



Estd. 1970

Policy for Faculty Empowerment in Academic Promotion

S. S. Girls College cares about the promotions of the faculty members in the college. Faculty Empowerment Committee is made for looking after the promotions of the faculty members on time. It collects PBAS forms annually from the respective faculties and keeps the records. It assesses them properly so that they get promotions on time. It suggests the candidates to prepare their promotion file and to follow the guidelines of government rules.

The college follows the guidelines of UGC Delhi, Higher Education Department, Government of Maharashtra and Rashtrasant Tukadoji Maharaj Nagpur University, Nagpur for the promotion of teachers for academic progress. After getting appointed in the college every staff member has to follow the following guidelines given as per Govt. of Maharashtra- Government Resolution No. [Misc-2018/C.R.56/18/UNI-1](#) (date 08 March 2019).

Stage – I

Assistant Professor (Academic Level 10) to Assistant Professor (Senior Scale/ Academic Level 11)

Assistant Professors who have completed four years of service and having a Ph.D. degree or five years of service and having a M.Phil or six years of service for those without Ph.D./M.Phil./PG degree in Professional Courses.

Eligibility:

1. Attended one Orientation Course of 21 days' duration on teaching methodology.

2. Any one of the following:

1. one Refresher / Research Methodology Course

Any two of the following:

1. Workshop, Syllabus Up-gradation Workshop, Training Teaching Learning-Evaluation, Technology Programmes and Faculty Development Programmes of at least one week (5 days) duration.

OR

Completed one MOOCs course (with e-certification) or development of e-contents in four-quadrant/ MOOCs course during the assessment period.

3. Minimum API requirement for the promotion of teachers in Table-B – 20 during assessment period.

Stage – II**Assistant Professor (Senior Scale/ Academic Level 11) to Assistant Professor (Selection Grade/ Academic Level 12)**

Assistant Professors who have completed five years of service in Academic Level 11/Senior Scale.

Eligibility:

1. Any two of the following in the last five years of Academic Level-11/ Senior Scale:
Completed courses / programmes from among the categories of Refresher Courses/Research Methodology course/Workshops/Syllabus Up Gradation Workshop/ Teaching-Learning-Evaluation/ Technology Programmes/ Faculty Development Programme / Syllabus Up-gradation Workshop/ Teaching-Learning-Evaluation/ Technology Programmes / Faculty Development Programmes of at least two weeks (ten days) duration (or completed two courses of at least one week (five days) duration in lieu of every single course / programme of at least two weeks (ten days) duration); or completed MOOCs course in the relevant subject (with e-certification); or Contribution towards development of e-content in 4-quadrant (at least one quadrant) minimum of 10 modules of a course/contribution towards development of at least 10 modules of MOOCs course/ contribution towards conducting of a MOOCs course during the period of assessment
2. Minimum API requirement for the promotion of teachers in Table-B – 50 during assessment period.

Stage – III (Associate Professor)**Assistant Professor (Selection Grade/Academic Level 12) to Associate Professor (Academic Level 13A)**

Assistant Professor who has completed three years of service in Academic Level 12/Selection-Grade.

Eligibility:

1. A Ph.D. degree in subject concerned /allied/relevant discipline.
2. Any one of the following during the last three years:
Completed one course / programme from amongst the categories of Refresher Courses/ Methodology Workshop/Syllabus Up-gradation Workshop/ Teaching- Learning-Evaluation Technology Programme/ Faculty Development Programme of at least two weeks (ten days) duration (or completed two courses of at least one week (five days) duration in lieu of every single course/programme of at least two weeks (ten days) duration); or completed one MOOCs course (with e-certification); or contribution towards development of e-contents in 4-quadrant(at least one quadrant) minimum of 10 modules of a course/contribution towards development of at least 10 modules of MOOCs course/contribution towards conduct of a MOOCs course during the period of assessment.

3. The promotion to the post of Associate Professor is recommended by the selection committee in accordance with these Rules.
4. Minimum API requirement for the promotion of teachers in Table-B – 45 during assessment period.

Stage – IV (Professor)**Associate Professor (Academic Level 13A) to Professor (Academic Level 14)**

Associate Professors who have completed three years of service in Academic Level 13A.

Eligibility :

1. A Ph.D. degree in subject concerned/allied/relevant discipline.
2. A minimum of 10 research publications in peer-reviewed or UGC-listed journals out of which three research papers shall be published during the assessment period.
3. A minimum of 110 Research Score as per Appendix II, Table 2.
4. The promotion to the post of Professor is recommended by selection committee constituted in accordance with these Rules.
5. Minimum API requirement for the promotion of teachers in Table-B – 60 during assessment period.

Process-

Process for applying for academic promotions in the college as follows.

1. Eligible candidate should give her/his application along with his placement to the principal prior three and half months of their placement due. ([As per RTMNU Direction 36/2022](#))
2. Principal will accept the placement file and forward it to Faculty Empowerment Committee for verification and assessment of the file.
3. The committee will check all the documents and scrutinise the file for suggestions.
4. The candidate will be called for documents verification. Faculty Empowerment Committee will advise for changes in the file as well as ask for improvement if it is needed.
5. After discussion have been made with the candidate, the committee will forward the file to IQAC committee for further procedure and assessment.
6. IQAC committee assess the placement file. The committee will call the candidate if any query or suggestion required.
7. The committee will forward the file again to the Faculty Empowerment Committee for further process. The incharge will submit the file to the principal.
8. Principal verify the documents of the placement file and forward the file to administrative department for uploading on university portal.

Appendix I - [Direction No. 20 of 2019 150419.PDF \(nagpuruniversity.ac.in\)](#)

Appendix II - [7-pay-08-03-19-0.pdf \(dhepune.gov.in\)](#)

Appendix III - [DIRECTION NO 36 OF 2022-09132022235451.pdf \(nagpuruniversity.ac.in\)](#)