

F.No. F.1 /92(14)/2023-R-III
Union Public Service Commission

Recruitment III Section

RE-EXAMINED FINAL SCRUTINY/SHORTLISTING DETAILS	
Name of the post	One (01) vacancy (UR-01) of a post of Assistant Professor (Chemistry), Jawaharlal Nehru Rajkiya Mahavidyalaya (JNRM), Port Blair, Andaman & Nicobar Administration.
Advertisement No.	16/2023
Vacancy No.	23081605326

Essential qualifications (EQ)	<p>(A) <u>EDUCATIONAL:</u></p> <p>1. Master's Degree (Chemistry) with 55% marks (or an equivalent grade in a point scale wherever the grading system is followed) in the concerned/ relevant/allied subject from a recognized University/ Institute.</p> <p>2. Must have cleared the National Eligibility Test (NET) (Chemical Science) conducted by the UGC or the CSIR or a similar test accredited by the UGC like SLET/SET (State level eligibility test) OR who are OR have been awarded a Ph.D. Degree (Chemistry) in accordance with the UGC (Minimum standards and procedure for award of M.Phil./Ph.D. Degree) regulations, 2009 or 2016 and their amendments from time to time as the case may be exempted from NET/SLET/SET:</p> <p>Provided, the candidates registered for the 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 and such Ph.D. candidates shall be exempted from the requirement of NET/SLET/SET for recruitment and appointment of Assistant Professor in</p>
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	<p>Universities/Colleges/Institutions subject to the fulfillment of the following conditions:-</p> <p>a) Ph.D Degree of the candidate has been awarded in regular mode;</p> <p>b) The Ph.D. thesis has been evaluated by atleast two external examiners;</p> <p>c) An open Ph.D. viva voce of the candidate has been conducted;</p> <p>d) The candidate has published two research papers from his/her Ph.D. work out of which at least one must be in a refereed journal;</p> <p>e) The candidate has presented at least two papers based on his/her Ph.D work in conference/seminars, sponsored /funded/supported by the UGC/ICSSR/CSIR or any similar agency.</p> <p>The fulfillment of the conditions (a) to (e) as above are to be certified by the Registrar/Dean (Academic Affairs) of the University concerned.</p> <p style="text-align: center;">OR</p> <p>Ph.D. Degree from a Foreign University/Institution.</p> <p>(B) <u>EXPERIENCE:</u></p> <p style="text-align: center;">NIL</p>
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Modalities adopted	i) Scrutiny has been done on the basis of information filled up by the candidates in the applications submitted on-line and supporting documents uploaded along with the applications.
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ii) The scrutiny of the applications has been done strictly as per the provisions of the Recruitment Rules for the post in question.

iii) Teaching Experience invoked.

iv) Only the claims made in the On-line Recruitment Application (ORA) have been considered as educational qualification/ experience for scrutiny. The supporting documents of only those candidates who have claimed information which are acceptable to make them eligible for the post with regard to their EQ-A and teaching experience have been examined and documents attached without its reference in the relevant module of the ORA have not been considered.

v) Master's degrees in Physical Chemistry, Organic Chemistry, Applied Chemistry, Analytical Chemistry have been accepted as EQ(A).

vi) Training Guest faculty, visiting faculty etc. has not been accepted as a valid/relevant experience.

vii) Research experience has not been accepted as relevant.

viii) Experience certificates are to be in prescribed proforma in terms of R(C&P)'s circular no. F.8/84/2010-R (C&P) dated 23.12.2010 However, wherever the applicants have not submitted experience certificates in prescribe proforma, their experience certificate have been considered on merit if all the requisite information is available therein.

ix) Appointment letters, office orders, resignation letters, pay certificates, service certificates and the certificates attested by the candidates themselves or self employment certificates have not been considered as proof of experience. Such candidates have been rejected under 'Incomplete' category.

x) Experience Certificates without clearly specifying the nature of duties have not been considered and rejected as 'Incomplete'. Similarly, applicants who have claimed relevant experience but the EC attached in support of that is not for the entire duration claimed or do not support the

	<p>claim made have been rejected. Only the time period of relevant experience, for which EC indicating the requisite/relevant experience have been considered.</p> <p>xi) Some of the candidates can be rejected under more than one category. They have been rejected under the category considered as most appropriate.</p> <p>Note: Modalities are decided by the Commission on case to case basis.</p>
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The scrutiny details were uploaded on the commission's official website on 14/06/2024 giving an opportunity to rejected candidates to represent against their rejection by 24/06/2024.

Nine emails have been received from candidates and all of them have been examined. The on-line application and educational qualifications & experience claimed therein in respect of the above candidates have been re-examined with reference to the representation and modalities & Criteria adopted by the commission.

Roll Nos 058, 157 and 243 were shortlisted provisionally. 157 and 243 have submitted the mark sheets called for from them and they are in order. Hence there provisionality has been cleared. Roll No 058 shortlisted provisionally for DoB proof and Affidavit for variation in name has submitted only DoB proof which is in order. However, Roll No 058 is rejected as incomplete on account of non submission of Affidavit for variation name, even after being asked to do so.

