



दिल्ली कॉलेज ऑफ आर्ट्स एण्ड कॉमर्स

DELHI COLLEGE OF ARTS & COMMERCE

दिल्ली विश्वविद्यालय

(University of Delhi)

नेताजी नगर नई दिल्ली - 110023

Netaji Nagar, New Delhi - 110023

Advt. No. DCAC/APPT.PRINCIPAL/2017/01 Dated: 13.04.2017

Online applications are invited in the prescribed Applications Form available at web-link <http://as1.du.ac.in/reccolprincipal2017/index.php> from eligible candidates for appointment to the post of **PRINCIPAL** in the Pay Band of Rs. 37,400-67,000, AGP Rs.10,000/- (as per VI Pay Commission), in the College. The last date for receipt of application is 13.05.2017 or within two weeks from the date of publication of the advertisement in the *Employment News*, whichever is later. For details, please visit the College website <http://dcac.du.ac.in>.

Any addendum/corrigendum shall be posted only on the University website.

CHAIRMAN, GOVERNING BODY



**DELHI COLLEGE OF ARTS AD COMERCE
(UNIVERSITY OF DELHI)**

The qualifications for the appointment of Principal in Colleges are in accordance with UGC regulations 2010 and their subsequent amendments as adopted by the University of Delhi

PRINCIPAL (OTHER THAN EDUCATION, PHYSICAL EDUCATION AND MEDICAL COLLEGE)

- (i). A Master's degree with at least 55% marks (or an equivalent grade in a point scale wherever grading system is followed)* by a recognized University.

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.

- (ii). A Ph.D. degree in concerned/allied/relevant discipline(s) in the institution concerned with evidence of published work and research guidance.
- (iii). Associate Professor/Professor with a total experience of fifteen years of teaching/research/administration in Universities, Colleges and other institutions of higher education.
- (iv). A minimum score as stipulated in the Academic Performance Indicator (API) based Performance Based Appraisal System (PBAS), as set out in this Ordinance for direct recruitment of Professors in University/Colleges.
- (v). The term of appointment of the College Principal shall be Five years with eligibility for reappointment for one more term only after a similar Selection process which shall take into account an external peer review, its recommendations and its outcomes. The framework of the external peer review as specified by UGC, is as follows:
The constitution of the External Peer Review Committee shall be as under:-
- i. Nominee of the Vice-Chancellor
 - ii. Nominee of the Chairman, University Grants Commission

The nominees shall be nominated from the Principals of the colleges with Excellence/College with Potential for Excellence/Autonomous Colleges/NAAC 'A+' accredited Colleges.

The Report of the above Peer Review Committee shall be the main basis for re-appointment of the Principal.

***Note:**

A relaxation of 5% may be provided at the Graduate and Masters level for the Scheduled Cates/Scheduled Tribes/Differently-abled (Physically and Visually differently-abled)/ Other Backward Classes (OBC) (Non-creamy layer) categories for the purpose of eligibility and for assessing good academic records during direct recruitment to faculty positions. The eligibility marks of 55% marks (or an equivalent grade in a point scale wherever grading system is followed) and the relaxation of 5% to the categories mentioned above are permissible, based on only the qualifying marks without including any grace mark procedures.

Chairman, Governing Body



DELHI COLLEGE OF ARTS AD COMERCE (UNIVERSITY OF DELHI)

General Instructions for Applicants (Advertisement for Principal)

1. The direct recruitment to the Post of Principal of the College shall be on the basis of the merit through All India advertisement and selections by the duly constituted Selection Committee.

Applicants should possess the prescribed qualifications and experience as on the closing date of application, as prescribed by the College. Applicants are required to produce specific certificates as per eligibility conditions.

The applications received shall be screened as per screening guidelines attached with the advertisement for short listing and recommending the applicants to be called for interview.

Merely fulfilling the minimum qualifications 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 points for publication criteria. Further, all the items for which points are claimed should be strictly in accordance with the screening guidelines attached with the advertisement.

The minimum Points requirement for shortlisting of applicants for the post of Principal will be as indicated in the screening guidelines attached herewith.

