



दिल्ली कॉलेज ऑफ आर्ट्स एण्ड कॉमर्स
Delhi College of Arts & Commerce
(दिल्ली विश्वविद्यालय)
(University of Delhi)

नेताजी नगर, नई दिल्ली-११००२३
Netaji Nagar, New Delhi-110023
दूरभाष/Tel. : 011-24109821, 26116333
फैक्स/Fax : 011-26882923
ई-मेल/E-mail : principaldcac@gmail.com
URL : http://dcac.ac.in

संदर्भ सं./Ref. No.# DCAC/GUEST/2026/ 740

दिनांक/Date 01.09.2026

WALK IN INTERVIEW FOR GUEST FACULTY

A walk-in-interview for appointment of Assistant Professor on Guest basis shall be held as per the rules of the University of Delhi. Interview will be held in the Office of the Principal as per the following schedule:

S.No.	Name of Department	No. of Post (s)	Category of Post	Date and Time of Interview
1.	Hindi	02	OBC	11.09.2026 at 12:00 Noon (Friday)
		02	ST	
		02	UR	

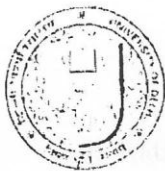
Please Note that:

1. The eligibility criteria for the Guest faculty are same as prescribed for the regular Assistant Professor in UGC Regulation as adopted by the University of Delhi. Please note that only candidates with a minimum API Score of 55 marks and above as indicated in the Guidelines for Screening and or Shortlisting of candidates for appointment of Assistant Professors in Colleges shall be eligible. For details, please refer to the Notification of University of Delhi (attached).
2. All candidates are required to carry their Resume along with the self-attested copies of certificates and a recent photograph.
3. The College reserves the right to change the nature & number of posts advertised or not to fill any or all the above posts without assigning any reason thereof.
4. The concerned faculty would be paid Honorarium @ Rs.1500/- per lecture subject to a maximum of Rs. 50,000/- per month.
5. No T.A/DA will be paid for attending the interview.
6. Any addendum/corrigendum, if any, shall be posted only on the College website.
7. Reporting time for the applicants is 01 Hour before the scheduled time for verification of the documents.

Prof Srikant Pandey
Officiating Principal

Copy to:

1. University of Delhi website
2. Department of Hindi website
3. College Website



प्रशासनिक ब्लॉक / New Administrative Block
नम्बर 204, महाविद्यालय शाखा-2 / Room No. 204 College Branch-II
नॉर्थ कैम्पस, दिल्ली विश्वविद्यालय / North Campus, University of Delhi
दिल्ली- 110007 / Delhi-110007
Tel / दूरभाष: 27666805/Extn.1161,Fax / फेक्स : 27667139,

CB-II/ Circular/Recruit-T/2023/1103

20.11.2023 ✓

The Principals/ Directors,
All the Colleges/Institutes,
University of Delhi,
Delhi/ New Delhi.

Subject:- Guidelines for screening and or shortlisting of candidates through direct recruitment in colleges.

Dear Sir/ Madam,

I am directed to enclose herewith a notification letter no. Estab.IV/047/2023 dated 20.07.2023 received from the Joint Registrar (Recruitment), University of Delhi on the above cited subject for information and necessary compliance.

Yours faithfully,


Deputy Registrar (Colleges)

Encl: As above.

दिल्ली विश्वविद्यालय
UNIVERSITY OF DELHI

Ref. No.: Estab. IV/047/2023/

date: 20.07.2023

NOTIFICATION

Subject: Guidelines for Screening and or Shortlisting of candidates through direct recruitment in Colleges.

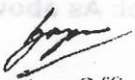
Following is notified for the information of the stakeholders:

1. Guidelines for Screening and or Shortlisting of candidates for appointment to the post of Assistant Professor in Colleges.


Joint Registrar
(Recruitment)

Copy to :

1. Assistant Registrar (Colleges) for circulation in the colleges for compliance;
2. Director, Delhi University Computer Centre (DUCC) for uploading on the website of the University; and
3. Guard file.


