

International Journal of Statistics and Applied Mathematics

ISSN: 2456-1452

Maths 2024; 9(4): 52-58

© 2024 Stats & Maths

<https://www.mathsjournal.com>

Received: 24-07-2024

Accepted: 02-09-2024

Dr. Manoj Kumar L Mishra

Associate Professor, Department
of Mathematics and Statistics, G.
N. Khalsa College of Arts,
Science and Commerce
Matunga, Mumbai, Maharashtra,
India

Dr. Mithu Bhattacharya

Associate Professor, Department
of Mathematics and Statistics, G.
N. Khalsa College of Arts,
Science and Commerce
Matunga, Mumbai, Maharashtra,
India

Teachers and their promotion under career advancement scheme (CAS): A statistical analysis on awareness and satisfaction in senior colleges of Maharashtra

Dr. Manoj Kumar L Mishra and Dr. Mithu Bhattacharya

DOI: <https://dx.doi.org/10.22271/math.2024.v9.i5a.1809>

Abstract

This is an attempt to know the awareness of teachers about the rules and regulations and also their satisfaction on promotion under CAS in senior colleges in the state of Maharashtra. At the beginning of the paper, we have briefed the eligibility and the criteria of promotion guided by UGC. We have surveyed among Maharashtra based under graduate degree college teachers and presented a report on various relevant queries. We have analyzed data by using SPSS software. It has indicated some interesting facts about the awareness of college teachers on their promotions and co operations of colleges on that.

Keywords: CAS, Eligibility, Criteria, OC, RC, STC, FDP, UGC-HRDC, SPSS software

Introduction

The success of any educational organization depends heavily on the effectiveness of its teachers, who are tasked with transferring knowledge, supervising students, and enhancing the standard of institution. Teachers' job satisfaction as well as their time-to-time promotions has a significant impact on that. In our country teaching was often downplayed, appearing as a practice of less worth in academia while research merits had long been the priority in the recognition of institutions and scholars. Scholars used to keep teaching profession as their last option.

In order to attract and retain the best quality teachers in colleges, the UGC has brought out new regulations in the year 2018. The Highlights of the Regulations are as follow:

1. Incentives to teachers as provided in the earlier Regulations of 2010 and subsequent amendments have been retained. These include incentives for M.Phil., Ph.D. and PG Degree in Professional courses. But Government of Maharashtra has denied to give incentive of M. Phil, Ph. D. and PG Degree in Professional courses under 7th pay commission by amendment Government of Maharashtra Corrigendum No.: Misc-2018/C.R.56/18/UNI-1 dated 10th May under section 12.0.
2. For the first time provision for promotion in colleges will be up to Professor level.
3. API based PBAS System has been removed. A new simplified teacher evaluation grading system has been introduced and research score added only for the promotion to professorship in college level.
4. Promotion criteria under CAS for College teachers is more focused on teaching instead of research.
5. The Regulations mandate introduction of one month induction program for newly recruited Assistant Professors in Universities/Colleges/Higher Education Institutions.
6. Ph.D. Degree has been made mandatory for promotion from Assistant Professor (Selection Grade /academic level 12) to Associate Professor in Academic level 13 A in colleges from 01.07.2021.
7. For the first time, weightages are assigned for CAS in respect of MOOCs and E-Content in Universities and Colleges.

Corresponding Author:

Dr. Mithu Bhattacharya

Associate Professor, Department
of Mathematics and Statistics, G.
N. Khalsa College of Arts,
Science and Commerce
Matunga, Mumbai, Maharashtra,
India

8. Master degree with NET or Ph.D. will continue to be the minimum eligibility requirement for Direct Recruitment to the post of Assistant Professors in colleges.
9. Government of Maharashtra extended the date of completion of required training courses for promotion under CAS as OC / RC / STC / FDP by 31st December 2023 by amendment शासन प्रकपत्र क्रमांक: शासन प्रकपत्र 2309/प्र.क्र.128 /शवशश-1 dated 24th June 2024.
10. According UGC regulation 2018 for 7th pay commission, date of promotion for Assistant Professor and Associate Professor will be from the eligible due date and date of promotion for Professorship will be the date of selection by the selection committee during CAS process. But Government of Maharashtra amended that date of promotion for the Associate Professor and Professor will be the date of selection by the selection committee in CAS process by Corrigendum No.: Misc-2018/C.R.56/18/UNI-1 dated 10th May under section 7.3 VII.

