

UNIVERSITY OF DELHI  
DELHI - 110 007Proceedings of the Committee

In compliance of the University of Delhi letter no CB I/Promotion/VPCI/2024/8933 dated 14.11.2024, a meeting of the Committee consisting of the following members held on 15.01.2025 (Wednesday) at 10.00 a.m. in the Conference Room, Adjacent of Director's Office, 3<sup>rd</sup> Floor, MS Building, VPCI for examination issue of promotion of Dr. Ravishankar N., Assistant Professor and to make suitable recommendations for the same.

- 1 Smt. Meenakshi Sahay  
Joint Registrar (Recruitment), DU
- 2 Sh. Pradeep Kumar  
Joint Registrar (Legal), DU
- 3 Sh. Rohan Rai  
Joint Registrar (Teaching), DU
- 4 Sh. Sharad Kumar Sant  
Deputy Registrar (Finance), DU

The Committee was informed about the case that:

- (a) The University of Delhi vide its EC Res.No.04(22) dated 28.05.2015 implemented Dynamic Assured Career Progression (DACP) scheme applicable to the Faculty members of University College of Medical Sciences (UCMS) and Vallabhbhai Patel Chest Institute (VPCI) based on which the necessary amendments to Ordinance XX and XXV were made. In DACP Scheme-2008, the University framed the recruitment rules for the teaching positions i.e. Assistant Professor, Associate Professor and Professor in various departments including Department of Biostatistics (Flag-A).
- (b) Under the DACPS, the grade pay and pay band of teachers appointed by direct recruitment in various Specialties and Super-specialities shall be as follows:

Post	Grade Pay	Pay Band
Assistant Professor	Rs.6,600/-	PB-3 (Rs.15,600-39,100)
Associate Professor	Rs.7,600/-	PB-3 (Rs.15,600-39,100)
Professor	Rs.8,700/-	PB-4 (Rs.37,400-67,000)
Director Professor/ Professor (SAG)	Rs.10,000/-	PB-4 (Rs.37,400-67,000)

- (c) As per recruitment rules under DACPS, VPCI advertised teaching positions in the various departments, duly vetted by the University of Delhi, including the post of Assistant Professor in the Biostatistics Department in Pay Level-11 in 7<sup>th</sup> CPC (pre-revised PB-3: Rs.15,600-39100+GP Rs.6600 in October, 2019 with the following eligibility criteria:

**Academic Qualifications:** M.Sc. (Bio-statistics/ Statistics) with Ph.D.  
(Bio-statistics/Statistics).

- (d) Dr. Ravishankar N. was appointed as Assistant Professor in the Department of Biostatistics on 05.02.2021 (F/N) in the Pay Level-11: Rs.67,700-2,08,700 on an initial pay of

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Rs 67,700/- + usual allowances on the recommendation of the Selection Committee duly constituted as per Ordinance of the University of Delhi

(e) Dr. Ravishankar N. was confirmed on the said post after completion of probation period.

(f) Brief details of Dr. Ravishankar N., Assistant Professor of Biostatistics is as under:

1	Name of Faculty Member	Dr. Ravishankar N.					
2	Date of Birth	31.10.1986					
3	Category	UR					
4	Qualification	Ph.D. (Biostatistics)					
5	Service Details						
	Name of Employer	Designation	Scale of Pay/ Pay Band + A/GP/SP	Experience			Date of eligibility for promotion
	1	2	3	From	To	Total (Y - M - D)	7
	Manipal Academy of Higher Education (MAHE)	Assistant Professor (Regular)	PB3 Rs 15600-39100 + GP 6000 Gross Emolument Rs 63,334/-	03.04.2017	30.01.2021	03-09-28	
	Vallabhbhai Patel Chest Institute, University of Delhi	Assistant Professor (Selection)	Pay matrix Level-11 (pre-revised PB3) Rs 15600-39100 + GP 6800	05.02.2021 (F/N)	Continuing	02-01-24 (upto 28.03.23)	
						05-11-22	

