

Comparative Study of Faculties Pay Scales in Higher Educational Institutions-A Feasible View

By:-MANOJ KUMAR VARSHANEY

(FAE, FIWRS, FIPHE, FIIBE, FISCE, MISTE, MIE, MCEGR, MISCA, MISRS, MEA, NESAI, MInSc.)

Sr. Lecturer /HOD, CIVIL ENGINEERING, D.N.POLYTECHNIC, MEERUT (U.P.), PIN:- 250103

1-Abstract-

Various institutions have their own selection criteria and some have the vast and overall selection criteria for teaching faculties in medical, management, engineering, science cum humanities and technical institution. Educational qualification as eligibility to teaching posts are alike similar at bachelor level, post graduate level and on higher level like Ph.D. or post Ph.D. Teaching experience is alike similar to successive teaching posts. Even the pay level at various stages are alike similar as level-10, 11, 12, 13 A₁, 13 A₂, 14 and 15. The technical paper reveals that similarity at bachelor level, post graduate level and even higher level and respective pay level similarity must be differ for top level institution so as the standard, reputation and work culture be maintained in these higher level institutions of national importance. Holding professional qualification like M.B.B.S., Management, C.A. and Engineering etc. is differ to others and selection at national level must be given higher pay level rather than similarity. Grade pay 5400/-,6000/-7000/-and 8000/- is in existence under pay scale 15600-39100/- and grade 9000/-,9500/-10000/- and 10500/- are under pay scale 37400/- 67000/-.The scales are implemented through AICTE,UGC,MCI and respective council. The common council should be made to scrutiny the qualification and pay level for different teaching post. The Government has planned to set up one common commission to formulate the teacher appointment on common platform. However, even today it has not been setup due to delaying the formulation of common committee and drafting the matter.

2-Key Words-

SCI-Science Citation Index, SCIE-Science Citation Index Expanded, NET-National Eligibility Test, SLET-State Level Eligibility Test, AIIMS-All India Institute of Medical Science, C.A.-Chartered Accountants, UGC-University Grants Commission, AICTE-All India Council for Technical Education, CWA-Cost & Works Accountants, Level-10-grade pay 6000/-,Level-11-grade pay-7000/-,Level-12-grade pay-8000/-, Level-13A₁-grade pay 9000/-, Level 13A₂- grade pay-9500/- Level-14-grade pay-10000/-,CGPA-Cumulative Grade Point Average, CSIR-Council for Scientific Industrial Research, ICAR-Indian Council for Agricultural Research and GATE-Graduate Aptitude Test in Engineering.

3-Introduction-

Higher educational institution includes AIIMS, IIMs, IITs, NITs, IISC, IIITs, Central Universities, State Universities, Zonal Universities, Engineering Colleges, Science/Humanities Colleges and somehow technical institutions, wherein knowledge is imparted to learners through the teaching by learned pedagogies in the form of Assistant Professor (formerly Lecturer)/Associate Professor (Reader/H.O.D.) /Professor/Senior Professor.

The selection process of faculties in various institutions is different and dependent on autonomies fact, central level interface and state hold. IIMs and IITs are reputed institutions of national importance, where highly qualified personals from these institutions with bright academic career holding are called for interview and presentation as well before the senate and after high level scrutiny the selection is made available by individual institution. Union public service commission, state public service commission and universities itself do their selection process through written followed with interview or interview only.

4-Teaching posts-

In medical science more practicality and professionalism is sensitively required. Various teaching post includes assistant professor (age limit 26/40), associate professor, additional professor and professor. The required qualification is M.S/M.D. One/three year experience is required for assistant professor, six year for associate, 10 year for additional and 14 year for professor. The cadre goes to respectively scales like 15600-39100 (grade pay-7000/-, 8000/-), 37400-67000(grade pay-9000/-), 37400-67000(grade pay-10000/-), and 37400-67000 (grade pay-10500/-).

In IITs more knowledge, skills and practical approach is required for posts like assistant professor grade-2, assistant professor grade-1, associate professor and professor. High academic record with minimum 2 IITs qualification like first class B.E./ B.Tech. / B.S., M.E./ M.Tech./ M.S. and Ph.D. plus high level research publication in SCI/SSCI/SCIE indexed journals like Springer, IEEE, Elsevier, IET, Oxford University Press, Cambridge University Press and Scopus are required as minimum. The initial post is kept assistant professor grade-2 where complete Ph.D. and during Ph.D. experience is considered at pay level-10 (grade pay-6000/-), after 1 year experience level-11 (grade pay-7000/-), further after 2 year level-12 (grade pay-8000/-). Further after 3 years of level-12, level 13A₁ (grade pay-9000/-) and after 2 year of 13A₁, level rises 13A₂ (grade pay-9500). So after 2 year working on 13A₂ the level becomes 14A (grade pay 10500/-).

