

Career Advancement - Guidelines for
teachers in Govt./Non-Government
Engineering and other Degree Level
Technical Institutions, including
Architectural and Pharmacy Colleges.

GOVERNMENT OF MAHARASHTRA
Higher and Technical Education Department.

Resolution No. ATV/2000/74/TE.5,

Mantralaya Annex, Mumbai-400 032,

Dated the 13 March, 2002

- READ - (1) Government Resolution, Higher and Technical
Education Department No. RPS-2198/77/TE. 6, dated
18 December, 1999.
- (2) AICTE Notification F.No.1-65/CD/NEC/98-99, dated
15 March, 2000
- (3) Letter No., 1-65/CD/NEC/98-99 dated 31 July, 2001,
from the Advisor (Faculty Development), A.I.C.T.E.,
New Delhi.

RESOLUTION

The State Government has approved the implementation of revised pay scales of teacher in Government and Non-Government Engineering Colleges, Engineering and other institutions of Technical Education, including Architecture and Pharmacy at degree or equivalent level, vide Government Resolution, Higher & Technical Education Department, No. RPS-2198/77/TE. 6, dated 18 December, 1999. As per the recommendations of the A.I.C.T.E. and the Vth Central Pay Commission following the revision of pay scales of Central Govt. employees, the Career Advancement scheme for the teachers was made applicable, vide Government Resolution dated 18 December, 1999 and referred in (1) above, to the teachers in Govt./Non-Govt. Engineering Colleges and other degree level Technical Institutions, including Architectural and Pharmacy Colleges. But, as the A.I.C.T.E. did not lay down the constitution of selection of the Promotion Committees and also the details of the Career Advancement scheme were not published by the A.I.C.T.E., the existing procedure of constitution of Selection/Promotion Committees was to remain in vogue till the receipt of detailed guidelines from the A.I.C.T.E. The appropriate guidelines laid down by the A.I.C.T.E. in consultation with the Govt. of India are now formulated and described in Annexure of the letter No. 1-65/CD/NEC/98-99 dated 31 July, 2001. After careful consideration of the Annexure of the letter, the Govt. has now decided to publish the details of Career Advancement scheme of teachers of Degree

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Level Technical Institutions and also issue the guidelines for the constitution of Selection/Promotion Committees.

2. For every upward movement in the Career Advancement, a selection procedure would be evolved, for which the detailed guidelines are as follows :-

The promotions under Career Advancement Scheme will follow the guidelines given below. All the promotions in career advancement will be on in-situe basis and, therefore, the work allocation (teaching load, etc.) will remain the same after promotion.

General:

1. Minimum length of service for eligibility to move into the grade of Lecturer (Senior Scale) would be four years for those with Ph.D., five years for those with M.Phil, M.Tech. and six years for others at the level of Lecturer, and for eligibility to move into the grade of Lecturer (Selection Grade)/Asstt. Professor, the minimum length of service as Lecturer (Senior Scale) shall be uniformly five years.

2. For movement into grades of Asstt. Professor and above, the minimum eligibility criterion would be Ph.D. Those without Ph.D. can go up to the level of Lecturer (Selection Grade).

3. An Asstt. Professor with a minimum of eight years of service in that grade will be eligible to be considered for appointment as a Professor.

4. The Selection Committees for Career Advancement shall be the same as those for Direct Recruitment for each category and the eligibility criteria for career advancement is as prescribed below -

Lecturer (Senior Scale) -

A Lecturer will be eligible for placement in a senior scale through a procedure of selection, if she/he has:

(i) Completed 6 years of service after regular appointment with relaxation of one year and two years, respectively, for those with M.Phil, M.E./M.Tech. and Ph.D.

(ii) Participated in summer/winter schools of total duration of 4 weeks, or engaged in other appropriate continuing education programmes of comparable quality as may be specified or approved by the All India Council for Technical Education (AICTE).

(iii) Consistently satisfactory performance appraisal reports.

Lecturer (Selection Grade)

Lecturers in the Senior Scale who do not have a Ph.D. degree or equivalent published work, and who do not meet the scholarship and research standards, but fulfils the other criteria given below for the post of Asstt. Professor, and have a good record in teaching and, preferably, have contributed in various ways such as to the corporate life of the institution, examination work, or through Research and extension activities, will be

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placed in the Research Grade, subject to the recommendations of the Selection Committee which is the same as for promotion to the post of Asstt. Professor. They will be designated as Lecturers in the Selection Grade. They could offer themselves for fresh assessment after obtaining Ph.D. and/or fulfilling other requirements for promotion as Asstt. Professor and if found suitable, could be given the designation of Asstt. Professor.