(g) As per DACPS-2008, the teacher shall be promoted to the next grade pay/post in the following manner:

From	To	No. of years of regular service, publications, performance report etc. required for promotion	Bench mark of APAR	Mode of promotion
Assistant Professor GP Rs. 6600 in PB-3 (Super-specialities and other than Super-specialities)	Associate Professor GP Rs. 7600 in PB-3 (Super-specialities and other than Super-specialities)	(i) 2 years regular service in GP of Rs. 6600 in PB-3 including service rendered in the pre-revised scale of Rs. 10000-15200 (ii) Two research papers accepted/published in Indexed/National Journals as 1 <sup>st</sup> /2 <sup>nd</sup> author during the tenure as Assistant Professor (iii) Attended two conferences/CME programs/Workshops/Updates organized by scientific bodies. (iv) APAR: Note: Since, DACP-2008 is applicable from 31.12.2008, the teachers may submit Self-Appraisal Report in place of APAR to be considered for promotion during transit period.	Good	Through screening

(h) In page no.47 of the DACP-2008 guidelines (Minutes of the meeting of the Executive Council held on Thursday, the May 28<sup>th</sup>, 2015) it is specified that "DACP Scheme as adopted by the University shall also be applicable to non-medical teachers in terms of MCI Regulations (Minimum Qualifications for Teachers in Medical Institutions, 1998) in the Departments of Anatomy, Physiology, Biochemistry, Microbiology and Pharmacology since, MCI Regulations permit to recruit non-medical teachers in the medical colleges in these departments. The earlier promotion schemes of the University, viz., MPS - 1987 and MPS - 1998 were also applicable to all the above categories of non-medical teachers working at

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UCMS and VPCI. However, DACP Scheme as adopted by the University shall not be applicable to teachers in the subject of Bio-statistics, Medical Laboratory Technology, Assistant Professor in Physical Education and Librarian working at UCMS and VPCI who will be covered by the CAS-2010 adopted by the University and other University rules in this regard".

- (i) However, on page no.1 of 15 of Guidelines of CAS 2018 it is explicitly stated that "CAS 2018 shall be effective from 18/07/2018. However, to avoid hardship to those faculty members who have already qualified or are likely to qualify shortly under CAS 2010, a choice may be given to them, for being considered for promotions under the same. This option can be exercised only within three years from 18/07/2018". This indicates that CAS 2010 applies specifically to faculty members who were either already governed by it or were about to be governed by its provisions shortly and voluntarily choose to retain that status, refraining from opting for CAS 2018. Additionally, it emphasizes that the decision to remain under CAS 2010 must be made within three years from the specified date mentioned above; otherwise, they shall be governed by CAS 2018.
- (j) As per CAS-2018, the eligibility criteria for promotion from Assistant Professor (Stage-I) to Assistant Professor (Stage-2) during transit period:
- Completed four years of service with a Ph.D. Degree or five years of service with a M.Phil/PG degree in professional courses, such as LLM, M.Tech., M.V.Sc. and M.D., or six years of service in case of those without a Ph.D./M.Phil./PG degree in a professional course and satisfies the following conditions:
  - Attended one orientation course of 21 days duration on teaching methodology;
  - Any of the following: completed Refresher/Research Methodology Course/Workshop/Syllabus Up-Gradation Workshop/Training Teaching-Learning-Evaluation, Technology Programmes/Faculty Development Programme of atleast one week (5 days) duration, or taken one MOOCS course (with e-certification) or development of e-contents in four-quadrants/MOOC's course during the Assessment Period; and
  - Published one research publications in the per-reviewed journals or UGC-listed journals during Assessment Period.
  - She/He gets a 'satisfactory' or 'good' grade in the Annual Performance Assessment Reports (APAR) of at least three/four/five of the last four/five/six years of the assessment period at the case may be.
- (k) Further, the page no.3 of 15 of Guidelines of CAS 2018 outlines the stages of Promotion under the Career Advancement Scheme of Incumbent and Newly-Appointed Assistant Professors/Associate Professors/Professors. Notably, it is also mentioned that these stages are applicable for University and College Teachers **EXCEPT** the Teachers of University College of Medical Sciences and Vallabhbhai Patel Chest Institute.
- (l) Page no.50 of the DACP-2008 guidelines (Minutes of the meeting of the executive council held on Thursday, the May 28<sup>th</sup>, 2015) provides the Amendments with respect to Qualifications/Teaching Experience required for recruitment/direct appointment of Principal/Dean/Director and Medical Teachers in various disciplines in Ordinance XXIV (Qualifications of University Teachers) as amended by the EC on 17.8.2013. Amendments are drawn for a total of 66 disciplines and notably Biostatistics is included among them (page no.64 of the same document). This affirmation explicitly establishes Biostatistics as a recognized discipline within a medical institution.
- (m) The Committee has perused the Gazette notification No.103 of 14.02.2022 regarding Teacher Eligibility Qualifications in Medical Institutions Regulations 2022, issued by National Medical Commission, Clause 3.13, "A person with MSc (Health Statistics/Medical Statistics/Bio Statistic/Statistics) with PhD from a recognized University shall be appointed as Assistant Professor of Statistics in the Department of Community Medicine". The resolution is very much clear that Bio-Statistics Assistant Professor shall be under the

