existing Ordinances / Bye-laws / Regulations of the Institutions awarding the degree. All such Ph.D. candidates shall be exempted from the requirement of NET for recruitment and appointment of Assistant Professors in the Colleges subject to the fulfillment of the following conditions:

- a) The Ph.D. degree of the candidate has been awarded in regular mode only;
- b) The Ph.D. thesis has been awarded by at least two external examiners;
- c) An open Ph.D. viva voce of the candidate has been conducted;
- d) The candidate has published two research papers from her/his Ph.D. work out of which at least one is in a refereed journal;
- e) The candidate has presented at least two papers, based on her/his Ph.D. work in conferences/seminars sponsored/ funded/supported by the UGC/ ICSSR/CSIR or any similar agency.

The fulfillment of these conditions is to be certified by the Registrar or the Dean (Academic Affairs) of the University concerned.

- (iii) The clearing of NET shall not be required for candidates in such disciplines for which NET has not been conducted.
- (iv) 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.

- (v) 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.
- (vi) A relevant grade which is regarded as equivalent of 55%, wherever the grading system is followed by a recognized university, at the master's level shall also be considered eligible.
- (vii) 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.
- (viii) The number of candidates to be called for interview for the teaching posts in the Colleges, shall be determined after screening of applications in accordance with the guidelines laid down in the Screening guidelines annexed with this advertisement.
- (ix) (a) No person shall be appointed to the post of Assistant Professor in the Colleges, if such person does not fulfill the requirements as to the qualifications for the appropriate post laid out herein and in the Ordinance XXIV of the Ordinances of the University.

(b) Those entering the service as Assistant Professor having a post-doctoral teaching/research experience, after obtaining a Ph.D. degree and proven credentials, may be eligible for discretionary award of advance increments to be given to the person, as decided and recorded by the Selection Committee in the minutes of its meeting.

Discretionary award of advance increments is not applicable to those entering the profession as Assistant Professor who are entitled for grant of advance increments for having acquired a Ph.D., M.Phil. or M.Tech. and LLM degree.

(x) For those entering the service in the College, other stipulations prescribed by the UGC/University shall be mandatory for all posts.