Section Officer
(Establishment-IV)

UNIVERSITY OF DELHI
DELHI-110007

Guidelines for Screening and or Shortlisting of candidates for appointment to the post of Assistant Professor in the Colleges.

With a need to enable the duly constituted Selection Committee to have a comprehensive assessment of the required number of candidates, who would appear before them, in a time bound manner, applications received for the faculty position shall be screened on the basis of the academic and other related credentials of the candidates through the criteria detailed in this document.

This document is divided into following sections:

- I. Criteria for evaluation of candidates for determining their eligibility for their shortlisting for the interview.
 - II. Constitution of Committee for Screening and or Shortlisting.
 - III. Shortlisting of candidates: Criteria and Process.
 - IV. Important Note.
 - V. Constitution of Committee to assist the Selection Committee for assessment through presentation by shortlisted candidates.
- I. Criteria for evaluation of candidates for determining their eligibility for their shortlisting for the interview.**

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

S.No.	Academic Record	Score			
1	Graduation.	80% & Above 21	=	60% to less than 80% = 19	55% to less than 60% = 16
2	Post-Graduation	80% Above = 25	&	60% to less	55% (50% in case of SC / ST / OBC

			than 80% = 23	(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)		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 salary/consolidated pay not less than Minimum Basic Pay as prescribed by UGC plus applicable Dearness Allowance (DA) from time to time. Further, experience as guest faculty shall not be considered.

#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./L.L.M./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. Constitution of Committee for Shortlisting/Screening

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

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 academican 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.

III. Shortlisting of candidates: Criteria and Process

1. As per the revised guidelines, the number of applicants shortlisted for interview for direct recruitment of Assistant Professor in colleges will be as follows:
 - a. The Screening Committee of the College(s) 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 applicants securing less than 55 marks for Colleges will not be included in the list of shortlisted candidates. A relaxation of 05 marks be given to candidates belonging to SC/ST/PwBD.

b. 40 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 for each category as per the table given in Section I for shortlisting of candidates for the post of Assistant Professor in Colleges. All the applicants having score same as the cutoff arrived at for a category shall also be shortlisted for the interview.

c. If 40 candidates are not available, then, the applicability of 55 marks as cut-off be relaxed till the specified number of candidate are available, subject to a maximum relaxation of upto 5 marks i.e., 50 marks for UR and 45 for SC/ST/PwBD.

2. Further, the applicants who were on the rolls of any department in the University of Delhi or its colleges between 01.01.2022 to 31.03.2022 as adhoc/contract/temporary faculty shall be permitted to appear for interviews conducted for appointment of Assistant Professor in all the colleges, subject to the condition as prescribed in point number III (1) (a) & (1) (c) above, in addition to prescribed number limits as given in III(1) (b).
3. 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 or as decided by the University on the recommendation of concerned department of the University from time to time.
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 Competent Authority shall be final.
6. The Colleges shall display the criteria for shortlisting/ screening of applications on their respective websites.
7. The status of short-listing will be made available to the respective applicants for information.

IV. Important Note

1. The revised guidelines shall be applicable to all the advertisements for direct recruitment of Assistant Professor in colleges issued after 01.12.2023.

The preceding guidelines issued vide notification No. Estab. IV/047/2021/192 dated 12.11.2021 will be applicable to the advertisements issued prior to this date.

2. Direct recruitment of Assistant Professor in the colleges after the stage of shortlisting shall be carried out in two stages.

First Stage – Assessment by Presentation Assessment Committee as defined at Section V.

Second Stage – Assessment by duly constituted Selection Committee as defined in Ordinance XVIII and notified vide notification numbered CNC-II/093/1(12)/2019-20/251 dated 03.10.2019.

3. 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.
4. 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.
5. 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.
6. 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.
7. The Colleges shall advertise the vacancies likely to occur in succeeding six months.