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Department of Community Medicine Since, DACPS is applicable to all medical departments, the committee is of the view of that Bio-Statistics teaching staff should also be governed under DACP Scheme

- (n) However for the applicability for the same, VPCI may approach the University for issuing necessary corrigendum in the EC Resolution No 04(22) dated 28.05.2015 at appropriate places in the following terms – Applicability to Non-Medical Teachers

For	Read
DACP Scheme as adopted by the University shall also be applicable to non-medical teachers in terms of MCI Regulations (Minimum Qualifications for Teachers in Medical Institutions, 1998) in the Departments of Anatomy, Physiology, Biochemistry, Microbiology and Pharmacology since, MCI Regulations permit to recruit non-medical teachers in the medical colleges in these departments. The earlier promotion schemes of the University, viz. MPS – 1987 and MPS – 1998 were also applicable to all the above categories of non-medical teachers working at UCMS and VPCI. However, DACP Scheme as adopted by the University shall not be applicable to teachers in the subject of Bio-statistics, Medical Laboratory Technology, Assistant Professor in Physical Education and Librarian working at UCMS and VPCI who will be covered by the CAS-2010 adopted by the University and other University rules in this regard.	DACP Scheme as adopted by the University shall also be applicable to non-medical teachers in terms of MCI Regulations (Minimum Qualifications for Teachers in Medical Institutions, 1998) in the Departments of Anatomy, Physiology, Biochemistry, Microbiology, Pharmacology and Bio-Statistics since, MCI Regulations permit to recruit non-medical teachers in the medical colleges in these departments. The earlier promotion schemes of the University, viz.; MPS – 1987 and MPS – 1998 were also applicable to all the above categories of non-medical teachers working at UCMS and VPCI. However, DACP Scheme as adopted by the University shall not be applicable to teachers in the subject of Medical Laboratory Technology, Assistant Professor in Physical Education and Librarian working at UCMS and VPCI who will be covered by the CAS-2010 adopted by the University and other University rules in this regard.

Accordingly, the issue of promotion of Dr. Ravishankar N., Assistant Professor in the Department of Bio-Statistics, VPCI under DACP scheme may be dealt with on receiving confirmation from the University.

(Meenakshi Sahay)  
Joint Registrar (Recruitment)

(Rohan Rai)  
Joint Registrar (Teaching)

(Pradeep Kumar)  
Joint Registrar (Legal)

(Sharad Kumar Sant)  
Deputy Registrar (Finance)

Approval of chairman has been obtained by email dated 28/05/2025  
(Mail attached) 