Promotion in Academic Profession in Higher Education in India

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“It is important to have adequate and suitable opportunities for professional and career development.”

National Commission on Teachers (1982)
Higher Education in India, 2012-13

- Universities: 665
- Colleges: 35,829
- Students: 26.1 million
- Gross Enrolment Ratio (18-23): 20.4%
- Teachers: 933.7 thousand*
- No ranking of institutions, but for NAAC scores

Source: * UGC; others: MHRD
Distribution of Teachers between Universities and Colleges, 2011-12

- Mostly university teachers are appointed by universities
- College teachers are recruited by state governments

Majority are in undergraduate colleges
Hierarchy of Teachers in Universities and colleges

- Tutors/Demonstrators (Others)
- Lecturers
  - Lecturers (Stage 1)
  - Senior Lecturers (Stage 2)
  - Senior Grade Lecturers (Stage 3)
- Readers
  - Associate Professors (Stage 4)
- Professors (mostly in universities only)
  - Professors (Stage 5)
  - High Academic Grade Professors (Stage 6)
Distribution of Teachers in Higher Education, by Level, 2011-12 (%)

- Lecturers, 56.5%
- Sr Lecturers, 11.6%
- Readers, 22.2%
- Others, 2.6%
- Professors, 7.1%
Distribution of Teachers by level between Universities and Colleges, 2011-12
Problems with Academic Profession

- Non-recruitment – severe shortage of teachers
- Stagnation
- Recruitment of temporary teachers, even under qualified – on contract with inferior service conditions
- The ‘Decline of Guru’ (Altbach) – falling status
Teachers' Salaries are no more Low

Revision in Teachers' Salaries in Universities and Colleges
(at the beginning level: Basic Pay + Grade Pay)

Rs.

Asst Professor
Asst Prof Sr Scale
Asst Prof Sr Grade
Associate Prof
Professor

Before 2006
2006 & after
### Pay Scales of Teachers

*(uniform pay scales all over the country)*

<table>
<thead>
<tr>
<th>Position</th>
<th>Pay Range</th>
<th>Grade Pay</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Asst professor(1)</td>
<td>15,000-39,100</td>
<td>6,000</td>
</tr>
<tr>
<td>2. Asst professor(2)</td>
<td>15,000-39,100</td>
<td>7,000</td>
</tr>
<tr>
<td>3. Asst professor(3)</td>
<td>15,000-39,100</td>
<td>8,000</td>
</tr>
<tr>
<td>4. Associate Prof</td>
<td>37,400-67,000</td>
<td>9,000</td>
</tr>
<tr>
<td>5. Professor</td>
<td>37,400-67,000</td>
<td>10,000</td>
</tr>
<tr>
<td>6. Professor (HAG)</td>
<td>37,400-67,000</td>
<td>12,000</td>
</tr>
<tr>
<td>Professor (HAG)</td>
<td>690,00-74,000</td>
<td></td>
</tr>
</tbody>
</table>

Current exchange rate: INR 60 = 1 USD

Teachers' Salaries are no more Low
<table>
<thead>
<tr>
<th>Position</th>
<th>INRs</th>
<th>US$</th>
</tr>
</thead>
<tbody>
<tr>
<td>Asst professor</td>
<td>56,000</td>
<td>933</td>
</tr>
<tr>
<td>Associate Professor</td>
<td>113,120</td>
<td>1885</td>
</tr>
<tr>
<td>Professor</td>
<td>128,300</td>
<td>2138</td>
</tr>
</tbody>
</table>

Current exchange rate: INR 60 = US$ 1
Methods of Promotion

- Open competition

- Career advancement Scheme (CAS)
  - past: Merit promotion scheme
  - Promotion to higher level, even when no positions at higher level exist
  - a solution to the problem of Stagnation
  - To promote vertical mobility
  - merit promotion scheme
  - Time-bound promotion scheme
  - To check exit rates from academic profession
General Guiding Principles in Recruitment/Promotion

