

- (ii) Change of effective date in respect of Teachers placed in the Senior Scale/Selection Grade/Reader under Career Advancement Scheme after 1.1.96.

There are a number of teachers who were granted the Senior Scale/Selection grade/Reader under career Advancement Scheme under old guidelines (copy enclosed). Their cases were recommended by various Selection Committees and duly approved by the respective Executive Committees. The order of such placement to the person concerned has also been issued.

Now, with the implementation of V th Pay package, the UGC has revised the guidelines of career Advancement Scheme, and the Scheme is made effective from 1.1.96. (copy enclosed). In the new guidelines, the required number of years for placement of Senior Scale/Selection grade/Reader has been reduced as mentioned here under :-

- i) Senior Scale - in the old guidelines the required number of years in service is 8 years with relaxation of 1 year and 3 years for M.Phil and Ph.D. degree, whereas in the new guidelines the required numbers of years is 6 years with relaxation of 1 year and 2 years for M.Phil and Ph.D. degree plus other criteria.
- ii) Selection grade/Reader- 8 years after senior scale, while as per the new guidelines it is 5 years service after senior Scale and other criteria.

In view of the above reduction in the years of service for each category, the effective date of eligibility of those teachers who were granted senior scale/ Selection grade/Reader as per old guidelines after 1.1.96, their effective date will naturally be affected.

Since, the University has adopted the aforesaid/^{revised} guidelines with effect from 1.1.96, perhaps the date of eligibility of those teachers who have completed the requisite numbers of years on 1.1.96, under revised guidelines but was placed in the higher grade on a later date required to be made effective from 1.1.96.

The matter is therefore, placed before the council for decision.

NO:F.18-259/Estt.II/98-45

UNIVERSITY GRANTS COMMISSION
BAHADUR SHAH ZAFAR MARG.
NEW DELHI

ANNEXURE - I

GUIDELINES FOR CAREER ADVANCEMENT OF LECTURERS IN UNIVERSITIES/COLLEGES

1. Lecturer (Senior Scale)

Every Lecturer in the scale of pay of Rs.2200-4000 will be placed in the senior scale of Rs.3000-5000 if he/she has:

- (a) Completed 8 years of service after regular appointment ;
(see note (i) and (ii) at the end).
- (b) Participated in two Refresher Courses/Summer Institute each of approximately 4 weeks duration or engaged in other appropriate continuing education programmes of comparable quality as may be specified by the UGC, and (see note (iii) at the end).
- (c) consistently satisfactory performance appraisal reports

NOTE: All lecturers in the existing scale of Rs.700-1600 who have completed 8 years of service on 1.1.1986, will be placed through a process of screening/selection based on regular and systematic appraisal of performance and other mechanism prescribed by the university concerned, in the scale of Rs.3000-5000.

II. Lecturer (Selection Grade)/Reader.

1. Every lecturer in the senior scale of Rs.3000-5000 will be eligible for promotion to the post of lecturer (Selection Grade/Reader in the scale of pay of Rs.3700-5700 if he/she has:

- (a) Completed 8 years of service in the senior scale provided that the requirement of 8 years will be relaxed if the total service of the lecturer is not less than 16 years
(see note (i) and (ii) at the end).
- (b) obtained a Ph.D degree, or an equivalent published work;
- (c) made some mark in the areas of scholarship and research as evidenced by self-assessment, reports of referees, quality of publications, contribution to educational renovation, design of new courses and curricula, etc.

- (d) Participated in two Refresher courses/summer institutes each of approximately 4 week's duration or engaged in other appropriate continuing education programmes of comparable quality as may be specified by the UGC after placement in the Senior Scale; and (see note(iii) at the end).
- (e) consistently good performance appraisal reports
2. Promotion to the post of lecturer(Selection Grade)/Reader will be through a process of selection by a selection committee to be set up under the Statutes/Ordinances of the University concerned or other similar committees set up by the appointing authorities. Posts will stand created for this purpose by upgrading a corresponding number of posts of lecturers in the universities and colleges.
3. Those lecturers in the Senior Scale who do not have a Ph.D degrees or equivalent published work and who do not meet the scholarship and research standards of a Reader but fulfill the other criteria mentioned in para 1 and have a good record in teaching and/or participation in extension activities, will be placed in the grade of Rs.3700-5700 subject to the recommendations of the Committee mentioned in para 2. They will be designated as Lecturers in the Selection Grade. Posts in the Selection Grade will be created for this purpose by upgrading the posts held by them. They could offer themselves for a fresh assessment after obtaining a Ph.D degree and/or fulfilling other requirements for promotion as Reader, and if found suitable, could be given the designation of Reader.
- (i) Lecturers in the existing Selection Grade(pre-revised) of Rs.1200-1900 in the colleges will be placed at the appropriate stage in revised selection grade of Rs.3700-5700 in accordance with fixation formula under this scheme. Existing Lecturers of(pre-revised)Rs.700-1600, who have completed or will completed or will complete a total period of 16 years of service on 1.1.1986 or thereafter will be eligible for promotion to the post of Reader or placement in the Selection Grade in accordance with the provisions in paras 1,2 and 3 of II.
- (ii) Lecturers(Pre-revised Rs.700-1600 or revised Rs.2200-4000) for promotion to Lecturer(Senior Scale)(Rs.3000-5000) and/or Lecturer (Selection Grade)Rs.3700-5700 will also be entitled to the relaxation in the years of service by 3 years and 1 year respectively, if they hold Ph.D or M.Phil degree.

The lecturers who were in service before 1.1.1986 and who are eligible for placement in the senior scale/selection grade in accordance with the above provisions, may be placed accordingly by relaxing provisions under I (b) and II (d) above ensuring that such lecturers participate in the refresher courses latest by December, 1991. This relaxation will not be allowed to the lecturers appointed on and after 1.1.1986.

