



श्री माता वैष्णो देवी विश्वाविद्यालय

Shri Mata Vaishno Devi University, Katra

Kakryal, Katra – 182 320(J&K)

registrar@smvdu.ac.in

No.SMVDU/Adm/Estt./21/600

Date: 17th June, 2021

NOTIFICATION

Sub.:- Regarding adoption of AICTE Service Conditions and Minimum Qualifications for Appointment of Teachers and Other Academic Staff in Technical Institutions and Measures for the Maintenance of Standards in Technical Education – (Degree) Regulation, 2019, for the Faculty of Engineering and School of Business.

As approved by the Executive Council in its 32nd meeting held on 21st February, 2021, minutes of which are notified vide No. SMVDU/EC Affairs/21/147 dated: 7th May, 2021, the adoption of the following clauses (considering the decision taken by the Executive Council in the various meeting for setting the higher standards than governing bodies Benchmarks already approved) from AICTE Service Conditions and Minimum Qualifications for Appointment of Teachers and Other Academic Staff in Technical Institutions and Measures for the Maintenance of Standards in Technical Education – (Degree) Regulation, 2019, for the Faculty of Engineering [except SoALD] and School of Business;

1. All service conditions including Qualifications, Experience, Recruitment, Promotions publications, training and course requirements etc. shall come into force with effect from the date of the Gazette Notification, i.e., 1st March 2019. The cadre structure under the new guidelines shall be as below:

Cadre Structure and Mode of Appointment

<i>Sr. No.</i>	<i>Designations of Teaching Faculty</i>	<i>Entry Pay</i>	<i>Level</i>	<i>Mode of Appointment</i>
1.	<i>Assistant Professor</i>	<i>57700</i>	<i>10</i>	<i>Direct Recruitment</i>
2.	<i>Assistant Professor (Stage II)</i>	<i>68900</i>	<i>11</i>	<i>Promotion</i>
3.	<i>Assistant Professor (Stage III)</i>	<i>79800</i>	<i>12</i>	<i>Promotion</i>
4.	<i>Associate Professor</i>	<i>131400</i>	<i>13A</i>	<i>Promotion / Direct Recruitment</i>
5.	<i>Professor</i>	<i>144200</i>	<i>14</i>	<i>Promotion / Direct Recruitment</i>

2. Process of Personal Promotion

Various stages of promotions/ direct recruitment and mode of selection are given in Table 2. A teacher who wishes to be considered for promotion may submit in writing in the prescribed proforma as evolved by the concerned University / College duly supported by all credentials to the Principal / Director of the College, within three months in advance of the due date, that he / she fulfills all requisite qualifications. The entry level and consecutive stages of promotions are shown in Table 2.

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Table 2: Stages of Promotion/ Direct Recruitment and mode of selection

Stage	Designation
<i>Entry Level, Stage-I</i>	<i>Assistant Professor</i>
<i>Stage-II</i>	<i>Assistant Professor</i>
<i>Stage-III</i>	<i>Assistant Professor</i>
<i>Stage-IV</i>	<i>Associate Professor</i>
<i>Stage-V</i>	<i>Professor</i>

Candidates who do not fulfill the minimum requirement proposed in the Regulation, will have to be re-assessed after a period of one year. The date of promotion shall be the date on which he / she satisfies all the minimum requirements and successfully reassessed.

3. Constitution of Screening cum Evaluation / Selection Committees

The constitution of the selection committee as applicable to these appointments (direct recruitment) / promotions of the Assistant Professor to Associate Professor and Associate Professor to Professor or Professor to Senior Professor shall be as per Annexure – II of the above regulations.

4. Training Requirements for Promotions of Teachers

The Training requirements for promotion of Teachers from one stage to the other shall be as per details laid down under Annexure-III of the above Regulations.

5. Minimum qualifications for Recruitment & Promotion

Minimum qualifications, experience, research contributions, feedback and requisite training requirements for different levels for Direct Recruitment and Promotions for the faculty members of Engineering [except SoALD] and Management discipline shall be as per details brought out under clause 5.1, 5.2, 7.1 and 7.2.1 of the above regulations.

