ERI-NET, Penang (20-21 May 2014)

Promotion in Academic Profession in Higher Education in India

Jandhyala Tilak

National University of Educational Planning and Administration
New Delhi, India
### Higher Education in India, 2011-12

- **Universities:** 642
- **Colleges:** 34,908
- **Students:** 20.3 million*
- **Gross Enrolment Ratio (18-23):** 20.4%
- **Teachers:** 933.7 thousand*
- **No ranking, but for NAAC scores**

*Source: * UGC; others: MHRD
Growth of Teachers in Higher Education in India

Nearly one million teachers!
Growth of Teachers and Students in Higher Education in India

[Graph showing the growth of teachers and enrolment from 1950-51 to 2011-12.]
Pupil-Teacher Ratio in Higher Education

<table>
<thead>
<tr>
<th></th>
<th>Universities</th>
<th>Colleges</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>2001-02</td>
<td>15.5</td>
<td>21.8</td>
<td>20.7</td>
</tr>
<tr>
<td></td>
<td>22.6</td>
<td></td>
<td>21.8</td>
</tr>
</tbody>
</table>

Universities: 15.5
Colleges: 21.8
Total: 20.7
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 Assistant Professors
  - 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 (%)
Distribution of Teachers by level between Universities and Colleges, 2011-12

[Bar chart showing the distribution of teachers by level between universities and affiliated colleges, with categories for Lecturers, Senior Lecturers, Readers, Professor, and Others.]
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.

Before 2006 2006 & after

Asst Professor Asst Prof Sr Scale Asst Prof Sr Grade Associate Prof Professor
Pay Scales of Teachers  
(uniform pay scales all over the country)

<table>
<thead>
<tr>
<th>Stage</th>
<th>Pay</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>
</tbody>
</table>

Current exchange rate: INR 60 = 1 USD

Teachers' Salaries are no more low.
### Starting Gross Salaries for Teachers in Higher Education, 2014 (per month) (approximate)

<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
Promotion Criteria

Career advancement Scheme (CAS)

- 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
CAS: Lecturers/Asst Professors (Stage 1) to Senior Lecturers/Asst Professors (Stage 2)

Conditions for Promotion

- Minimum years of experience
  - With Ph.D.: 4 years
  - With M.Phil: 5 years
  - With no M.Phil/Ph.D.: 6 years

- API score (Minimum required)
  - Teaching: 75 a year
  - Extension: 15 a year
  - Teaching & Extension: 100
  - Research: 10 per year/40 for the assessment period*
    (* for college teachers: 5 per year/20 for the assessment period)

- Screening Committee
CAS: Lecturers/Asst Professors (Stage 2) to Asst Professors (Stage 3)

Conditions for Promotion

- **Minimum years of experience**
  - With Ph.D.: 5 years as Lecturer in Stage 2

- **API score (Minimum required)**
  - Teaching: 75 a year
  - Extension: 15 a year
  - Teaching & Extension: 100
  - Research: 20 per year/100 for the assessment period*
    (* for college staff: 10 per year/50 for the assessment period)

- **Selection Committee**
CAS: Asst Professors (stage 3) to Associate Professors (Stage 4)

**Conditions for Promotion**

- **Minimum years of experience**
  - With Ph.D.: 3 years as Lecturer in Stage 3
  - API score (Minimum required)
    - Teaching: 75 a year
    - Extension: 15 a year
    - Teaching & Extension: 100
    - Research: 15 per year/45 for the assessment period*
      (* for college staff: 5 per year/20 for the assessment period)

- **Selection Committee**

- **Relative Weightage points***
  - Research 30%  Teaching 50%  Interview: 20%
  - *for college teachers: research 20% Teaching 60% Interview: 20%
CAS: Readers/Associate Professors (Stage 4) to professors (Stage 5)

**Conditions for Promotion**

- **Minimum years of experience**
  - With Ph.D.: 3 years at Stage 4
- **API score (Minimum required)**
  - Teaching: 75 a year
  - Extension: 15 a year
  - Teaching & Extension: 100
  - Research: 40 per year/120 for the assessment period*  
    (* for college staff: 20 per year/60 for the assessment period)

- **Selection Committee**

- **Relative Weightage points***
  - Research 50%  
  - Teaching 30%  
  - Interview: 20%  
  *for college teachers: research 30% Teaching 50% Interview: 20%
CAS: Professors to Professors of Higher Grade (Stage 6) (10% Professors)

Conditions for Promotion

- Minimum years of experience
  - With Ph.D.: 10 years as professor (at Stage 5)
- API score (Minimum required)
  - Teaching: 75 a year
  - Extension: 15 a year
  - Teaching & Extension: 100
  - Research: 50 per year/500 for the assessment period

Expert Committee

Relative Weightage points

- Research 50%
- performance evaluation etc: 50%
Promotions by CAS (CAS Promotees as a Ratio to Regular Teachers), 2012

<table>
<thead>
<tr>
<th>CAS Professors: Professors</th>
<th>CAS Readers: Readers</th>
<th>Sr Grade Lecturers: Sr Lecturers</th>
<th>Sr Grade Lecturers: Lecturers</th>
<th>Sr Grade Lecturers: Sr Grade Lecturers</th>
<th>Sr Grade Lecturers: Lecturers</th>
<th>Readers: Lecturers</th>
</tr>
</thead>
<tbody>
<tr>
<td>2.00</td>
<td>1.00</td>
<td>0.59</td>
<td>0.23</td>
<td>1.71</td>
<td>0.46</td>
<td>2.66</td>
</tr>
</tbody>
</table>
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 4-6
- Not much difference between Stages 4 and 5
- No significant financial rewards in promotion
- Obsession with API score
  - How to increase the scores
  - Busy with filling up with details
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 → Cylindrical type → 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
- Non-recruitment
- 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
Thank you