Because of unawareness about the rules and regulation of promotion under CAS, many teachers are unable to do required training courses within assessment period where as many teachers do the training courses from unauthorized agencies. Promotion of a substantial number of teachers gets delayed because of unawareness of teachers and non-co operations of college authority. We thought that it is a high time for college teachers to understand about CAS and prepare themselves according to the requirements.

In the first part of our paper, we tried to enlighten college teachers waiting for their promotions by discussing the rules and regulations given by UGC and Government of Maharashtra. Then we discussed a report from a survey done by us on the awareness and satisfaction of teachers on the present CAS system.

Eligibility and criteria for promotion under CAS for College Teachers in Maharashtra

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

CAS Promotion Eligibility

1. 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/ PG Degree in Professional Courses, such as L.L.M, M.Tech., M.V.Sc., M.D., or six years of service for those without Ph.D./M.Phil./PG degree in Professional Courses.
2. Attended one Orientation Course of 21 days' duration on teaching methodology.
3. Completed one Refresher / Research Methodology Course OR

Any two of the following

- i) Workshop, Syllabus Up-gradation Workshop, Training Teaching- Learning-Evaluation, Technology Programs and Faculty Development Programs of at least one week (5 days) duration.
- ii) Completed one MOOCs course (with e-certification) or development of e-content in four-quadrant/ MOOCs course during the assessment period.

CAS Promotion Criteria

A teacher shall be promoted if;

- i) He/she gets 'satisfactory' or 'good' grade in the annual performance assessment reports of at least three/four/five

of the last four/five/six years of the assessment period as the case may be, as specified in Appendix II, Table 1(Ref. 1).

- ii) The promotion is recommended by the screening-cum-evaluation committee.

2) Assistant Professor (Senior Scale/ Academic Level 11) to Assistant Professor (Selection Grade/ Academic Level 12)

CAS Promotion Eligibility

1. Assistant Professors who have completed five years of service in Academic Level 11/Senior Scale.
2. Any two of the following in the last five years of Academic Level-11 / Senior Scale:

Completed courses/programs from among the categories of Refresher Courses / Research Methodology course/ Workshops / Syllabus Up Gradation Workshop / Teaching-Learning-Evaluation / Technology Programs / Faculty Development Programs 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/programs 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.

CAS Promotion Criteria

A teacher shall be promoted if

- He/she gets 'satisfactory' or 'good' grade in the annual performance assessment reports of at least four of the last five years of the assessment period, as prescribed in Appendix II, Table 1(Ref. 1).
- The promotion is recommended by the screening-cum-evaluation committee.

Assistant Professor (Selection Grade/Academic Level 12) to Associate Professor (Academic Level 13A)

CAS Promotion Eligibility

1. Assistant Professor who has completed three years of service in Academic Level 12/Selection-Grade.
2. A Ph.D. degree in subject concerned /allied/relevant discipline.
3. Any one of the following during the last three years: completed one course / program from amongst the categories of Refresher Courses / Methodology Workshop/Syllabus Up-gradation Workshop / Teaching-Learning-Evaluation Technology Program / Faculty Development Program 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/program 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.

CAS Promotion Criteria

A teacher may be promoted if;

- i) He/she gets 'satisfactory' or 'good' grade in the annual performance assessment reports of at least two of the last three years of the assessment period, as prescribed in Appendix II, Table 1(Ref. 1).
- ii) The promotion to the post of Associate Professor is recommended by the selection committee in accordance with these Rules.