- Non-discrimination
- Reservations for SC/ST/OBCs
- Merit/performance of the candidate
- Transparency
- Welfare of the teachers
Special promotions

• Why?
  • Alarming stagnation at lower levels for long periods
  • Promotion only when position becomes vacant (seniors retire...)
  • Why promotion
    • To provide vertical mobility
    • To prevent stagnation of qualified faculty at lower levels
    • To promote morale and commitment to the profession (incentive for better performance)
Promotion Schemes

Earlier methods

- Merit promotion scheme
- time-bound personal promotion scheme
  - Emphasis on seniority
  - Less/no concern for work/performance

 Result: reckless promotion of all
Career advancement Scheme (CAS)

Promotion Criteria

- Years of experience
- Score on Academic performance indicators
- Assessment by the Selection/Screening/Expert Committee
API Scores

Teaching (including innovations in teaching, syllabus improvement, examinations, evaluation, etc.):
- Min: 25
- Max: 125

Co-curricular, Extension, profession related activities, relations with corporate sector, Seminars etc.
- Min: 15
- Max: 50

Research
- Papers/chapters
- Books
- Projects
- Seminar/conference papers
- Research Guidance
API Scores

different weights for teaching, research and extension for promotion in different stages

- Stage 1 to stage 2
- Stage 2 to stage 3
- Stage 3 to stage 4
- Stage 4 to stage 5  higher weights for research
- Stage 5 to stage 6

....
Promotions by CAS (CAS Promotees as a Ratio to Regular Teachers), 2012
Problems with CAS

Too many levels: SIX!

Cumbersome API score system

Uniform criteria for all institutions, though some variations are provided for

Common pay scale for Stages 1-3 and for Stages 4-5/6

Not much difference between Stages 4 and 5

No significant financial rewards in promotion

Obsession with API score
  - How to increase the scores -- manipulate
  - Busy with filling up with details
  - Individual concerns/less joint department-level work
Problems with CAS

Inefficient use of CAS:

Theoretically not automatic, but practically yes
- Merit promotion (MPS) or mercy promotion!
- Teachers: almost as a right
- Universities: no choice

No competition
- rejected under competitive promotion promoted under CAS

No enough consideration for quality in research, teaching...

Inverted pyramidalical structure of teacher strength
Trends in the Structure of Teaching Faculty

Pyramid $\rightarrow$ Cylindrical type $\rightarrow$ inverted-Pyramid type

- Due to promotional policies
Promotion through competition
(Direct Recruitment)

Professor

- Ph.D.
- 10 years of academic experience
- 10 publications
- API score: consolidated: 400

Selection criteria
- Academic background: 20%; research: 40%; domain knowledge and teaching skills: 20%; interview: 20%

Associate Professor

- Ph.D. Degree, 55% at Masters’ level
- 8 years of experience (at Asst Prof level)
- 5 publications
- API Points: consolidated: 300

Selection criteria
- Academic background: 20%; research: 40%; domain knowledge and teaching skills: 20%; interview: 20%
Promotion through competition (Direct Recruitment)

Asst Professor

- 55% Marks at Masters’ level
- National Eligibility Test (NET)
  - Ph.D. (before 2009) exempted from NET

Selection criteria

- Academic record: 50%; domain knowledge and teaching skills: 30%; interview: 20%
Problems with Promotion through Competition

- Very few new positions/stagnation for long years
- Few new positions
- Non-recruitment
- Reservations/quotas
- No enough consideration for quality in research, teaching...
Overall Problems

- Earlier: distinction between CAS/MPS promotees and promotees through open competition
- No more distinction
- CAS promotees under looked
- Carrots, no sticks
- No student evaluation

What happened to the old apple for the teacher?

We prefer a carrot and stick approach!
Other issues

- No parity with civil servants’
  - Pay structure
  - Promotional avenues
- No methods of teacher evaluation
- Focus on research and teaching and less on social function (extension services)
Thank you