

**Teaching Staff Re-designation Policy for MVGR College of Engineering
(Autonomous)**

15.07.2024

In July/August 2023, re-designations with additional designations within the "Assistant Professor" band and to the Associate Professor rank were taken up. After new pay structure framework implemented effective April 2023 where the pay now is linked with effective years of experience that has provision for performance based additional increments of up-to 4 at associate entry level and 2 more at professor entry level, the re-designation exercise is completely delinked from pay changes.

Now that there is no financial implication linked to re-designations (performance related additional increments at associate and professor level can be done on a case-by-case basis as appropriate once we get into performance driven quantitative metrics), we propose that we take up re-designation exercise based on clear guidelines every July. If for some reason, in a given year this exercise cannot be done in July, it should happen in the month of August that year.

Re-designation/Designations with-in the "Assistant Professor" Cadre Band would be as follows with Year completed counted effective July 31 of that year:

The automatic designation changes would be:

S. No	At Years Completed (Years completed in college + adapted at joining; In case of having Doctorate, 3 notional years are added to the Completed Years)	College Designation	Cadre Ratio Consideration
1	0	Assistant Professor - Junior	Assistant Professor
2	3	Assistant Professor	Assistant Professor
3	7	Senior Assistant Professor	Assistant Professor
4	12	Distinguished Assistant Professor	Assistant Professor



Re-designation to "Associate Professor" from the "Assistant Professor" Cadre:

- Pre-requisite to consider this re-designation is Doctoral Degree
- Not counting the 3 notional increment years added in lieu of Ph. D degree, a staff member who has completed 12 years of Service (In College + what has been credited as experience at the time of entry factored into increments at entry) would be eligible to be considered for promotion to "Associate Professor" provided he/she has a Doctoral Degree in relevant field.
- Reviews will be conducted by central team for eligible candidates and if found **adequate & suitable***, would be recommended for Re-designation to the designation of "Associate Professor"

*: What constitutes "Adequate & Suitable" is described in more detail at the end

Re-designation to "Professor" from the "Associate Professor" Cadre:

- Pre-requisite to consider this re-designation is Doctoral Degree
- Not counting the 3 notional increment years added in lieu of Ph. D degree, a staff member who has completed 10 years as Associate Professor in the institution **or** 20+ years of Service (In College + what has been credited as experience at the time of entry factored into increments at entry) would be eligible to be considered for promotion to "Professor" provided he/she has a Doctoral Degree in relevant field.
- Reviews will be conducted by central team for eligible candidates and if found **adequate & suitable***, would be recommended for Re-designation to the designation of "Professor"

*: What constitutes "Adequate & Suitable" is described in more detail at the end

Alternate career path for those unable to pursue research but contribute significantly to teaching

The designations of "Associate Professor" and "Professor" have a pre-requisite of Doctoral Degree (Ph. D) and the presumption is they would be contributing in



“Research” along with their contributions towards regular academic load and administrative responsibilities as assigned.

Given, we are a predominantly teaching oriented institution and that too mostly catering to under-graduate students, it is also very important that we encourage staff who are very proficient in course delivery/teaching while also adapting to changes in curriculum and evolving teaching methodologies even if for reasons privy to them are not in position to pursue doctoral degree.

Therefore, while continuing to incentivize those who get a doctoral degree by adding 3 notional increment years, the proposal is to create a parallel stream for those who do not have doctoral degree in line with Associate Professor and Professor with minimum experience requirements which is 3 years more than what would be required for an equivalent promotion for those with Doctoral Degree. The proposal is outlined in the table below:

S. No	Research Oriented (With Ph. D)		Only Teaching Oriented (Without Ph. D)	
	Min. Years	Designation	Min. Years	Designation
1	12	Associate Professor	15	Associate Professor (TP*)
2	20	Professor	23	Professor (TP*)

***TP: Teaching Practice**

Notes:

- Internally, Professor which is basically Professor (Research) and Professor (TP) which is Professor (Teaching Practice) would be considered equivalent.
- The equivalence will be reflected in attendance registers with both Professor and Professor (TP) falling in the same group with ordering based on the date of them acquiring the designation and if on the same date, their date of joining in the institution determining the order.
- Internally, Associate Professor which is basically Associate Professor (Research) and Associate Professor (TP) which is Associate Professor (Teaching Practice) would be considered equivalent.
- The equivalence will be reflected in attendance registers with both Associate Professor and Associate Professor (TP) falling in the same group with ordering based on the date of them acquiring the designation and if on the same date, their date of joining in the institution determining the order.



