

Letter to UGC from B.P. Dhiman

Ref. No. COLNI/2014/12

Dated: 28-04-2014

To
Hon'ble Chairman,
University Grants Commission,
Bahadurshah Zafar Marg,
New Delhi.

Subject : Request for inclusion of Librarians in the Faculty Development Programme for Colleges for the 12th Plan (2012-2017) for doing M.Phil./Ph.D. during service.

Respected Sir,

It is submitted that recently U.G.C. has issued guidelines for the special scheme of Faculty Development Programme for the Twelfth Plan (2012-2017) for the award of Teacher Fellowship for doing M.Phil./Ph.D. during service. Eligibility/Target Group is as follows :-

The commission will provide assistance to teachers of those Colleges which are included in the list maintained by the U.G.C. under Section 2(f) and 12(b) of the UGC Act., 1956. But it is astonishing to note that Librarians have been declared ineligible and excluded from availing Teacher Fellowship for doing M.Phil./Ph.D. under these guidelines for the 12th plan :

"Para 3.1.8 : Librarians not having teaching experience are not eligible."

In this regard, the 'Confederation' would like to submit following facts for your consideration :

1. While speaking on revision of pay-scales of teachers in University and Colleges in Lok Sabha on 16th December, 2008, Smt. D. Purandeswari, Minister of State in the Ministry of Human Resource Development has made the following statement.

"(x) Parity between teachers and the Librarians, Director of Physical Education shall be maintained."

But this is a clear-cut departure and violation of Principle of parity as announced by the Hon'ble MOS, MHRD in the Lok Sabha, as Librarians have been excluded without any valid justification and logic.

2. MHRD Notification No. 1-32/2006-U-III/U.I.(i) dated 31-12-2008 on the revision of pay of teachers and equivalent cadres in University and Colleges has categorizes the posts of Librarians and DPEs in the College and University streams as 'Academic' and granted them pay scales and 'Academic Grade Pay' (AGP) at par with University and College Teachers w.e.f. 01-01-2006.

3. MHRD Notification of 31-12-2008 has made specific provision of 'Study Leave' and 'Research Promotion Grant' at Para 8(d) and 8(e) respectively for teachers and other cadres as follows :-

8(d) Study Leave

(i) University Grants Commission shall revise its guidelines in respect of granting study leave with pay for acquiring M.Phil etc. and Ph.D. in the relevant discipline while in service by relaxing the number of years to be put in after entry while keeping in mind the availability of vacant positions for teachers and other cadres in colleges and universities, so that a teacher and other cadres entering service without Ph.D. or M.Phil. or higher qualification could be encouraged to acquire these qualifications in the relevant disciplines at the earliest rather than at a later stage of the career.

(e) Research Promotion Grant :

(i) University Grants Commission shall prescribe a scheme with appropriate guidelines for providing by way of appropriate 'start up grants' to teachers and other cadres taking up research in all disciplines including basic science research as recommended by 'Prof. M.M. Sharma Committee on Strengthening of Basic Science Research' and suitably adopted for research in social sciences/humanities and other disciplines by the UGC.

4. MHRD Notification of 31-12-2008 has also made specific provision of 'Incentives for Ph.D./M.Phil. and other higher qualification' for College and University Librarians vide Para No. 7, Clause (ix) to (xiv) as follows :-

"7. Incentives for Ph.D./M.Phil and other higher qualification :

(ix) Five non compounded advance increments shall be admissible to Assistant Librarian/College Librarian who are recruited at entry level with Ph.D. degree in the discipline of library science from a university complying with the process prescribed by the UGC in respect of enrolment, course-work and evaluation process for the award of

Ph.D. in library science.

(x) Assistant Librarian/College Librarian and other Library personnel acquiring the degree of Ph.D. at any time while in service, in the discipline of Library Science from a University complying with the process prescribed by the UGC in respect of enrolment, course-work and evaluation shall be entitled to three non-compounded advance increments.

(xi) However, persons in posts of Assistant Librarian/College Librarian or higher positions who have been awarded Ph.D. in library science at the time of coming into force of this Scheme or having been enrolled for Ph.D. in library science have already undergone course-work, if any, as well as evaluation, and only notification in regard to the award of Ph.D. is awaited, shall also be entitled to the award of three non-compounded increments even if the university awarding such Ph.D. has not yet been notified by the UGC as having complied with the process prescribed by the Commission.

(xii) In respect of every other case of persons in the posts of Assistant Librarian/College Librarian or higher positions who are already enrolled for Ph.D. shall avail the benefit of three non-compounded increments only if the university awarding the Ph.D. has been notified by the UGC to have complied with the process prescribed by the Commission for the award of Ph.D. in respect of either course-work or evaluation of both, as the case may be.

(xiii) Assistant Librarian/College Librarian and others in higher Library positions in service who have not yet enrolled for Ph.D. shall therefore derive the benefit of three non-compounded increments on award of Ph.D., while in service only if such enrolment is with a university which complies with the entire process, including that of enrolment as prescribed by the UGC.

(xiv) Two non-compounded advance increments shall be admissible for Assistant Librarian/College Librarian with M.Phil degree in Library Science at the entry level. Assistant Librarian/College Librarian and those in higher positions acquiring M.Phil degree in Library Science at any time during the course of their service, shall be entitled to one advance increment.

4. The UGC Regulations, 2010 notified in the Gazette of India on 18th Sept. 2010 has made specific provision of 'Study Leave' vide para 8.2 for entry level teachers, Librarians and Physical Education Personnel as follows :-

"8.2 Study Leave"

(i) Study leave may be granted for the entry level appointees as Assistant Professor/Assistant Librarian/Assistant Director of Physical Education and Sports/College DPE&S after a minimum of three years of continuous service, to pursue a special line of study or research directly related to his/her work in the university or to make a special study of the various aspects of university organization and methods of education.

(ii) Subject to the terms contained in this Clause 8.2, in respect of granting study leave with pay of acquiring Ph.D. in a relevant discipline while in service, the number of years to be put in after entry would be a minimum of two or the years of probation specified in the university statutes concerned, keeping in mind the availability of vacant positions for teachers and other cadres in colleges and universities, so that a teacher and other cadres entering service without Ph.D. or higher qualification could be encouraged to acquire these qualifications in the relevant disciplines at the earliest rather than at a later stage of the career."

6. In the UGC Notification No. F.3-1/2009, published in the Gazette of India on 18th Sept. 2010, the Librarians have to secure specific marks in different areas in the Academic Performance Indicators (APIs) based performance appraisal system (Appendix-III, Table-VII, Category-III) Credits are given for research publications and there are marks for Major and Minor research Projects undertaken by the incumbent Librarians.

From the above mentioned facts, it is crystal clear that MHRD Notification of 31-12-2008 and UGC Regulations 2010 have specific provisions of 'Study Leave', 'Research Promotion Grant' and Incentives for Ph.D./M.Phil. Research degrees for college and University Librarians and exclusion of Librarians from the 'Faculty Development Programme' for Colleges for 12th Plan contradicts the MHRD Notification of 31-12-2008 and U.G.C. regulations, 2010. The 'Confederation' humbly requests UGC not to play havoc with the Career of Librarians and 'College Librarian' may be declared eligible in consonance with the provisions made in the MHRD Notification of 31-12-2008 to participate in the 'Faculty Development Programme' of UGC during 12th Plan for doing M.Phil./Ph.D. during service.

Thanking you,

Yours sincerely,

Sd/-

(BARJINDER PAL DHIMAN)

General Secretary 'COLNI'