Assistant Professor-

A Lecturer in the Senior Scale will be eligible for promotion to the post of Asstt. Professor if she/he has

- i) Completed 5 years of service in the Senior Scale.
- ii) Obtained a Ph.D. degree or has equivalent published work.
- iii) Made some mark in the areas of scholarship and research as evidenced e.g. self-assessment, reports of referees, quality of publications, contribution to education innovation, design of new courses and curricula and extension activities.
- iv) After placement in the Senior Scale participated in winter/summer schools (short-term courses) of total duration of 4 weeks, or engaged in other appropriate continuing education programmes of comparable quality as may be specified/approved by the All India Council for Technical Education (AICTE).
- v) Possesses consistently good performances appraisal reports.

Promotion to the post of Asstt. Professor will be through a process of selection by a Selection Committee to be set up under the Statutes/Ordinances of the concerned Institute/University or other similar Committees set up by the appointing authorities.

Professor-

In addition to the sanctioned position of Professors, which must be filled in through direct recruitment through all India advertisements, promotions may be made from the post of Asstt. Professor after 8 years of service as Asstt. Professor.

The Selection Committee for promotion to the post of Professor should be the same as that for direct recruitment. For the promotion from Asstt. Professor to Professor, the following method of promotion may be followed :

The candidate should present herself/himself before the Selection Committee with some of the following :

- a) Self-appraisal reports (required).
- b) Research contribution, books, articles, etc. published. (At least four papers in Journals required). The best three written contributions of the teacher (as defined by her/him) may be sent in advance to the Experts to review before coming for the selection.

The candidate should be asked to submit these in 3 sets with the application.

- c) Seminars/Conferences attended. Must have attended at least 4 seminars/conference at national or international level or must have attended summer/winter schools (short-term courses) of total duration of 4 weeks.
- d) Significant contribution to teaching/academic environment/institutional corporate life.
- e) Adequate Extension and field outreach activities.
- f) Development of course material/monographs.
- g) Participation in Continuing Education Program.
- h) Any other academic contributions.

The requirement of consistently satisfactory performance appraisal reports, shall be the mandatory requirement for Career Advancement from Lecturer to Lecturer (Senior Scale), and from Lecturer (Senior Scale) to Lecturer (Selection Grade)/Assistant Professor.

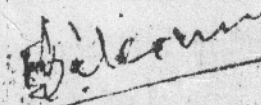
The requirement for completing the courses would be as follows:

- i) For Lecturer to Lecturer (Senior Scale), summer/winter schools courses of total duration of 4 weeks would be compulsory.
- ii) Summer/Winter school courses of total duration of 4 weeks for Lecturer (Senior Scale) to Lecturer (Selection Grade)/Assistant Professor.
- iii) The senior teachers like Asstt. Professor/Lecturers (Selection Grade) and Professors may opt to attend four Seminars/Conferences in their subject area and present papers as one aspect of their promotion/selection to higher level or attend AICTE approved summer/winter schools to be offered by various approved institutions.

The institutions are required to amend their statutes, Memorandum of Association, Rules/Schemes, Regulations, Byelaws, etc. of the Institutes, as the case may be, in line with the scheme within three months of the publication of this notification.

These orders are issued with the concurrence of the Finance Department, vide their un-official reference no.53 // Ser.-9, dated 23 January 2002.

By order and in the name of Governor of Maharashtra.



(B.V.Nikam)
Section officer

Government of Maharashtra

To,

The Secretary of the Govt. Of Maha. Raj Bhavan, Mumbai.

The private Secretary to the Chief Minister.

The Director of Technical Education, Maha. State, Mumbai.

(with 200 spare copies for being supplied to colleges)

The Director of Higher Education, Maha.State, Pune.

The Director of Vocational Education and Training, Maha.State, Mumbai.

The Regional Joint Directors of Technical Education.

The Registrars of all Non-Agricultural Universities in the State.

The Accountant General (Account)Maharashtra & Mumbai.

The Accountant General (Audit)Maharashtra & Mumbai.

The Accountant General (Accounts)Maharashtra & Nagpur.

The Accountant General (Audit)Maharashtra & Nagpur.

The Pay and Accounts Officer, Mumbai.

The Resident Audit Officer, Mumbai.

All Treasury Officers.

The Planning Department.

The Finance Department.

The Medical Education and Drugs Department.

The Agriculture and ADF Department.

All other Departments in Mantralaya.

The Secretary to the Government of India, Ministry of Human Resource
Development Department of Education, New Delhi (by letter)

The Secretary AICTE, New Delhi.(by letter)

Private Secretaries of all Ministers.

Personal Assistants of all Ministers of States.

Personal Assistants to the Chief Secretary.

All Desks in the Higher and Technical Department.

Director General of Information and Public Relations, Mumbai

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