3) Associate Professor (Academic Level 13A) to Professor (Academic Level 14)

CAS Promotion Eligibility

1. Associate Professors who have completed three years of service in Academic Level 13A.
2. A Ph.D. degree in subject concerned/allied/relevant discipline.
3. 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.
4. A minimum of 110 Research Score as per Appendix II, Table 2(Ref. 1).

CAS Promotion Criteria

A teacher shall be promoted if;

- i) The teacher gets 'satisfactory' or 'good' grade in the annual performance assessment reports of at least two of

the last three years of the assessment period, as per Appendix II, Table 1 and at least 110 research score as per Appendix II, Table 2 (Ref. 1).

- ii) The promotion to the post of Professor is recommended by selection committee constituted in accordance with these rules.

- iii) The date of Promotion shall be the date of selection as Professor by CAS.

Research Methodology

An online survey was conducted using Google Form on the Promotion of teachers under Career Advancement Scheme from the teachers in colleges in Mumbai, Thane, Raigad, and Sindh Durg districts affiliated to University of Mumbai. 51 teachers were participated in this survey. SPSS software is used to analyze the data.

Statistical Analysis and Findings

1) Gender

Table 1: Gender

	Frequency	Percentage
Female	22	43.1
Male	29	56.9
Total	51	100.0

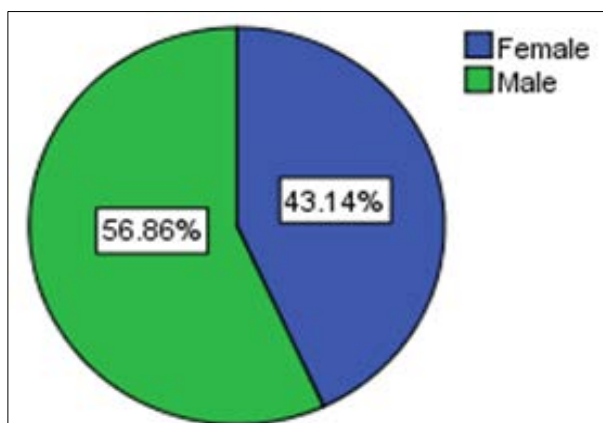


Fig 1: 57% male and 43% male teachers were participated in the survey.

Table 2: Stream of the teachers

	Frequency	Percentage
Arts	12	23.5
Commerce	16	31.4
Science	23	45.1
Total	51	100.0

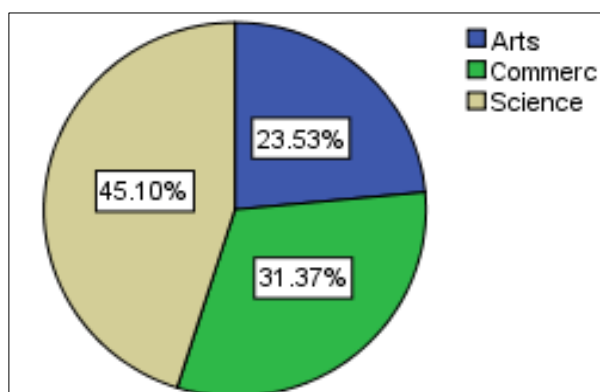


Fig 2: Stream of Faculties

Faculties from Arts, Science and Commerce stream were participated in the survey

Table 3: Are you aware about the rules and regulations of the CAS process of promotion?

	Frequency	Percentage
Partially	8	15.7
Yes	43	84.3
Total	51	100.0

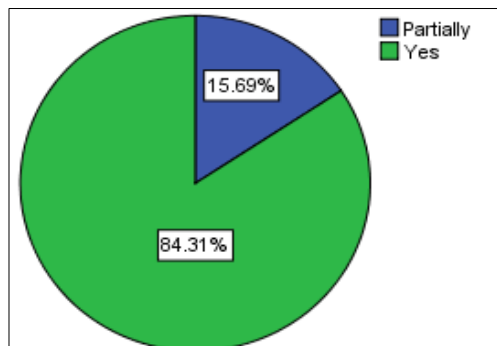


Fig 3: Awareness about rules regulations of CAS promotion

Approximately 16% teachers have accepted that they were not completely aware about the rules and regulation of the promotion under CAS.