2. Application fees and forms are to be submitted as per details given below:
 - Fees for Principal
 - Rs. 2000/- for UR category.
 - No application fee will be charged from applicants from SC, ST, PwD and Women Applicants.
 - Fees once paid will not be refunded under any circumstances.

Application forms have to be filled only in online mode, as available on the website of the College/University along with the present 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.

Applications with incomplete information or without requisite fee shall be rejected.

3. Consequent upon adoption of self-certification provisions as required by the Govt. of India, the College 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 any omission or commission, the responsibility shall lie solely with the applicant who shall be liable for action as per law.

The shortlisted candidates called for interview should report along with all the testimonials/certificates in original along with photo ID. A set of photocopy of certificates/testimonials with respect to the qualifications and experience indicated in the online application form, duly certified by the applicant should be submitted at the time of interview.

4. 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.
5. All correspondence from the College including interview letter, if any, shall be sent only to the e-mail address provided by the applicant in the online application form.
6. Canvassing in any form will be treated as a disqualification.
7. Applications which do not meet the eligibility criteria given in this advertisement and / or are incomplete in any respect shall be summarily rejected.
8. 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.
9. The College also reserves the right to consider names of suitable candidates who may not have applied for the post.
10. The College shall verify the documents submitted by and 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 are 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 College.
11. In case of any inadvertent mistake in the process of selection, which may be detected at any stage even after issuing an appointment letter, the College reserves the right to modify/withdraw/cancel any communication made to the applicant.

12. In case of any dispute/ambiguity that may occur in the process of selection, the decision of the College shall be final. Applicants are advised to satisfy themselves before applying that they possess the essential qualifications laid down in the advertisement.
13. No TA/DA shall be paid to the candidates for attending interview.
14. The College reserves the right to offer the post at a level lower than that advertised/applied, or on contract basis, depending upon the qualifications, experience and performance of the candidate, wherever applicable.
15. Last date for submission of application is indicated in the present advertisement uploaded on the University website.
16. In case of any dispute, legal jurisdiction will be Delhi.

Chairman, Governing Body



UNIVERSITY OF DELHI

Annexure-V

Guidelines for Screening/Shortlisting of candidates for appointment through direct recruitment to the posts of Principal:

Applications received for the post of Principal shall be screened on the basis of API Score Card as prescribed by University, while adopting the guidelines issued by the UGC in this respect.

API Score Card

Guidelines for calculating API score for research and academic contribution as per UGC Regulations, 2010 (Category II & III) as adopted by the University of Delhi.

- I. For the post of Principal - Consolidated API score requirement of 400 points from categories II & III of API (cumulative)

CATEGORY II: PROFESSIONAL DEVELOPMENT, CO-CURRICULAR AND EXTENSION ACTIVITIES

Based on the teacher's self-assessment, Category II API scores are proposed for Professional development, co-curricular and extension activities; and related contributions. The minimum API required by teachers for eligibility for promotion is fixed in Table II (A). A list of items and scores is given below.

Category II	Nature of Activity	Maximum API Score	Actual score
A	Student related co-curricular, extension and field based activities. (i) Discipline related co-curricular activities (e.g., remedial classes, career counseling, study visit, student seminar and other events) (ii) Other co-curricular activities (Cultural, Sports, NSS, NCC, etc.) (iii) Extension and dissemination activities (public/popular lectures/talks/seminars/workshops/conference/symposium, etc.)	15.	Actual hours spent (Cumulative) ÷ 10
B	Contribution to corporate life and management of the department and institution through participation	15	Actual hours spent

	in academic and administrative committees and responsibilities. (i) Administrative responsibility (including as Dean /Principal/Vice-Principal/Bursar/Chairperson/ Convener/Teacher-in-charge/similar other duties that require regular office hours for its discharge) (ii) Participation in Board of Studies, Academic and Administrative Committees		(Cumulative) + 10
C	Professional Development activities (such as participation in seminars, conferences, short term training courses, industrial experience, talks, lectures in Orientation/Refresher/Faculty development courses, dissemination and general articles and any other contribution)	15	Actual hours spent (Cumulative) + 10

CATEGORY-III: RESEARCH AND ACADEMIC CONTRIBUTIONS

Based on the teacher's self-assessment, API scores are proposed for research and academic contributions. The minimum API scores required for teachers from this category are different for different levels of promotion in universities and colleges. The self-assessment score shall be based on verifiable records and shall be finalized by the screening cum evaluation committee for the promotion of Assistant Professor to higher grades and Selection Committee for the promotion of Assistant Professor to Associate Professor and Associate Professor to Professor and for direct recruitment of Associate Professor and Professor.