Roll No 049, rejected as incomplete for want of EC, have now submitted EC which is in order and hence shortlisted

Roll Nos 254 and 281 were rejected under LEC as they did not possess at least one year teaching experience as per their ORA. They now claim that they have the requisite experience. However as they had not claimed the same in their respective applications, their present claims can't be accepted at this stage as per modality iv adopted for this case.

Roll Nos 32, 101 and 273 were rejected under the category LEC as they were not in Zone of Consideration on account of their not claiming teaching

experience in the ORA as per the criteria adopted for scrutiny in this case. Their claims of relevant experience cannot be accepted at this stage. As regards invoking of teaching experience, though not in RR, the candidates are informed as under.

The Section 3 of the “INSTRUCTIONS AND ADDITIONAL INFORMATION TO CANDIDATES FOR RECRUITMENT BY SELECTION” in the vacancy advertisements unambiguously explains the tools which the UPSC may adopt to restrict the number of candidates to be called for the interview to a reasonable limit, when large number of candidates apply for a vacancy. The same is reproduced below:

”3. MINIMUM ESSENTIAL QUALIFICATIONS: All applicants must fulfill the essential requirements of the post and other conditions stipulated in the advertisement. They are advised to satisfy themselves before applying that they possess at least the essential qualifications laid down for various posts. No enquiry asking for advice as to eligibility will be entertained.

NOTE-I: The prescribed essential qualifications are the minimum and the mere possession of the same does not entitle candidates to be called for interview.

NOTE-II: IN THE EVENT OF NUMBER OF APPLICATIONS BEING LARGE, COMMISSION WILL ADOPT SHORT LISTING CRITERIA TO RESTRICT THE NUMBER OF CANDIDATES TO BE CALLED FOR INTERVIEW TO A REASONABLE NUMBER BY ANY OR MORE OF THE FOLLOWING METHODS:

- (a) “On the basis of Desirable Qualification (DQ) or any one or all of the DQs if more than one DQ is prescribed”.*
- (b) On the basis of higher educational qualifications than the minimum prescribed in the advertisement.*
- (c) On the basis of higher experience in the relevant field than the minimum prescribed in the advertisement.*
- (d) By counting experience before or after the acquisition of essential qualifications.*
- (e) By invoking experience even in cases where there is no experience mentioned either as Essential Qualification (EQ) or as Desirable Qualification (DQ).*

(f) By holding a Recruitment Test. Generally, weightage in the ratio of 75:25 is accorded for marks in Recruitment Test and for marks in interview in determining final merit. .

THE CANDIDATE SHOULD, THEREFORE, MENTION ALL HIS/HER QUALIFICATIONS AND EXPERIENCE IN THE RELEVANT FIELD OVER AND ABOVE THE MINIMUM QUALIFICATIONS.”

The candidates concerned have either not read them or have failed to comprehend the same. As such their request for shortlisting cannot be accepted.

As such, after examination of the e-mails/ representations, One more candidate has been shortlisted and one candidate earlier shortlisted provisionally has now been rejected as incomplete. Provisionality of other two candidates have been cleared. However, the explanations and justification given by the remaining five candidates have not been found satisfactory and do not provide sufficient and convincing ground for short listing them by revising and reversing the initial decision of the Commission. As such, their rejection is maintained.

Accordingly, the scrutiny has been revised as under:

Scrutiny

01 UR Vacancy

Criteria: EQ(A1) + EQ(A2) + Teaching Experience of One year or more.

To be called for interview

Roll Nos.:

026	049	062	126	148	177
191	243	246	253	282	

(11 candidates)

Rejections

LEQ-‘A1’

Roll Nos.:

160*

(01 candidate)

* Also LEC

LEQ-'A2'

Roll Nos.:

95

(01 candidate)

LEC

Roll Nos.:

025 033 035 036 040 043 053 066 073 084 097 100
107 117 120 131 134 144 145 153 155 158 165 171
181 182 183 186 190 192 195 203 209 211 212 213
219 218 222 224 228 229 231 235 239 247 254 257
259 267 268 274 276 277 281 291

(56 candidates)

Incomplete

Roll Nos.

Reason	Roll Nos.
No EC	041, 159, 284
EC NoD not matching claim + PhD degree not awarded.	094
NET/ SLET/ SET <u>not submitted.</u>	149
Non submission of affidavit for variation in the names of applicant/ applicants' father/ applicants' mother in various Certificates/ Degrees/ Documents, even after being asked for.	58
<i>Appointment/Resignation letter/ Posting order/ Service certificate / office orders/ pay certificates/ Self certificates by the candidates themselves/ self employment certificates etc not considered as EC.</i>	

(06 candidates)

The remaining applications have been rejected under the category **LEC (Lacking Enhanced Criteria)** on account of their not claiming any teaching experience of more than one year.

(219 candidates)

No further correspondence on this would be entertained.

The list of candidates, who applied for the post, alongwith their Roll Numbers, has been uploaded on Commission's website at the path: Home>>Recruitment>>Status of Recruitment Cases (Advertisement wise)>>Applicants' Lists.

Legends:

LEQ-A1/A2 - Lacking Essential Qualification-A1/A2

LEC - Lacking Enhanced Criteria

EC -Experience Certificate

NoD - Nature of Duties

Consultant/ DS