Table 4: Have you read the Maharashtra GR of Higher and Technical Education Department GR No. Misc 2018/C.R.56/18/UNI-1 dated 8th March 2019 for rules and regulations of Promotion Under CAS as per 7th pay commission?

	Frequency	Percentage
No	14	27.5
Yes	37	72.5
Total	51	100.0

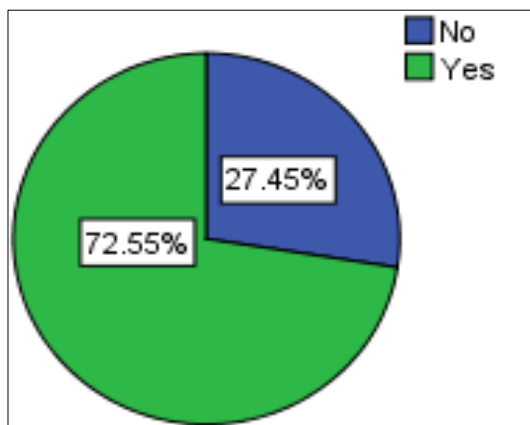


Fig 4: Have you read Maharashtra GR for CAS promotion as per 7th pay

Nearly 28% teachers have accepted that they did not read Maharashtra GR No. Misc-2018/C.R.56/18/UNI-1 dated 8th March 2019 for rules and regulations of Promotion Under CAS as per 7th pay commission.

Table 5: Your present stage

	Frequency	Percentage
Assistant Professor in Stage 1 (AGP Rs 6000)	9	17.6
Assistant Professor in Stage 2 (AGP Rs 7000)	5	9.8
Assistant Professor in Stage 3 (AGP Rs 8000)	18	35.3
Associate Professor in Stage 4 (AGP Rs 9000)	14	27.5
Professor in Stage 5 (AGP Rs 10000)	5	9.8
Total	51	100.0

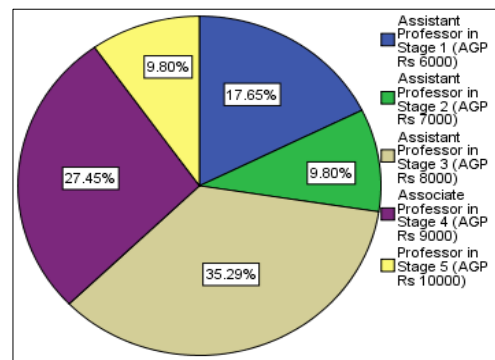


Fig 5: Present stage of faculties

Table 6: Which stage of your Promotion under CAS is due?

	Frequency	Percentage
Assistant Professor in Stage 2 (AGP Rs 7000)	10	19.6
Assistant Professor in Stage 3 (AGP Rs 8000)	3	5.9
Associate Professor in Stage 4 (AGP Rs 9000)	19	37.3
Professor in Stage 5 (AGP Rs 10000)	19	37.3
Total	51	100.0

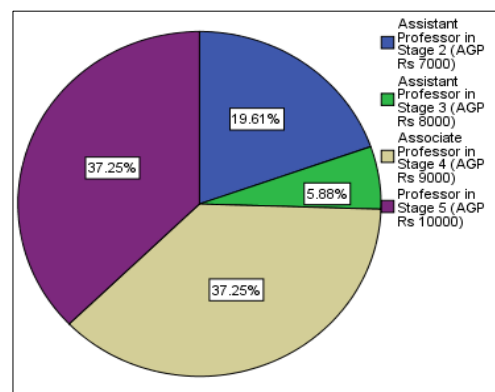


Fig 6: Stage of promotion due under CAS

Table 7: Have you completed OC/RC/STC required for promotion during assessment period of your promotion?

