

F.No.33 - 3 / 2014 - TS.III  
Government of India  
Ministry of Human Resource Development  
Department of Higher Education

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Shastri Bhawan, New Delhi,  
dated, 17<sup>th</sup> June, 2015

To

The Directors of all the 30 NITs.

**Subject:-** Recommendations of the Oversight Committee – regarding.

Sir / Madam,

As you are aware, the Ministry of HRD vide its Order F.No.27-11/2011-TS.I dated 10<sup>th</sup> October, 2014 re-constituted the Oversight Committee under the Chairmanship of Prof. Goverdhan Mehta, Jubilant-Bhartia Chair Professor, School of Chemistry, University of Hyderabad for monitoring the implementation of the Four-Tier Flexible Cadre (Faculty) structure in the Centrally Funded IIITs, NITs and ISM – Dhanbad.

2. Following recommendations of the Oversight Committee have been approved w.r.t. Four-Tier Flexible Faculty Cadre Structure conveyed vide this Ministry's letters F.No.33-9/2011-TS.III dated 23<sup>rd</sup> August, 2013 and 15<sup>th</sup> January, 2014, respectively:-

Anomalies	Recommendations
The detailed Recruitment Rules specify minimum starting pay of Rs.15,600/- + 07 non-compounded initial increments for recruitment of Assistant Professor on contract with AGP Rs.6000/-. But it is silent on the same subject for faculty recruited to AGP of Rs.7000/-.	It is clarified that the minimum pay in Pay Band (PB)-3 for Assistant Professor on contract with AGP of Rs.7000/- shall be Rs.15,600/- plus 07 non-compounded increments.
A question has been raised regarding admissibility of AGP of Rs.9000/- on completion of 3 years by an Assistant Professor on AGP of Rs.8000/-, without any formal selection process. It was noted that such a provision exists in the Government Order F.No.23-1/2008-TS.II dated 18 <sup>th</sup> August, 2009.	It is recommended that an automatic movement to AGP of Rs.9000/- shall NOT be admissible. For the time being, Institutes will refrain from offering Rs.9000/- AGP to serving faculty or external candidates neither with nor without interview.
In contrast, the circular F.No.33-	

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Anomalies	Recommendations
<p>9/2011-TS.III dated 15<sup>th</sup> January, 2014 containing the Recruitment Rules states clearly that such an AGP change cannot happen without a formal selection.</p> <p>Also no qualification or performance standards have been specified for AGP Rs.9000/- in the Recruitment Rules.</p>	
<p>Requirement of 3 or 4 years of service as Associate Professor to be eligible for the post of Professor.</p>	<p>The Recruitment Rules, in two different contexts, require 4 years' and 3 years' service respectively at Associate Professor level to be considered for Professor. Therefore, it is clarified that it should be "4 years at Associate Professor level with AGP of Rs.9500/-" Associate Professors of Universities or of the 3 Tier system who are having AGP of Rs.9000/- and minimum pay in the Pay Band of Rs.37,400/- (in contrast with Rs.42,800/- in the 4 tier system) will need minimum 07 years service at that level as notified by Ministry's circular F.No.33-9/2011-TS.III dated 15<sup>th</sup> January, 2014.</p>
<p>Requirement of SCI journals</p>	<p>The RRs specify that only publications in SCI journals will be considered in selection of faculty. But some fields, e.g. humanities are not adequately covered by the Science Citation Index, thus putting those faculties in difficulty.</p> <p>It was clarified that the Web of Science, a Thomson Reuters publication consists of SCI, SSCI (Social Science Citation Index) and more specialised subject data bases. For widening the scope and coverage of journals, it is recommended that journals covered under any of the two major citation indexes: Web of Science [SCI, SSCI and other] and Scopus [with JOURNALS ONLY option] will be accepted. Scholastic work in most relevant fields will be covered under this provision. In addition, the data base of Google Scholar also covers many journals and non-journal publications. It was, however, noted that Google Scholar is a general purpose search engine and covers all publications irrespective of their quality. Citation of an article in Google Scholar is not recommended to be adequate criterion for consideration for the purpose of faculty selection.</p>



3. The other contents of letter F.No.33-9/2011-TS.III dated 15<sup>th</sup> January, 2014 shall remain unchanged and may be read together with this communication. A copy of letter dated 15<sup>th</sup> January, 2014 can also be accessed from [http://nitcouncil.org.in/data/pdf/news/Four\\_tier\\_order\\_andrevised\\_RRs.pdf](http://nitcouncil.org.in/data/pdf/news/Four_tier_order_andrevised_RRs.pdf).

4. The NITs are advised to place the recommendations of the Oversight Committee (as indicated in para 2 above) before the Board of Governors for adoption and ensure strict adherence of the instructions.

5. This issues with the approval of the Chairperson of the Council of NITs in accordance with the provisions under Section 32 (2) (b) of the National Institutes of Technology, Science Education and Research (NITSER) Act, 2007.

Yours faithfully,



[R.S. Solanki]

Under Secretary to the Government of India

Copy to:-

- (i) The Chairperson, Board of Governors of all the National Institutes of Technology (NITs).
- (ii) Prof. Goverdhan Mehta, FNA, FRS, Lilly-Jubilant Chair, School of Chemistry, University of Hyderabad, Hyderabad – 500046.
- (iii) Webmaster, Ministry of HRD – with a request to upload the communication on the website of the Ministry of HRD.
- (iv) Webmaster, Council of NITs – with a request to upload the communication on the website of the Council of NITs.
- (v) File No.33 – 9 / 2011 – TS.III.
- (vi) Guard File.



[R.S. Solanki]

Under Secretary to the Government of India

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