

SAVITRIBAI PHULE TEACHERS ASSOCIATION

Registration No. MH/1305/2021



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Outward No.: 006/1/22

Date 1st Feb. 2022

To
Hon'ble Vice Chancellor
Savitribai Phule Pune University
Pune-411007

Subject: regarding academic/administrative issues related to campus teachers

Hon'ble Sir,

We the teachers of Savitribai Phule Pune University, after thorough deliberations and discussions with campus teachers would like to draw your attention to the following points:

1. Issues related to leaves:

- a. Majority of the teachers on the campus are not aware about the leaves applicable to them. As per the circular, Circular No. 382, dated 28/12/2021 (Rf. AT/1375), there is confusion in interpreting about availing different kinds of leaves. So, we feel it is necessary to bring out the clarity in this regard. For example, on page 49 (point 16) of the said circular, there is mention about study leave, maternity leave and causal leave. However, there is no clarity and mention of other leaves. It is requested that, apart from the above mentioned three leaves (which are as per the employee of the Govt. of Maharashtra), the other leaves may please be considered as per the UGC/SPPU norms.
- b. As you are aware, being a University faculty, there are different academic and administrative responsibilities, such as conducting interviews for selection of Teachers/Research staff, similarly, research project presentation funded by different National and International funding agencies, Ph. D. student selection at various centers, conducting Ph. D. viva-voce examination at different Universities, invited as external examiner/ referee / paper setter for UPSC/MPSC/NET/SET examinations, attending National/International Conferences, Symposia, Workshop, Special/Invited talk etc. are assigned to the campus teachers from time to time. Currently, there is no provision of duty leave for such assignments. All these academic and administrative assignments are not only important in building healthy and good relations with other institutes and universities but also our part of duty and so such assignments should be considered as a duty leave or on duty assignments. In this regard you are kindly requested to introduce administrative reforms and please make provisions to avail such leaves and circulate the same to our campus faculty.



- c. In addition to above mentioned leaves, the other leaves required for attending compulsory training programs such as Refresher course/Orientation course/FDP etc. are necessary for academic developments of teachers. In the past, such period was considered as on duty. Looking towards the esteem status of our university, we as a policy matter should consider this duration as on duty and so it is a sincere request to consider it as duty leave/on duty by making special necessary administrative provisions.
- d. In order to create and maintain vibrant academic culture on the campus it is imperative for the faculty to participate in international research collaboration programs and avail fellowships such as DAAD, Humboldt, Erasmus Mundus and faculty exchange programs of Government of India and other International academic agencies. In the present state-of-the-art, there is no provisions for availing any such leaves for attending the above-mentioned academic activities. You are kindly requested to make provisions of special leaves for the same without financial loss of the teachers for attending such programs.
- e. Majority of the faculty, especially women faculty have raised concern about availing the child care leaves. At present there exists discrepancies between the contractual and permanent (women) employees. For example, the child care leaves are not entitled for the contractual women faculty. We humbly request you to please rectify this discrepancy and treat all the employee equal towards availing child care leave.

2. Issues Related to Ph. D. Enrollment and Process

- a. **Ph. D. Admissions:** At present our University enroll the Ph. D. students once in a year under normal circumstances through PET qualifying exam. In past two years due to Covid-19 pandemic situation it was further delayed. Due to this, majority of the JRF students entitled for availing the Fellowship gets lapsed. More importantly, the NET/SET/GATE examinations are also conducted regularly twice in a year. So, looking towards the loss of students and also towards the academics, we request you to please conduct the PET examinations twice in a year on regular basis and also conduct Ph. D. enrollment twice in a year at least for campus departments.
- b. **Ph. D. related work profile and remuneration**
We would like to bring to your kind notice that, from the initial enrollment to final assessment of Ph. D., we need to call internal and external experts for periodic assessment of the Ph. D. work. In this regard, we kindly request you to make a provision of remuneration to the members of committee. However, at present no such remuneration is being provided to any of the Ph. D. evaluation committee members. As you are aware, this practice of providing remuneration to the members of committee was prevalent till 2017-2018 in our University.
- c. **Autonomy to Departments for filling Ph. D. vacancies:**
In various campus Departments, at present, the Ph. D. enrollment process is conducted by PG section, which is already overloaded with Ph. D. enrollment of affiliated colleges. There is lot of chaotic situation in updating the number of vacancies against campus teachers. We kindly request you to please provide full autonomy to campus Departments for enrolling the Ph. D. students by constituting the Departmental committee for this purpose. The committee should ensure that



the distribution of Ph. D. seats should be fair and in transparent manner. The entire rules will remain same; however, the process on campus will be entirely conducted by campus Departments without intervention of PG section.