	Frequency	Percent
No	8	15.7
Yes	43	84.3
Total	51	100.0

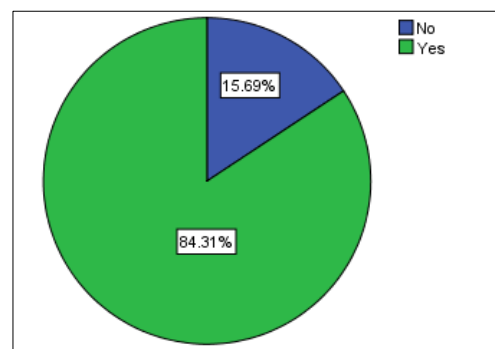


Fig 7: Have you completed OC RC STC required on time for promotion

Table 8: Has your promotion been delayed because of OC/RC/STC?

	Frequency	Percentage
No	42	82.4
Yes	9	17.6
Total	51	100.0

Approximately 16% teachers have accepted that they did not complete their required training courses for their promotion under assessment period.

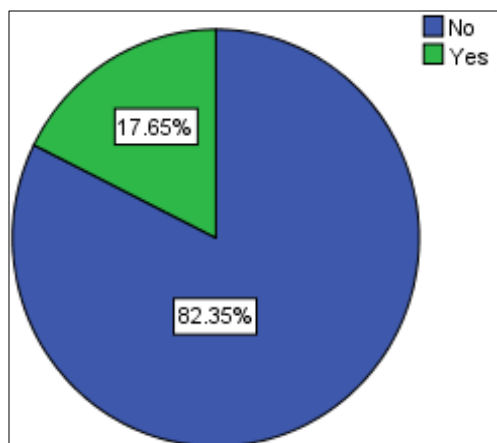


Fig 8: Has your promotion delayed because of OC, RC, STC

Approximately 18% teachers have accepted that their promotion under CAS became delayed because of not completing their required training courses during assessment period.

Table 9: Your promotion is delayed for how many years?

	Frequency	Percentage
1 - 2 years	6	11.8
2-3 Years	3	5.9
Less than 1 Year	15	29.4
More than 3 Years	12	23.5
Not delayed	15	29.4
Total	51	100.0

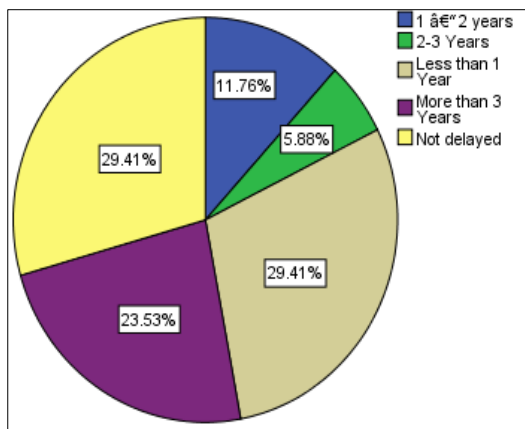


Fig 9: NO of years your promotion is delayed

Approximately 24% teachers have accepted that their promotion under CAS became delayed by more than three years.

How frequently does your college conduct the CAS process for promotion of teachers?

Table 10: While colleges can conduct CAS process twice in a year.

	Frequency	Percentage
Once in a year	18	35.3
Once in three years	4	7.8
Once in two years	7	13.7
Twice in a year	22	43.1
Total	51	100.0

Approximately 14% teachers have accepted that their colleges conduct CAS process once in two years, 8% teachers, once in three years and 35% teachers said that their colleges conduct once in a year.

