



अखिल भारतीय राष्ट्रीय शैक्षिक महासंघ

Akhil Bhartiya Rashtriya Shaikshik Mahasangh

केन्द्रीय कार्यालय : शैक्षिक महासंघ सदन, 606/13, कृष्णा गली न. 9, मौजपुर, दिल्ली-110053

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पत्रांक : H.E.W. 9/ Vikram Samvat 2074

दिनांक : 28.02.2018

To
The Honorable Chairman
University Grants Commission
New Delhi

Sub: Submission of suggestions regarding draft of regulations for direct recruitment and promotion of teachers and other academic staff in universities and colleges.

Respected Sir,

Akhil Bharatiya Rashtriya Shaikshik Mahasangh (ABRSM) thanks you for incorporating the suggestions like provision of professorship in colleges without quota, professor grade to both UG and PG principals, relaxation in API for pending promotion cases and senior professorship in university departments. However, there are some major concerns regarding MHRD notification and UGC draft regulation. The ABRSM would like to draw your attention towards the following issues regarding the draft of regulations for direct recruitment and promotion of teachers and other academic staff in universities and colleges for your kind consideration and necessary action.

1. Point 3.3(ii): "... 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....."

There are many universities which adopted UGC regulations 2009 for PhD on a later date therefore the candidates who are registered for PhD in such universities before the adoption of regulation by the University should be exempted from the condition of NET.

2. Point 3.8: "The Ph.D. Degree shall be a mandatory qualification for appointment and promotion to the post of Associate Professors. The Ph.D. Degree shall be a mandatory qualification for promotion to the post of Assistant Professor (Selection Grade/Academic Level 12) in Universities. The PhD Degree shall be a mandatory qualification for direct recruitment to the post of Assistant Professor in Universities with effect from 01.07.2021. For promotion to the post of Assistant Professor (Selection Grade/Academic Level 12) in Colleges, the PhD shall be a mandatory qualification if the date of eligibility falls on or after 01.07.2021."

Those already in service but will become eligible for promotion only after 01.07.2021, had entered their service under different regulations. It is unjust to change the criteria midway. Further, several Teachers are working in remote colleges where research facilities are not available. Also, six months' course work has been made mandatory for doing Ph.D., which has to be completed in regular mode only. There is no provision of paid leave/fellowship for completion of course work for in-service teachers by UGC.

Contd.-2



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पत्रांक :

दिनांक :

Generally, most of the universities do not accept applications for doing Ph.D. at regular intervals. In spite of that, in many universities it takes 1-2 years in the complete process, right from applying for RAT to the final registration for Ph.D. The conditions are usually not favorable for an in-service teacher who wants to apply for fellowship under FDP. Most of the higher education institutes in the country are already running short of teachers. In such situation, most of the times one's application under FDP is not forwarded to the concerning authorities. In many states, governments have made rules for not relieving more than 10% of total teachers to pursue Ph.D under FDP scheme.

Generally promotion in government services is time-bound. So, compulsion of Ph.D. for CAS up to the level of Associate Professor and for entry level in university departments should be withdrawn. It should only be implemented for the direct recruitment to the post of associate professor and professor in university departments.

3. Point 3.9: "The Period of leave taken for pursuing Research Degree i.e. for acquiring Ph.D. degree shall not be counted as teaching experience for the purpose of direct recruitment/promotion."

The proposal to decline considering the FDP period as part of service is problematic. No teacher would be prepared to face break of service for doing Ph.D. This is equal to do away the FDP or at least paralyzing it. The period of study leave is a sort of duty leave therefore it should be counted for the purpose of promotion.

4. Point 4.1[II (iii)]: ".....a minimum of seven publications in the peer reviewed/UGC listed journals....." and Point 4.1 [III (i)] "... a minimum of 10 research publications in the peer reviewed/UGC listed journals..."

Number of publications should be reduced a minimum of 5 publications for the post of associate professor and a minimum of 8 publications for the post of professor because in colleges resources for carrying out research are very limited.

5. Point 4.1 [V(B)] and Point 5.[VII(A-d)]: "The term of appointment of the college principal shall be FIVE years with eligibility for reappointment for one more term only extendable for another term of five years on the basis of performance assessment by a similar selection committee process....."

Once a Principal is selected by an exhaustive selection process, there should be no need to undergo again through the same process, a Peer Review committee assessment is enough; otherwise it is as good as a fresh appointment.



