



दून विश्वविद्यालय

DOON UNIVERSITY

मोथरोवाला रोड, केदारपुर, पो०ओ० डिफेन्स कालोनी,
देहरादून-248001 (उत्तराखण्ड) भारत

Mothrowala Road Kedarpur, P.O. Defence Colony,
Dehradun-248001 (Uttarakhand) INDIA.

Ref. NO.: 267/43A/R-DU/2023
Dated: 17-04-2023

To

The Member Secretary
Dr. Ambedkar Foundation (DAF)
Ministry of Social Justice and Empowerment (MoSJE)
Government of India.

Subject: Regarding Recruitment Process under the aegis of Dr. Ambedkar Chair at Doon University Dehradun (Uttarakhand).

Dear Madam,

MoU was signed between Doon University and Dr. Ambedkar Foundation (DAF) in April 2021 in Banaras Hindu University (BHU) Varanasi, and thereafter the Chair was established at Doon University. Dr. Ambedkar Foundation has also released Rs. 5.0 Lakhs as the initial grant. The University has faced following issues/difficulties/hurdles in the recruitment process:

- [1] In 2021, the advertisement was published and the applications were invited for the posts of Professor, Assistant Professor and Research Fellows. A total of 09 applications were received for the post of professor. In the next stage, the screening of the applications was done by the screening committee, duly constituted by the Hon'ble Vice Chancellor to segregate the applications of eligible and ineligible candidates. On the basis of the eligibility criteria stipulated by the Dr. Ambedkar Foundation in the guidelines, this committee made a recommendation about the candidates eligible to appear for interview before selection (interview) committee. Accordingly, the interview was scheduled on date 19-09-2022 and eligible applicants were invited for appearing in interview before the selection (interview) committee. 03 candidates appeared before the selection committee.
- [2] During the interview process, Dr. Vikas Trivedi (Director I/C, DAF) was the member of interview/selection committee. He was connected in virtual mode. He made an objection that the screening of the applicants' applications had been done by the committee in which SC representative was not there. Details of all the applications (including those which were declared to be ineligible by the screening committee) were shared with him. It was also brought to his notice that the application of any SC candidate had not been declared to be ineligible and rejected by the screening committee. Despite having the knowledge of all such facts, he put the pressure on the rest of the members of the selection (interview) committee and ensured that the recommendation "*None Found Suitable*" was made as the end result of meeting of the selection (interview) committee.
- [3] The posts were readvertised on the date 12-11-2022, and the applications were reinvited. As a result, only 05 applications have been received for the post of Professor. However, a total of 42 applications have been received for the post of Assistant Professor.
- [4] The number of applications for the post of Professors is very low because the eligibility criteria may be met only by those candidates who are in regular service of 10 years as Assistant Professor or Associate Professor, and have also successfully completed the supervision of one Ph.D. in addition to publishing 10 research publications. Such candidates are generally settled in their parent organizations, and have very low interest and preference to move to some other organization for joining the post of Dr. Ambedkar Chair professor for a limited period of 05 years. Due to such facts, the number of applications received is very low. Doon University is witnessing the similar experience even when the applications are invited for the regular posts of Professors in different subjects and departments.