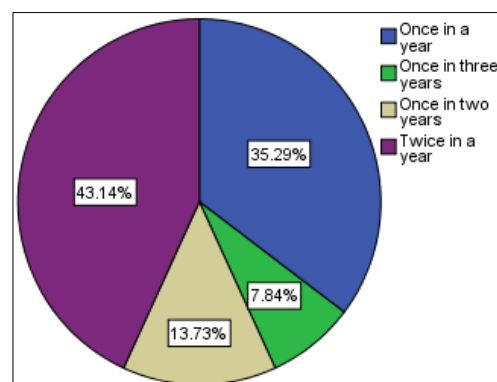


Fig 10: Frequency of conducting CAS process in college

Table 11: Has your promotion under CAS done on time?

	Frequency	Percent
No	26	51.0
Yes	25	49.0
Total	51	100.0

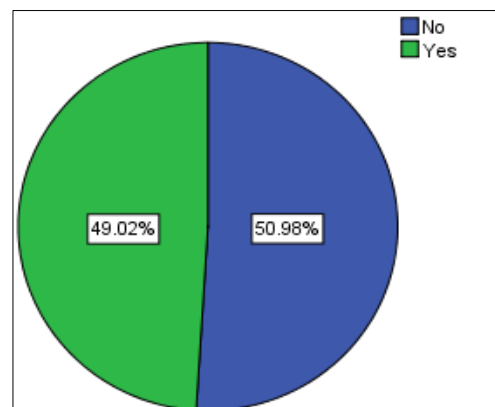


Fig 11: Has your promotion under CAS done on time

Approximately 50% teachers have accepted that their promotion under CAS didn't do on time.

Table 12: Are you aware that research score is not mandatory for promotion under CAS for college teachers till Associate Professor as per 7th pay commission?

	Frequency	Percentage
No	11	21.6
Yes	40	78.4
Total	51	100.0

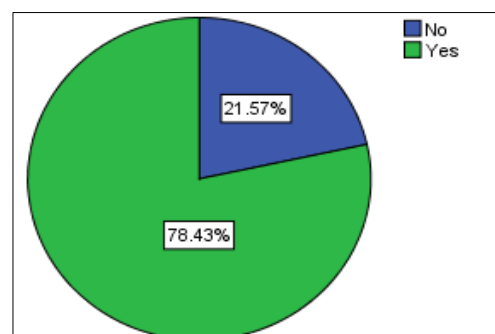


Fig 12: Awareness research score not mandatory for associate prof.

Approximately 22% teachers have accepted that they were not aware that minimum research score is not required for the promotion under CAS for Academic level 11 (Assistant Professor in Senior Scale), 12 (Assistant Professor in Selection Grade) and 13 A (Associate Professor) for college teachers under 7th pay commission.

Table 13: Has your subject experts or Joint Director Nominee in your CAS process rejected your promotion from stage 1-2 or 2-3 or 3-4 because of research score after March 2022 under 7th pay commission after Maharashtra G. R. dated 8th March 2019?

	Frequency	Percent
No	43	84.3
Yes	8	15.7
Total	51	100.0

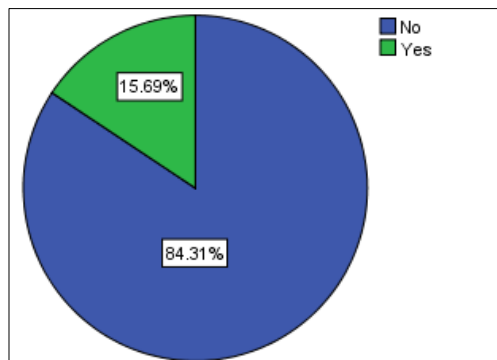


Fig 13: Has your CAS for stage 2, 3, 4 rejected for research point

Approximately 16% teachers have accepted that their promotion under CAS for Academic level 11 (Assistant Professor in Senior Scale), 12 (Assistant Professor in Selection Grade) and 13 A (Associate Professor) were rejected by subject experts and joint director nominee due to their lack of knowledge about minimum research score required.

Table 14: Are you aware that in Maharashtra state, promotions from Assistant professor to Associate Professor and from Associate Professor to Professor are considered from the date of Interview?

