

- (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.

The teachers under the new guidelines issued by the UGC(Annexure-A ) are entitled to the benefit under the C.A.S.. Under the new guidelines a teacher can apply for promotion under the C.A.S. on completion of six years of service with relaxation of one year and two years respectively for those with M.Phil/Ph.D. and subject to fulfilment of other conditions.

Some teachers were considered for promotion under the CAS on completion of eight years of service under the old guidelines and they were promoted from the date on which, they completed eight years of service. Since the new guidelines is effective from 1.1.96 and under it, the teachers are entitled to get the benefit on completion of six years of service with relaxation of one year and two years respectively for those with M.Phil/Ph.D which was granted to them from the date after 1.1.96(i.e. the date of completion of eight years of service). Now the teachers have represented to extend the benefit of promotion from 1.1.96 under the new guidelines. The matter was placed to the Executive Council and the decision of the Executive Council is quoted below:-

NO:EC:106:2000:6:1(ii) " The Council considered the change of effective date of those teachers placed in the Senior Scale/Selection Grade/Reader 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".

In view of the above resolution of the Executive Council, there arises a confusion as to whether the benefit can be extended on receiving the formal application from the concerned teacher or it is required that a teacher should go through the entire process of selection once again. If a teacher is required to go through the entire process of selection under the C.A.S., the University is likely to face the following administrative problems:-

1. If the report of the experts or the recommendation of the Selection Committee goes against a teacher, it will be difficult on the part of the University to revert him back.
2. It will not be easy on the part of the experts to say that a teacher is fit for placement/promotion from a particular date and not from the other date.

The matter is therefore, submitted to the Council for kind consideration and direction as to whether a teacher can be granted the benefit on receiving a formal application from him or a teacher is required to undergo the entire process of selection under the Career Advancement Scheme.

ANNEXURE- 'A'GUIDELINES FOR CAREER ADVANCEMENT OF LECTURERS IN UNIVERSITY/  
COLLEGESLECTURER (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).

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

(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 of 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 31.12.2002.

Contd/.../-

READER

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) A-fter 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, and
- (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 of fulfilling other requirements for promotion to Readership.

The requirement of participation in orientation/refresher courses/summer institutes, each of atleast 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 2000 but not later than 31.12.2002.

Contd/.../-

Provided that ~~iff~~ an applicant for promotion to the post of Lecturer(Senior Scale/Lecturer(Selection Grade)/Reader does not have required number of summer institutes/orientation of 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.

Counting of past Service B. An applicant for promotion under the Career Advancement Scheme shall be entitled to the benefit of regular and continuous previous service in the equivalent grade and scale of pay outside this University/institutions like a University College, or other Research organisations, e.g., CSIR, ICAR, DRDO, ICSSR, ICHR and other such institutions, upto a maximum of half the number of years required to be eligible for such promotion, subject to the guidelines issued by the UGC from time to time.

- (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.

**EC:107:2000:6:1:(ii):** The Council considered the change of effective date in respect of Teachers placed in the Senior Scale / Selection Grade / Reader under the Career Advancement Scheme after 1.1.96 and RESOLVED that the Council's decision as per Resolution No. EC:106:2000:6:1:(ii) stands, and a teacher shall have to go through the entire process of selection to be considered under the revised scheme. The effective date of seniority of such placements / promotions shall be the date on which the Council approves the placement / promotion.

### **6:2- Appointment / Creation – Up-gradation of posts/ Confirmation/ Extension / Option / Transfer / Release / Termination etc.**

- (i) Confirmation of service in respect of Dr. SK Barik, Lecturer, Centre of Environmental Studies, NEHU, Shillong.

**EC:107:2000:6:2:(i):** The Council considered the confirmation of service of Dr. SK Barik, Lecturer, Centre of Environmental Studies and RESOLVED to approve the same w.e.f. 22.4.1997.

- (ii) Appointment of Shri H. Syiem as 'Consultant', CDD, NEHU.

**EC:107:2000:6:2:(ii):** The Council considered the designation of Shri H. Syiem and RESOLVED that he may be designated as 'Officer on Special Duty' and accommodated against the post of University Engineer. The Council, further RESOLVED that Shri H. Syiem shall be delegated all the powers and functions of the University Engineer and his salary shall be finalised by the Vice-Chancellor. Other conditions of his appointment shall be as laid down vide Resolution No:EC:106:2000:3: (vii).

### **6:3: Leave / Deputation.**

- (i) Expiry of lien period granted to Dr. PN Ram, Reader, Physics Department.

**EC:107:2000:6:3:(i):** The Council considered the expiry of the lien granted to Dr. PN Ram, Reader in Physics and RESOLVED that he may be asked by Registered A/D letter to resume duties immediately failing which the post held by him shall be deemed to have been vacated. The Council, further RESOLVED that Establishment – II should place all such similar cases before the Council.