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पत्रांक :

दिनांक :

- Point 6.3(VII): "Regarding the cases pending for promotions from one Academic Level/Grade Pay to another Academic Level/Grade Pay under Career Advancement Scheme of UGC Regulations On Minimum Qualifications For Appointment Of Teachers And Other Academic Staff In Universities And Colleges And Measures For The Maintenance Of Standards In Higher Education 2010...."
- The period of relaxation of orientation and refresher courses should be increased up to 31st December 2018. The teachers are not finding enough opportunities to attend these courses due to lack of facilities for these courses or they are not relieved to these courses by the institutions. To facilitate the teachers to take the advantage of CAS increasing the period of relaxation of orientation and refresher courses up to 31st December 2018 will be justifiable.
- Point 7.3 : "The Vice-Chancellor to be appointed should be a distinguished academician, with a minimum of ten years of experience as Professor in a University system or ten years of experience in an equivalent position in a reputed research and/or academic administrative organization."
- The term of the Vice Chancellor should be that of five years and a professor with 5 years of experience as Professor in a University or College or a Professor with total teaching experience of 25 years should be eligible for the post of VC.
- Point 15.: "It should be necessary for the teacher to be available for at least 7 hours daily in the University/College" "The minimum direct teaching-learning process hours should be as follows....."
- Most of the Colleges in the country are devoid of basic infrastructure and facilities, in such a situation making 7 hrs. stay mandatory will be a sheer loss of academic energy. The existing provision should continue as teachers have to carry out research activities and also prepare for lectures etc. UGC should also provide alternatives on what can be done if the college cannot provide necessary infrastructure or space.
- Also, there should be upper bound on direct teaching-learning hours for a teacher which has been a practice in earlier pay commissions to make uniform standards of workload across the country. The word 'minimum' be replaced by 'maximum' for direct teaching-learning hours.
- Appendix III (Table 2) Assessment Criteria and Methodology for University Teachers (Academic/Research):
A. In the heading, the word "College teachers" should be added along with the University Teachers.



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पत्रांक :

दिनांक :

B. For joint publication of more than 2 authors, the distribution of research score should be made more clear as per API 4th amendment regulation 2016 i.e. 70% of the total value of publication would be shared equally by the First and Corresponding author/Supervisor.

C. Research point should be awarded for being editor of a journal, conference participation, and publication of popular articles.

D. For publishing research papers same (10) points should be given for all the streams.

10. *Table 3 A and 3B Criteria for Short listing of candidates for Interview for the Post of Assistant Professors in Universities and Colleges:*

Academic scores in the Criteria for Short listing of candidates for Interview for the Post of Assistant Professors is mainly based on percentage scored at UG and PG level. However the same varies widely across different institutions depending on their examination and marking pattern and syllabi. Some private institution indulge in malpractices and provide their students unreasonably high marks and a great gap between the scoring trends of private and government sector can be observed. Therefore either a screening test should be conducted for the short-listing or a Universal, unbiased or fair system has to be devised which may guarantee the Parity among the scoring pattern of different institutions.

11. *Appendix I Scheme of revision of pay of teachers and equivalent cadres in Universities and Colleges following the revision of pay scales of Central Government employees on there commendations of Seventh Pay Commission*

i. To attract talent in teaching profession with higher education qualification, the first academic level be revised to 11 from 10 and accordingly 11, 12, 13A and 14 levels be revised to 12, 13, 14 and 15 respectively

ii. Index of Rationalization needs to be revised to not less than 2.72 for each AGP level.

iii. Financial assistance to the state funded universities and colleges should be minimum 80% of additional financial burden for five years. In order to implement UGC scales uniformly throughout the country, Central Govt. has been providing minimum 80% of financial burden to the state Govts at the times of earlier pay revisions. Without this amount of assistance, most of the state Govts would not tender the new pay scales which will not only lead to unrest and agitations among the teachers but also hinder the goal of UGC to provide similar service conditions & a uniform standard of higher education throughout the country.



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पत्रांक :

दिनांक :

- iv. Additional incentive increments for higher qualifications like M. Phil., Ph.D. etc. should continue as provided in earlier pay commissions. To attract talent for the teaching profession and to compensate for the years invested to acquire M.Phil. / Ph. D. degree at entry level, three/five advance increments as incentive should be granted to the aspirants possessing M.Phil./ Ph.D. degree. Further, two/four advance increments should be granted to the teachers who complete their M.Phil./ Ph.D. degree during their service in order to encourage teachers for engaging themselves in research activities and to increase knowledge base and standard of higher education.
- v. Anomalies of 6th PRC related to pay and promotion should be removed immediately. Many Senior are drawing less salary than their juniors needs to be corrected from the day of such anomalies.
12. Parity of other academic staff with teachers be maintained. Parity of Librarians, DPEs, Research Scientists and System Analysts etc. with the teachers should be maintained in terms of pay structure, service conditions, age of superannuation, and promotion avenues.

Looking forward to a positive action on these issues.

Thanking You

Yours Sincerely

Dr. Manoj Sinha
Secretary, Higher Education Wing
ABRSM