	Frequency	Percent
No	5	9.8
Yes	46	90.2
Total	51	100.0

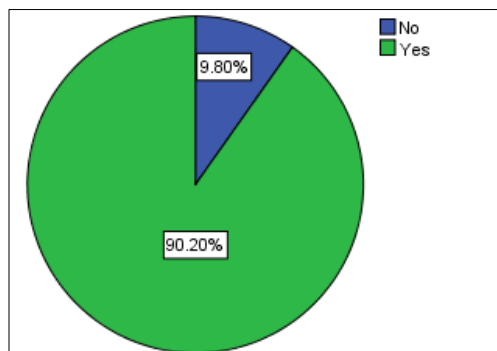


Fig 14: Awareness about date of promotion for associate prof. and profe.

Approximately 10% teachers were not aware that promotion for academic level 13 A (Associate Professor) and 14 (Professor) are considered from the date of interview.

Do you know that OC / RC / STC / FDP done by only UGC-HRDC / Pandit Madan Mohan Malaviya National Mission on Teachers and Training (PMMMNMTT) /ARPIT Courses on SWAYAM / Maharashtra State Faculty Development Academy (MSFDA) are applicable for promotion under CAS?

Table 15: Approximately 12% teachers have accepted that they do not know about authorized sources for required training courses for their promotion under CAS.

	Frequency	Percent
No	6	11.8
Yes	45	88.2
Total	51	100.0

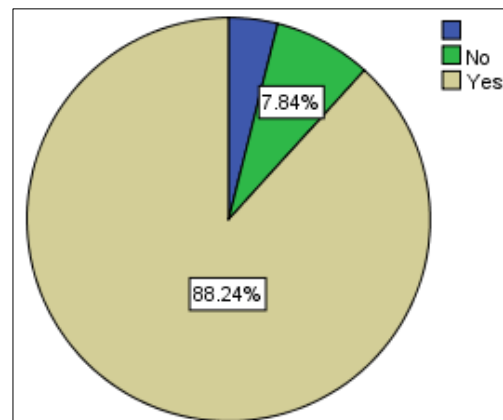


Fig 15: Awareness about recognized agencies for OC, RC, STC, FDP for CAS

Table 16: Are you satisfied with the CAS process of your college?

	Frequency	Percent
No	8	15.7
Yes	43	84.3
Total	51	100.0

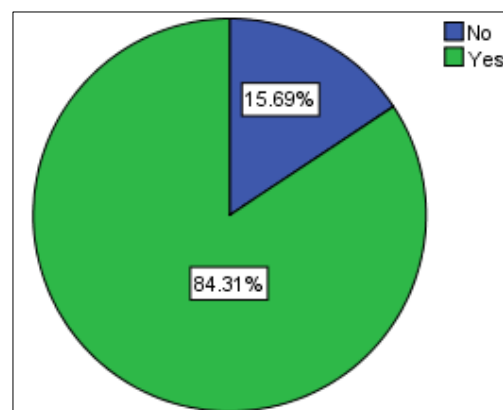


Fig 16: Are you satisfied with CAS process of your college

Approximately 16% teachers were not satisfied with the CAS process of their colleges.

Table 17: Do you know that the date of OC and RC have been extended by 31st December 2023 by an amendment, G. R. No. Misc-2309/C.R.128/UNI-1 dated 5th March 2024 and revised again on 24th June 2024?

	Frequency	Percentage
No	12	23.5
Yes	39	76.5
Total	51	100.0

Maharashtra Government extended required training courses for promotion of teachers by 31st December 2023 but approximately 24% teachers are not aware about this amendment in GR.

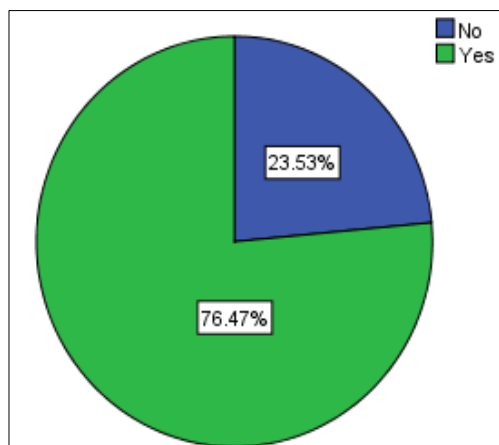


Fig 17: Awareness about extension of date for OC, RC

Table 18: Does your college cooperate with the teachers for their promotion?