Category	Activity	Faculty and departments of Sciences/Engineering/ Agriculture/Medical /Veterinary Sciences	Faculties and departments of Languages/ Humanities/ Arts/ Social Sciences/ Library/ Physical education/ Management/ Education/ Law	Maximum score for University/ College teacher*
III (A)	Research Papers published in:	Refereed Journals as notified by the UGC#	Refereed Journals as notified by the UGC#	25 per Publication
		Other Reputed Journals as notified by the UGC#	Other Reputed Journals as notified by the UGC #	10 per Publication
III (B)	Publications other than journal articles (books, chapters in	Text/ Reference, Books published by International Publishers**, with ISBN/ ISSN number as	Text/ Reference Books, published by International Publishers**, with ISBN/ ISSN number as	30 per Book for Single Author; 15per

<p>books) For faculty of Music and Fine Arts: In appropriate cases and subject to the applicable regulations, consideration may be given to other forms of duly recognized research work.</p>	<p>approved by the University and posted on its website. For the above purpose: only books with ISBN no. will be considered.</p>	<p>approved by the University and posted on its website. For the above purpose: only books with ISBN no. will be considered.</p>	<p>Edited/ Translated book for Single Editor/ Translator</p>
	<p>Subject Books, published by National level publishers**, with ISBN/ ISSN number or State/ Central Govt. Publications as approved by the University and posted on its website. For the above purpose: only books with ISBN no. will be considered.</p>	<p>Subject Books, published by National level publishers**, with ISBN/ ISSN number or State/ Central Govt. Publications as approved by the University and posted on its website. For the above purpose: only books with ISBN no. will be considered.</p>	<p>20 per Book for Single Author; 10per Edited/ Translated book for Single Editor/ Translator</p>
	<p>Subject Books, published by Other local publishers**, with ISBN/ ISSN number as approved by the University and posted on its website. For the above purpose: only books with ISBN number will be considered.</p>	<p>Subject Books, published by Other local publishers**, with ISBN/ ISSN number as approved by the University and posted on its website. For the above purpose: only books with ISBN number will be considered.</p>	<p>15 per Book for Single Author; 05 per Edited/ Translated book for Single Editor/ Translator</p>
	<p>Chapters in Books/ Full Paper in Conference Proceedings, published by National** and International** level publishers, with ISBN/ ISSN number as approved by the University and posted on its website. For the above purpose: only books with ISBN number will be considered.</p>	<p>Chapters in Books, published by National** and International** level publishers, with ISBN /ISSN number as approved by the University and posted on its website. For the above purpose: only books with ISBN number will be considered.</p>	<p>International – 10 per Chapter National – 05 per Chapter</p>

III (C)		RESEARCH PROJECTS		
III (C) (i)	Sponsored Projects; For faculty of Music and Fine Arts; In appropriate cases and subject to the applicable regulations, consideration may be given to other forms of duly recognized research projects and musical production for duly recognized institutions.	(a) Major Projects with grants above Rs. 30 lakhs	Major Projects with grants above Rs. 5 lakhs	20 per Project for PI and 10 for Co-PI
		(b) Major Projects with grants above Rs. 5 lakhs up to Rs. 30 lakhs	Major Projects with grants above Rs. 3 lakhs up to Rs. 5 lakhs	15 per Project for PI and 08 for Co-PI
		(c) Minor Projects with grants above Rs. 1 lakh up to Rs. 5 lakhs	Minor Projects with grants above Rs. 1 lakh up to Rs. 3 lakhs	10 per Project for PI and 05 for Co-PI
III (C) (ii)	Consultancy Projects	Amount mobilized with a minimum of Rs.10 lakhs	Amount mobilized with a minimum of Rs. 2 lakhs	10 for every Rs.10 lakhs and Rs. 2 lakhs, respectively for the two categories
III(C)(iii)	Projects Outcome / Outputs	Patent/ Technology transfer/ Product/Process	Major Policy document prepared for international bodies like WHO/UNO/UNESCO/ UNICEF, etc., Central/ State Govt./Local Bodies	30 for each International/20 for each national level output or patent. Major policy document of International bodies - 30 Central Government - 20, State Govt.-10 Local bodies - 5
III (D)		RESEARCH GUIDANCE		
III (D) (i)	M.Phil./ LL.M.	Degree awarded	Degree awarded	5 per candidate
III (D) (ii)	Ph.D.	Degree awarded / Thesis submitted	Degree awarded / Thesis submitted	15/10 per candidate