3. Regarding Service Security to Contractual Faculty of the Campus Teachers:

The contractual faculty working in various Departments of our University have expressed their concerns about the security of their services. The contractual faculty recruited on our campus Departments have been recruited as per the statutory provisions of our University. However, it has been observed that, there is an irony in tenure of the services of contractual faculty. Due to discrepancies in tenure services, the overall academic performance of these teachers is adversely hampered. Moreover, they are working under pressure and stressful situation because of service insecurity. Therefore, we kindly request you to please frame a well-defined non-discrepant rule applicable equally to all the contractual faculty.

4. Regarding CAS Promotions of University teachers

While taking the suggestions from our campus teachers regarding the CAS issues, following concerns were raised by our campus teachers.

a) Regarding the due date of CAS promotions

In the current situation, the CAS benefits are given to teachers (specially to Associate Professor, Professor and Senior Professor) from the date of CAS interview instead, we request you to provide the CAS benefit from the due date of promotion. We have kind request to bring this discrepancy to the notice of competent authority of Government of Maharashtra. We would like bring to your kind notice that, such discrepancy is a trespass to the guidelines framed by the UGC in this regard, wherein it has been stated that "If the candidate finds that he/she fulfils the CAS promotion criteria, as defined in Tables 1, 2, 4, and 5 of Appendix II at a later date and applies on that date and is successful, his/her promotion shall be effected from that date of the candidate fulfilling the eligibility criteria". (Please refer UGC notification No. 271, July 2018, Page 77).

In general, it has been observed that the eligible teachers usually submit their CAS promotion proposals before 3 months of due date, however the delay in conducting the CAS interviews is from our administration. If the delay is not from the concerned faculty, then the award of delayed date of CAS promotion will be injustice to the concerned faculty. So, we humbly request you to bring this paradox to the notice of Government authority for making the necessary statutory changes in the existing rules of pay fixation and also give instructions to our concerned section for conducting CAS promotions in timely manner.

b) Issue about guided evidence in CAS promotion

The campus teachers have raised confusions related to the issues of 'guided evidence'. As per the UGC notification No. 271, July 2018, Page 83, it has been clearly mentioned that, for the promotion from academic level 12 to 13A (Associate Professor), there should be "**Evidence of having guided at least one Ph.D. candidate**", however, for CAS promotions from academic level 13A to 14 (Professor), the criterion clearly states that there should be "**Evidence of having successfully guided doctoral candidate.**" Looking towards both the statements of guided evidence, it is clear that, there is no need of award of Ph. D. in case of CAS



promotions from academic level 12 to 13A, this also implies that the registration of at least one Ph. D. candidate can be considered as a 'guided evidence'. However, our University administration is insisting the award of at least one Ph. D. student for the CAS promotion from academic level 12 to 13A, which itself is contradictory to the UGC criterion. As per our knowledge, it is wrongly interpreted. So, we kindly request you to consider the registration of one Ph. D. student as a 'guided evidence' and consider all such teachers eligible for the CAS promotion from academic level 12 to 13A.

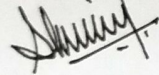
5. Regarding administrative and financial issues

In the mainstream of SPTA discussions, several campus teachers have demonstrated resentment over various administrative assignments without respecting the University statutes and MAU act 2016. Moreover, only selected faculty members have been bestowed with multiple responsibilities without considering the pros and cons of academic developments. We kindly request you to revisit these issues and streamline the adversities.

Moreover, there are many financial problems hindering the academic functioning of our campus teachers. We honestly feel that you will take all these issues in a positive node and make our faculty comfortable for accelerating the academic growth of University.

Thanking you.

Sincerely Yours



President

SPTA, This University