	Frequency	Percentage
No	6	11.8
Yes	45	88.2
Total	51	100.0

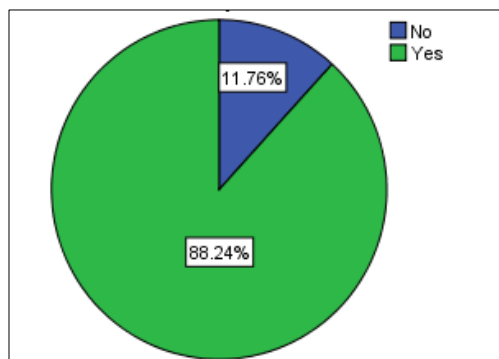


Fig 18: Does your college cooperate to teachers for promotion

Approximately 12% teachers have accepted that their college did not co-operate them for their promotion under CAS.

Table 19: Has your college conducted any workshop related to CAS process for the awareness of teachers?

	Frequency	Percentage
No	19	37.3
Yes	32	62.7
Total	51	100.0

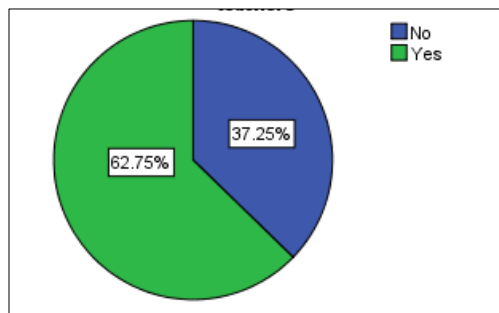


Fig 19: Has college conducted any workshop on CAS for teachers

Approximately 37% teachers have accepted that their colleges did not conduct any work shop on CAS process for the awareness of teachers.

Conclusions

These are the following conclusions based on the analysis of data

- CAS process of some teachers become delayed because
- Unawareness of teachers about rules and regulations for their promotion under CAS.
- Teachers did not read Government and University GR and Circulars for promotion under CAS.
- They did not complete required training courses within assessment period.
- Many colleges do not conduct CAS process for promotion of teachers twice in a year.
- Rejection of CAS process of some teachers by constituted CAS committee because some subject experts and Joint Director's nominees misinterpret the Government GR for CAS process.
- Some teachers do not know that promotion for Associate Professor and Professor are implemented from the date of interview.
- Some teachers do the required training courses from sources other than mentioned in Government GR.
- 16% teachers were not satisfied with CAS process of their colleges.
- Approximately 37% teachers have accepted that their colleges do not conduct any work shop on CAS process for the awareness of teachers.
- Approximately 12% teachers have accepted that their college did not co-operate them for their promotion under CAS.
- Maharashtra Government had extended required training courses for promotion of teachers by 31st December 2023 but approximately 24% teachers are not aware about this amendment in GR.

References

1. Government of Maharashtra, Higher & Technical Education Department, Government Resolution No. Misc-2018/C.R.56/18/UNI-1 Mantralaya Annex, Mumbai-400032, dated 8th March 2019.
2. Government of Maharashtra, Higher & Technical Education Department, Corrigendum No: Misc-2018/C.R.56/18/UNI-1 Mantralaya Annex, Mumbai- 400 032 dated 10th May 2019.
3. Government of Maharashtra, Higher & Technical Education Department, क्र. शासन पूरक पत्र 2309/प्र.क्र.128 /शवशश-1 मादाम, कामा मागग, हुतात्मा राजगुरू चौक, मंत्रालय, मुंबई-400 032, शदनांक:- 24 जून, 2024.