In IIMs more versatility in explanation, planning, execution and over all looking after in all sectors are required as essentiality. Higher standard post graduation in Management plus fellow research program or Ph.D. of higher C.G.P.A. including standard research publication is placed as assistant professor-2 under level-10 (grade pay 6000/- pay matrix fixed 84700/-) and plus one year experience is placed on level-11(grade pay 7000/-pay matrix fixed minimum 89900/-) and two year experience is placed as assistant professor grade-1 under level-11 (grade pay-7000/- pay matrix 92600/-) and after pay matrix 92600/- three year experience of plus standard managerial skill cum demonstration ability to enthrall corporate managers is placed under level 12 (grade pay-8000/- pay matrix-101500/-) and after three year at level 12, it will be placed as assistant professor grade-2 under level-13A₁(grade pay-9000/- minimum pay matrix-131400/-) and after two years at level 13A₁, it will be placed as associate professor under level 13A₂ (grade pay-9500, pay matrix-139600/-). After two year at level 13A₂, it will be placed as professor under level 14 A (grade pay-10000/- pay matrix 159100/-).

In NITs for assistant professor first class or CGPA-6.5 minimum on point scale -10 for graduate plus post graduate level means, B.E./ B.Tech. /B.S. and M.E./M.Tech./M.S. plus Ph.D. in relevant subject is required for assistant professor level-10, level-11 and level-12 with respective grade pay 6000/-,7000/- and 8000/- under pay scale 15600-39100/-. For associate professor certain experience under grade pay 8000/- is required to get 13A₁ and 13 A₂ level under grade pay 9500/-. For professor certain experience is required to get pay level-14 and 14A under grade pay 10000/-and grade pay 10500/-.The recruitment is done through qualifying written test by individual NITs and interview plus suitable presentation.

Under Technical institutes polytechnics come to this category where 3 year diploma in engineering, 2 year P.G. diploma and one year diploma courses are usually run and in past three stages of teaching faculties were there like lecturer, senior Lecturer/Sr. Lecturer-H.O.D./Principal. Presently it has been as Lecturer, Head of the department and Principal. The H.O.Ds. are absorbed in Level 13A₁ with age limit 28 to 45 years. The qualification has been kept Ph.D. in relevant field with 1st class either in M.Tech./M.E. or B.E./B.Tech. Beside this, 12 year teaching experience in polytechnic including post Ph.D. 2 year lecturer in selection grade-2 (grade pay 9000/-). Or 15 year polytechnic teaching experience including 3 year of lecturer level of grade-2 after B.Tech. or M.Tech. For lecturer in engineering cadre, age limit has been kept from 21 year to 40 year and first class B.E./B.Tech./B.S. for level 9 A (grade pay-5400/-) or first class in either M.Tech./M.E./M.S. or B.Tech./B.E./B.S. for level 10 under grade pay 6000/-..For non engineering cadre same age limit with first class post graduation in relevant field like M.A./M.Com./M.Sc. for level 9A under grade pay 5400/- Or first class P.G. with NET/SLET/SET/equivalent exam under U.G.C. for level 10 under grade pay 6000/-. Direct selection of Lecturer level-9 or direct selection/ promotion of lecturer at level 10, lecturer on promotion by screening at level-11, lecturer on selection grade-1 by promotion through screening at level-12, lecturer on selection grade-2 by promotion through selection committee for grade pay 9000/-, direct recruitment for H.O.D. for level-13A₁ and promotion/direct recruitment of principal for 13A₁ with grade pay 9000/-as extra 4500/- for extra work. From level 9A (grade pay 5400/-) to level 10 (grade pay 6000/-) without seeking post graduation in engineering may go after 5 year experience. 5 to 6 year experience is required to move on level-11 without post graduation and further 5 to 6 year experience to reach on level-12. Further 6 to 8 year to reach at level-13A₁. For principal if direct recruitment is done then Ph.D. in relevant field plus any one first class degree either at bachelor or post graduate level is required as minimum essential qualification plus 16 year experience including 3 year post Ph.D. and 5 year experience at H.O.D. level or without Ph.D. may have 20 year experience including 5 year as of H.O.D. For promotional way of principal, Ph.D. in relevant field plus any one first class degree either at bachelor or post graduate level is required as minimum essential qualification plus 16 year experience including 3 year post Ph.D. and 5 year experience at H.O.D. level or without Ph.D. may have 20 year experience including 7 year as of H.O.D.