In pursuance to Clause 2 of Chapter 38, "RECRUITMENT PROCEDURES & CONDITIONS OF SERVICE OF UNIVERSITY EMPLOYEES" of the University Statutes, the above qualifications being minimum in nature, in order to improve quality, Ph.D. shall be a mandatory qualification for recruitment at all levels [Assistant, Associate or Professor level] and shall be mandatory for promotion to Associate Professor & Professor Level.

Also, for movement from Assistant Professor (Stage II) to Assistant Professor (Stage III) a minimum of 05 years of service in Level II shall be required in addition to the minimum criteria as laid therein, in the above regulations.

H. Singh
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6. *The Pay Scales, however, shall be as per UGC guidelines as is stated in Clause 6, sub-clause 6.1 of Chapter 38, "RECRUITMENT PROCEDURES & CONDITIONS OF SERVICE OF UNIVERSITY EMPLOYEES" of the University Statutes, which states that, "Pay scales for various categories of teachers, i.e., Assistant Professors, Associate Professors and Professors shall be as followed in the UGC system."*

7. **Incentives for Ph.D. and other Higher Qualification – Clause 2.22 of the above Regulations provide that;**

- (i) Five non-compounded advance increments shall be admissible at the entry level of a recruit as an Assistant Professor possessing a Ph.D. awarded in a relevant discipline by the recognized University following the due process of admission test, course work and external evaluation as prescribed by the UGC or the admission process adopted by the institutes established under the Act of Parliament or students having valid GATE / GPAT score for admission to Ph.D. or students selected for Ph.D. program under National Doctoral Fellowship program of AICTE / Prime Minister's Research Fellowship program.
- (ii) Those possessing Post-graduate degree in M.Tech. / M. Arch. / M. Plan. / M. E. / M. Pharm. / M. Des. / M. S. etc. recognized by the relevant statutory body / council shall be entitled to two non-compounded advance increments at the entry level.
- (iii) Teachers who complete their Ph.D. degree while in service as Assistant Professor shall be entitled to three non-compounded increments fixed at increment applicable at entry level as Assistant Professor only if such Ph.D. is in a relevant discipline of the discipline of employment and has been awarded by a recognized University following the due process of admission test, course work and external evaluation as prescribed by the UGC or the admission process adopted by the institutes established under the Act of Parliament or students having valid GATE / GPAT score for admission to Ph.D. or students selected for Ph.D. program under Quality Improvement Program (QIP) / Teacher Research Fellowship (TRF).

8. **Calculation of 360⁰ Feedback Score**

Annexure – IV of the above regulations provides detailed procedure for calculation of 360⁰ Feedback Score of the Faculty Members.

9. **Counting of Past Service for Direct Recruitment and Promotion**

Clause 2.25 of the above Regulations provides the detailed norms for counting of past regular service of an Assistant Professor, Associate Professor or Professor.

10. **Mandatory Teacher Trainings – Clause 4 of the above Regulations provides that;**

- (i) Every teacher appointed / promoted to any position here onwards with effect from the publication of this gazette shall have to mandatorily undergo 8 online modules of MOOCs in SWAYAM as per the AICTE teacher training policy preferably

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within first year of service.

- (ii) No newly appointed faculty member shall be completing the probation without getting the certification of completion of these 8 modules. The teacher training policy document may be downloaded from AICTE website.
- (iii) The requirement of completing these modules as envisioned in this gazette is applicable to all the incumbent teachers also while applying for promotion / selection to next higher cadre only once in the career.
- (iv) Those who are eligible for promotions after the date of publication of this gazette, shall have to meet the necessary conditions such as additional qualification, undergoing industrial training, pedagogical training, faculty induction program, publishing research papers etc. However, these requirements shall be permitted to be fulfilled till 31st July, 2022 so as to enable faculty members in equipping them for requisite mandatory requirements of this gazette to avail the benefit of promotion retrospectively from the date of eligibility.

11. Age of Superannuation

The age of superannuation of all faculty members and Principals/Directors of institutions shall be 65 years.

A copy of the above regulations [gazette notification] is attached herewith.

This issues with the approval of the Competent Authority.


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Registrar
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Copt to:

1. All Deans, for information.
2. All Heads / I/c Heads for information and circulations among the Faculty Members.
3. PS to the Vice Chancellor for the kind information of the Hon'ble Vice Chancellor.
4. I/c Website for uploading the same on the University website.
5. Concerned File.