III E	Fellowships, Awards and Invited lectures delivered in Conferences/Seminars/Refresher/Orientation/FDP			
III (E) (i)	Fellowships/Awards	International Award/Fellowship from academic bodies	International Award/Fellowship from academic bodies/associations	15 per Award / 15 Per Fellowship
		National Award/Fellowship from academic bodies	National Award/Fellowship from Academic bodies/associations	10 per Award / 10 per Fellowship
		National Award/Fellowship from academic bodies	State/University level Award from academic bodies/associations	5 Per Award
III (E)(ii)	Invited Lecture/papers presented; <u>For Faculty of Music and Fine Arts for:</u> In appropriate cases and subject to the applicable regulations, consideration may be given to other forms of duly recognized invited lectures/performances/ music concerts at different levels. <u>For Deptt. of Physical Education:</u> In appropriate cases and subject to the applicable regulations, consideration may be given to other forms of duly recognized assignments in sports.	International	International	7 per lecture /5 per paper Presented
		National Level	National Level	5 per lecture /3 per paper Presented
		State/University level	State/University level	3per lecture /2 per paper Presented

	The score under this sub-category shall be restricted to 20% of the minimum fixed for Category III for any assessment period	
III (F)	Development of e-learning delivery process/material	10 per module

Note:

* Wherever relevant to any specific discipline, the API score for paper in refereed journal would be augmented as follows: (i) paper with impact factor less than 1 - by 5 points; (ii) papers with impact factor between 1 and 2 by 10 points; (iii) papers with impact factor between 2 and 5 by 15 points; (iv) papers with impact factor between 5 and 10 by 20 points; (v) papers with impact factor above 10 by 25 points. The API for joint publications shall be calculated in the following manner: Of the total score for the relevant category of publication by the concerned teacher, the First and Principal / corresponding author / supervisor / mentor would share equally 70% of the total points and the remaining 30% would be shared equally by all other authors.

The University shall identify the journals subject-wise through subject expert committees and forward their recommendations to UGC in the format prescribed by UGC for approval of the UGC Standing Committee. The journals approved from this list, by the UGC Standing Committee, shall be included in the "List of Journals" notified by the UGC. The UGC Standing Committee shall give its recommendations within 60 working days of the receipt of the list from the University. The UGC Standing Committee may also, suo-moto, recommend journals for inclusion in the "List of Journals".

*** The level of publisher shall be decided on the following principle and the applicant is required to ensure adherence to the same while claiming API score for the respective publication:

- A). (i) **International Publication:** A Book published by the applicant from a publisher in a country other than India.
- (ii) **International Publication:** A Book published by the applicant from a publisher having 'Registered Office' in India and also at least in one other country.
- B). **National Publication:** A Book published by the applicant from a publisher having 'Registered Office' in at least two distinct cities of India.
- C). **Local Publication:** A book published by the applicant from a publisher having 'Registered Office' only in one city in India.

All the applications received shall be scrutinized by a Committee constituted for the purpose 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:

1. 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 points towards the candidates getting the lower points.

2. 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).
3. For appointment as Principal, all candidates securing requisite API score shall be called for interview.
4. The period taken by candidates to acquire M.Phil degree and the residency period prescribed for pursuing Ph.D. shall not be considered as teaching/research experience to be claimed for shortlisting/ appointment to the teaching positions.
5. In case of any dispute with regard to screening of the applications, the decision of the College shall be final.