In university and government engineering college teachers are recruited through written test followed with interview by individual university and by state public service commission or by union public service commission. **For** assistant professor bearing age 35 years, of grade pay 10, bachelor degree in engineering / technology and post graduation in engineering / technology of which any one should be of first class minimum. Assistant professor in basic science, humanities and social science, masters degree with minimum 55% in relevant subject and awarded Ph.D. or passed national eligibility test (NET/SLET/SET) conducted by UGC/CSIR. For management bachelor degree in any discipline and first class MBA/C.A./ICWA/M.Com./ For architecture bachelor and master degree in architecture and any one degree should be of first class. **For** Associate professor bearing age 50 years, under level 13A₁, Ph.D. plus any one first class engineering degree / master degree plus minimum 6 research paper under SCI/UGC/AICTE approved journals including 8 years experience, wherein 2 year post Ph.D. is required qualification. For basic science/social science/humanities, Ph.D. in relevant discipline with minimum 55% masters degree in relevant subject plus 8 years experience of teaching/research/as assistant professor. In management Doctorate degree plus MBA/Bachelor degree (any one 1stclass) including minimum 6 research paper under SCI/UGC/AICTE/CSIR/ICAR approved journals including 8 years experience, wherein 2 year post Ph.D. is essential qualification. For associate professor of architecture is Ph.D. plus any one first class engineering degree / master degree plus minimum 6 research paper under SCI/UGC/AICTE approved journals including 8 years experience, wherein 2 year post Ph.D. or over all 13 years professional is required qualification. **For** professor in engineering bearing maximum age 55 years, under level 14, grade pay 10000/-, Ph. D degree in relevant field and First class or equivalent at either Bachelor's or Master's level in the relevant branch with Minimum of 10 years of experience in teaching/research/ industry out of which at least 3 years shall be at the level equivalent of an associate professor including at least 6 research publications at the level of SCI journals / UGC / AICTE approved journals and at least 2 successful Ph.D. guided as Supervisor/ Co- supervisor. Or at least 10 research publications at the level of associate professor in SCI journals / UGC / AICTE approved list of journals. **For** professor in social science/humanities, Ph.D. degree plus 10 research paper in peer reviewed UGC listed journals with total research score 120 as listed plus minimum 10 year teaching experience as assistant/associate/professor level and guided Ph.Ds. Or an outstanding professional, having a Ph. D. degree in the relevant/allied/applied disciplines, from any academic institutions (not included in above) / industry and has made significant contribution to the knowledge in the concerned/allied/relevant field with documentary evidence of ten years' such experience. For management professor, Ph. D degree in relevant field and First class or equivalent at either Bachelor's or Master's level in the relevant branch with minimum of 10 years of experience in teaching/research / industry out of which at least 3 years shall be at a post equivalent to that of an associate professor and at least 6 research publications at the level of associate professor in SSCI/SCI/SCIE indexed journals / ABDC's "A or B rated journals" or UGC / AICTE approved list of journals along-with at least 2 successful Ph.D. guided as Supervisor / Co-supervisor.

Or at least 10 research publications at the level of associate professor in SSCI/SCI/SCIE indexed journals / ABDC's "A or B rated journals" or UGC / AICTE approved journals. For professor in architecture, Ph. D. degree in Architecture or allied area and 1st class or equivalent at either bachelor's or master's level in the relevant branch and at least 6 research publications at the level of associate professor in SCI / UGC / AICTE approved journals with at least 2 successful Ph.D. guided as Supervisor /Co- supervisor. Or at least 10 research publications at the level of associate professor in SCI journals / UGC / AICTE approved journals plus minimum 14 years of experience in teaching/ research / professional work including at least 5 years holding the post, equivalent to an associate professor. Or 19 years of practice cum professional experience including at least five years in teaching experience as visiting faculty has been kept for professorship in architecture after Ph.D.

For assistant professor (age 21/40) falls under pay level-10 in colleges under university requires a master degree in relevant discipline bearing minimum of 55% marks with NET or Ph.D. After 8 year experience on previous post, will be treated as associate professor under level 13 A₁, and after its 2 year will be absorbed under grade pay 10000/-.

For assistant professor in colleges like Lady Sri Ram College for Women, under national university falls under pay level-10 in colleges under university requires a master degree in relevant discipline bearing minimum of 55% marks with NET or Ph.D. from university under ranking up-to 500 under **Quacquarelli Symonds: (QS)/ The Times Higher Education/The Academic Ranking of World Universities (ARWU)** of the Shanghai Jiao Tong University (Shanghai). So far the existing QS ranking is concern only university of Delhi and university of Madras are bearing respective rank 407 and 526. As per the requirement only qualified from Delhi University are eligible for assistant professor. Otherwise overseas qualification is required under QS. For Associate Professor, minimum 8 year experience as Assistant Professor and for Professor minimum 2 year experience as Associate Professor.

5-Conclusion-

The paper reveals that selection criteria for the selection of Lecturer/H.O.Ds/Assistant/Associate/ Professor may be different but the eligibility criteria for the qualification and experience is quasi same and pay scales are almost similar. So the teaching in successive low college seems better option duly easy selection along with similar pay scale including handsome salary with less work. In higher standard institution of national importance, the work culture is different and their working sincerity is mismatched with other institution. Work culture can be seen successively low in the Departments under Central Government, State Government and Local Government /Municipal/Rural. In existing scenario, the pay scales for different institutes must be different on analogous posts. As the national level importance institute like IIMs, AIIMs, IITs, and NITs where to be illegible is quite typical because of qualifying of

JEE, NEET, CAT & GATE exam and getting admission after counseling in top level institution and doing medical/engineering/humanities or completing Ph.D. with higher grade point and then facing typical selection criteria is much more difficult because of more analytical level participants' participation remains there. Hence to maintain the standard and progression to the posts and scales, in real terms there should be the differentiation in pay scales of national level, state level, zonal level, district level and local level institution's teaching posts.

6-Referances-

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