- In terms of cadre ratio calculations, only Professor which is basically Professor (Research) would be considered as Professor and only Associate Professor which is basically Associate Professor (Research) would be considered as Associate Professor.
- For those who were Associate Professors or Professors respectively before the mandatory Ph. D rule was introduced for Cadre Ratios would continue to be considered at that level for cadre ratio calculations.

The chief motivation here is to ensure there is a parallel stream so teaching staff who are contributing to teaching also have something to look forward to in terms of higher designations indicating progress while also ensuring they understand Doctoral Degree is always going to have an additional incentive of 3 notional years reflected in the minimum years required differential.

Re-designation to "Associate Professor (TP)" from the "Assistant Professor" Cadre:

- A staff member who has completed 15 years of Service (In College + what has been credited as experience at the time of entry factored into increments at entry) would be eligible to be considered for promotion to "Associate Professor (TP)".
- Reviews will be conducted by central team for eligible candidates and if found **adequate & suitable***, would be recommended for Re-designation to the designation of "Associate Professor (TP)"

*: What constitutes "Adequate & Suitable" is described in more detail at the end

Re-designation to "Professor (TP)" from the "Associate Professor (TP)" Cadre:

- A staff member who has completed 10 years as Associate Professor (TP) in the institution **or** 23+ years of Service (In College + what has been credited as experience at the time of entry factored into increments at entry) would be eligible to be considered for promotion to "Professor (TP)".
- Reviews will be conducted by central team for eligible candidates and if found **adequate & suitable***, would be recommended for Re-designation to the designation of "Professor (TP)"



*: What constitutes "Adequate & Suitable" is described in more detail at the end

Procedure & Criterion for assessing whether an eligible candidate for a certain re-designation is "adequate & suitable"

- To start with at a minimum, the years of experience criteria outlined in the respective categories above needs to be satisfied to become eligible.
- The central committee constituted by the Head of Institution would each year come up with criteria what would be used to evaluate "adequateness and suitability" as it were.

One Mechanism in mind would have below work flow:

- Once eligible, we work on a series of conditions that would be grounds for "non-consideration":
 - If the long-term employment relationship itself is under scrutiny for possible non-sustainability.
 - If for at-least 2 of the last 5 years, the candidate in question has produced work units that are less than 10% or more of the minimum work units expected to be produced for his/her pay level & current designation level combined. [This criterion will be used once we come up with work units definition and working model].
 - Every, 2 such "lean years" will be counted as 1 "discounted experience years" and accumulating 2 "discounted experience years" would automatically call for scrutiny of the sustainability of employment.
- Additional merit considerations:
 - If for at-least 3 of the last 5 years, the candidate in question has produced work units that are more than 20% over and above the minimum work units expected to be produced for his/her pay level & current designation level combined, 1 "excellence experience" year will be added to his/her experience.
- The above procedure will kick in, after we come up with definitions of Work Units, how work units for each work are defined, how they are accrued to the work wallet of the employee and how work units delivered are arrived at and how work units expected for an employee at a pay scale and designation are arrived at. As of now, the assessment is more rudimentary and limited to meeting eligibility years criteria and any active scrutiny of employment based on concerns of unsustainability.



- Once we have a metrics oriented system, it is conceivable for employees to go both sides (up and down) of the ladder both on pay terms and designation terms.

References

- UGC has recently come up with the notion of Professor in Practice to try and encourage industry experts to come into academia.
- Boston University also has a similar structure that they deploy.
<https://www.bu.edu/handbook/appointments-and-promotions/classification-of-ranks-and-titles/>