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These guidelines are in accordance with Government of India notifications F.1-21/87-U.1 dated 17th June, 1987/22nd July, 1988 with particular reference to Paras 13-17 of the second notification.

ANNEXURE - II

NEW ORDINANCE ON CAREER ADVANCEMENT SCHEME (under Section 26(1)(n))

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1. There shall be a Career Advancement Scheme for placement/promotion of teachers of the university from Lecturer to Lecturer(Senior Scale), from Lecturer(Senior Scale) to Lecturer(Selection Grade)/Reader and from Reader to Professor
 2. Selection Committees for Career Advancement shall be the same as those for Direct Recruitment for each category
 3. The existing scheme of Career Advancement for other Academic Staff shall continue.

Lecturer(Senior Scale)

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

(ii) participated in one orientation course and one refresher course of approved duration, or engaged in other appropriate continuing education programmes of comparable quality as may be specified or approved by the UGC. Candidates with Ph.D degree shall be exempted from one refresher course, and

(iii) possesses satisfactory Self appraisal report(s)

4.(b) Lecturer (Selection Grade)

A Lecturer in the Senior Scale shall be eligible for placement in the Selection Grade if he/she has

(i) completed 5 years of service in the senior scale

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(ii) participated after placement in the senior scale, in two refresher courses/summer institutes of approved duration or engaged in other appropriate continuing education programmes or comparable quality as may be specified or approved by the UGC

(iii) a good record in teaching and has contributed to the corporate life of the University/institution, examination work or through extension activities

(iv) possesses satisfactory self-appraisal report(s)

Whenever the requirement of orientation/refresher courses has remained incomplete, the placement would not be held up but these may preferably be completed by the year 2000 but not later than 31.12.2000.

Reader 4 A Lecturer (Senior Scale) shall be eligible for promotion as Reader if he/she 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., by self-assessment, reports of referees, quality of publications, contribution to educational innovation, design of new courses and curricula and extension activities

(iv) After placement in the Senior Scale participated in two refresher courses/summer institutes of approved duration, or engaged in other appropriate continuing education programmes of comparable quality as may be specified or approved by the University Grants Commission.

(v) Possesses consistently satisfactory self-appraisal report(s)

Provided that a lecturer in the Selection Grade may offer himself/herself for fresh assessment to be designated as Reader after obtaining a Ph.D degree or fulfilling other requirements for promotion to Readership.

- 4(d) The requirement of participation in orientation/refresher courses/summer institutes, each of at least 3 weeks duration and consistently satisfactory performance appraisal reports, shall be a mandatory requirement for Career Advancement from Lecturer to Lecturer(Senior Scale) and from Lecturer (Senior Scale) to Lecturer(Selection Grade)/Reader. Wherever the requirement of orientation/refresher courses/summer institutes has remained incomplete, the promotion would not be held up but these must be completed by the year 2002 but not later than 31.12.2002.

Provided that if an applicant for promotion to the post of Lecturer(Senior Scale)/Lecturer(Selection Grade/Reader does not have required number of summer institutes/orientation or refresher courses, he/she shall be required to bring this fact to the notice of the University giving reasons for his/her not being able to participate such courses.

- Professor 4(e) A Reader in the University Department shall be eligible for Promotion to the post of Professor, if he/she has
- (i) Completed 8 years of service as Reader
 - (ii) satisfactory self appraisal report(s)
 - (iii) at least 3 research publications/written academic contributions and one of the following:
 - (a) attended Seminars/Conferences
 - (b) made contribution to teaching/academic environment/institutional corporate life.
 - (c) participated in Extension and field outreach activities.

- (ii) Change of effective date in respect of Teachers placed in the Senior Scale / Selection grade / Reader under CAS after 1.1.96.

EC:106:2000:6:1: (ii): The Council considered the change of effective date of those teachers placed in the Senior Scale / Selection Grade / Readers' Grade under the earlier Career Advancement Scheme and RESOLVED that such teachers desiring placement under the time frame stipulated under the Vth Pay Package may apply for consideration under the new rules.

- (iii) Extension of Career Advancement Scheme to Sr. System Analyst, System Analyst (Computer Centre) and AR & DR.

EC:106:2000:6:1: (iii): The Council considered the extension of the Career Advancement Scheme to the System Analysts, Sr. System Analysts of the Computer Centre and also the Assistant Registrars and Deputy Registrars and RESOLVED to authorise the Vice Chancellor to constitute two Committees, one of which will look into the feasibility of extending the CAS to the other academic and non-academic staff and the other Committee to look into the means of meeting the expenditure involved, as well as to recommend concrete measures for the University to generate its own income.

- (iv) Recommendations of various Selection Committees for placement in the Senior Scale under Career Advancement Scheme.

EC:106:2000:6:1: (iv): The Council considered the placement of the following teachers under the CAS and RESOLVED to approve as follows w.e.f. the date of eligibility:

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| 1. Dr. BD Chinara, Lecturer in Education (M/C) | Senior Scale |
| 2. Sri. SK Nanda, Lecturer in Sociology (PUC) | Senior Scale |
| 3. Smt. AN Passah, Lecturer in History (S) | Senior Scale |

**6:2- Appointment / Creation- Up-gradation of Posts/
Confirmation / Extension / Option / Transfer / Release /
Termination.**

- (i) Appointment of Head, Department of Forestry, NEHU, Mizoram Campus, Aizawl.

EC:106:2000:6:2: (i): The Council considered the appointment of Head, Department of Forestry and RESOLVED that Prof. LK Jha be appointed as HOD for a period of three years.