V. Constitution of Committee to assist the Selection Committee for assessment through presentation by shortlisted candidates

- (i) Chairman of the Governing Body or A University Representative in the Governing Body nominated by the Chairperson of the Governing Body - Chairperson
 - (ii) Principal of the College
 - (iii) Teacher-in-Charge of the subject/discipline in the College
 - (iv) Two External Subject Expert nominated by Vice-Chancellor
- (In case of Colleges notified/declared as Minority Educational Institutions, the two subject experts shall be nominated by the Chairperson of the College)

[Handwritten signatures and date 20/7/23]

Governing Body out the panel of five names, preferably from minority communities, recommended by the Vice Chancellor).

- (v) An academicians representing SC/ST/OBC/Minority/Women/ 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 does not belong to that category.

At least four members including Chairperson, one Expert and Principal shall form the quorum.

1. The Committee will assess the shortlisted candidates 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 Very Good
- C for Good
- D for Average
- E for Below Average

2. Assessment made by the above 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 Colleges, whose decision shall be final. (Composition of Selection committee for direct recruitment is as defined in Ordinance XVIII and notified vide notification numbered CNC-II/093/1(12)/2019-20/251 dated 03.10.2019).

3. The Proformas for assessment of candidate Shortlisted for direct recruitment of Assistant Professor in the colleges are as follows:

- a. The proforma for assessment by Presentation Assessment Committee is enclosed as Annexure-I
- b. The proforma for assessment by Selection Committee is enclosed as Annexure- II

M. J. M.
25/7/23



दिल्ली विश्वविद्यालय
University of Delhi

Standard Operating Procedure (SOP) for Conduct of Recruitment Process of Assistant Professors in Colleges of The University in Compliance of EC Resolution No. 16 Dated 09.06.2023

This document is divided into two sections:

Section A: Process for shortlisting applications received against advertised vacant posts in respective colleges of the University of Delhi.

Section B: Process of final selection, which is to be conducted in two phases:

- (a) Assessment through Presentation by the Presentation Assessment Committee.
- (b) Final selection through duly constituted Selection Committee as per Ordinances of the University.

(This document is required to be read in conjunction with the relevant Statutes and Ordinances of the University and the guidelines issued by the University for shortlisting of candidates for direct recruitment of Assistant Professor(s) in the Colleges of University of Delhi).

Section A

Shortlisting of candidates:

1. The screening of candidates is to be done by award of points as indicated in the Guidelines for Screening and or Shortlisting of candidates for appointment of Assistant Professors in Colleges issued Notification No. Estab.IV/047/2023 dated 20.07.2023.
2. The publications to be considered for award of marks for deciding eligibility or screening purpose, as indicated in table in Section I of the screening guidelines mentioned above shall be from UGC CARE list or SCOPUS indexed or as decided by the University from time to time.
3. The research papers published before the declaration of UGC CARE list may be considered if the journal in which the publication was included is now UGC CARE listed. Further, the publications after the compilation of UGC CARE list shall be considered only if the respective journal was included in the UGC CARE list at the time of publication or at the time of assessment for shortlisting.



दिल्ली विश्वविद्यालय
University of Delhi

4. As mentioned in Section A para 1, applicants scoring 55 marks and above will only be considered for shortlisting, with a relaxation of 05 marks for applicants belonging to SC/ST/PwBD categories.
5. Shortlisting is to be done category wise. For each category, 40 candidates would be shortlisted for the first vacancy and 20 candidates for every additional vacancy, on the basis of marks scored by the candidates of the respective category as defined in the table given in Section I of the screening guidelines referred above.
6. If 40 candidates are not available, then, the applicability of 55 marks as cut-off may be relaxed till the specified number of candidate are available, subject to a maximum relaxation of upto 5 marks, i.e., 50 marks for UR and 45 for SC/ST/PwBD categories.
7. In case of bunching of candidates at the bottom, candidates securing same marks shall be shortlisted, even if, it increases the number of shortlisted candidates as mentioned in point no. 4.
8. Further, while shortlisting for UR category, all the applicants irrespective of their category shall be considered for shortlisting if they meet the eligibility criteria for UR category.
9. The requisite number of candidates from other categories to be shortlisted would be from the range with the cut off arrived for UR category as the upper limit. Further, the candidates shortlisted as UR, belonging to the other reserved category shall also be considered in their respective category in addition to the candidates shortlisted for the respective category as per the prescribed ratio.