

MAHARASHTRA UNIVERSITY AND COLLEGE LIBRARIANS ASSOCIATION

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To,

Prof.V.S.Chauhan

Chairman,

7th Pay Review Committee

University Grants Commission

Bahadur Shaha Zafar Marg

New Delhi – 110 002

Subject : Suggestions for Seventh Pay Review regarding Librarians in Universities and Colleges

Reference : UGC Public Notice No. F.No. 1-3/2016(PS/PRC) dated 18th July 2016

Respected Sir,

With reference to above cited Public Notice, the **Maharashtra University and College Librarians Association (MUCLA)** invited suggestions from its members as well as library professionals from Maharashtra in relation to anomalies created in 6th Pay Commission regarding Librarians. The same are submitting point wise here with for your kind consideration.

1. Nomenclature of Library should be changed as Knowledge Resource Centre

Justification

The conventional Libraries in a technology driven knowledge society have undergone a metamorphic change in relation to the repository of information, dissemination of information, preservation of materials in different formats namely print, audio, visual and other multi-media. The effective and efficient use of ICT and internet connectivity have given new dimensions and scope for running of such knowledge centres that have now brought in new terminology for Library; namely Knowledge Resource Centre.

2. Nomenclature of Librarians from University and College

The present nomenclature of College Librarian as well as Assistant Librarian, Deputy Librarian and Librarian of University should be changed as Assistant Professor, Associate Professor and Professor. **(Appendix – 1 For Detailed justification)**

3. Minimum Qualification for Direct Recruitment to the post of University Librarian, Deputy Librarian and Assistant University Librarian/College Librarian

Qualification for University Librarian as well as Deputy Librarian should be changed as given below

The Qualification may be reflected in the UGC Notification of Seventh Pay Commission as under
Minimum Qualifications for Appointment of Teaching Faculty in Universities and Colleges – Knowledge Resource Centre (Library)

Professor

- i) Master's degree in Library Science /Information Science with at least 55% marks or its equivalent grade where grading system is practiced.
- ii) A Ph.D. degree in Library & Information Science.
- iii) A minimum of 10 years of working experience as librarian in College or Assistant Librarian in University

OR

A minimum of 2 years of working experience as Deputy Librarian in University

- iv) At least 5 publications in terms of Books/research papers
- v) Experience in ICT based modernization of library
- vi) Evidence of innovative library service and organization of published work.
- vii) A minimum score as stipulated in the Academic Performance Indicator (API) based Performance Based Appraisal System (PBAS), set out in UGC Regulation 2010 (4th Amendment, 2016) in Appendix III.

Associate Professor

- i) A Master's degree in Library Science/Information Science / Documentation Science with at least 55% marks or its equivalent grade where grading system is practiced
- ii) A Ph.D. degree in Library & Information Science.
- iii) A minimum of 8 years' experience as College Librarian or Assistant librarian in University
- iv) At least 3 publications in terms of Books/research papers
- v) Experience in ICT based modernization of library
- vi) Evidence of innovative library service and organization of published work.
- vii) A minimum score as stipulated in the Academic Performance Indicator (API) based Performance Based Appraisal System (PBAS), set out in UGC Regulation 2010 (3rd Amendment 2016) in Appendix III.

Assistant Professor

It should be as in case of the post of Assistant Professor of other disciplines.

Librarian should also get an opportunity to switch over to the posts of Assistant Professor, Associate Professor and Professor in the subject Library & Information Science and vice versa.

4. Career Advancement Scheme (CAS)

- Deputy Librarian should get an opportunity to place in AGP 10,000 as in the case of Associate Professor.
- To promote through Career Advancement Scheme (CAS) from stage 1 to stage 2, Librarian has to complete one Orientation and one Refresher Course of ¾ weeks duration. On the contrary Assistant

Professor requires one Orientation and one Refresher/Research Methodology Course of 2/3 weeks duration. Similarly, to promote from stage 2 to stage 3 Librarian requires additionally two refresher courses, for a minimum period of 3 to 4 weeks duration. However, for the same promotion Assistant Professor requires only one course/programme from among the categories of refresher courses, methodology workshops training etc. of 2/3 weeks duration. The parity should be maintained in this case.

- In the regulation opportunity is given to the person working on the post of 'Assistant Professor' to promote up to six stages through Career Advancement Scheme (CAS). This opportunity should be given to Librarian.
- The eligible Librarian should be considered in ten percent number of post of Associate Professor in an Under Graduate College to become Professors (AGP Rs 10000). Similarly, the eligible University Librarian should also be considered in ten percent of the posts of Professors in a university for the higher AGP of Rs.12000.
- With certain exceptions, the parity in case of pay scale is maintained at par with other teachers. However, the directly recruited Professor is entitled to get an opportunity to fix himself on Rs. 43000/- in the Pay Band of Rs. 37400-67000, with the applicable AGP of Rs. 10000. This opportunity should be given to University Librarian.

5. Ph.D. Supervisor and Eligibility for Minor/Major Research Project

Librarian should be allowed to supervise M.Phil./Ph.D students. Moreover, he should get an opportunity to take Minor/Major Research Project and FIP.

6. Complete parity with teachers such as Assistant Professor, Associate Professor and Professor
7. Librarian should provide teaching workload (at least one lecture per week) to first year at Under Graduate and Post Graduate level to teach **Library and Information Literacy** to make the students literate in terms of information and also to introduce the library and library services.

With warm regards.

Dr. Vinay B. Patil
General Secretary

Maharashtra University and College
Librarians Association

Appendix -I

Justification for Changing the nomenclature of Librarians working in higher education as Assistant Professor, Associate Professor and Professor

Considering the academic status of Librarians in higher education, the Saddler Commission, appointed by Government of India in 1917, recommended in its report that 'the Librarian should be the ex-officio member of the academic council' On the same path, in the report of the committee constituted under the chairmanship of Dr.P.B.Gajendragadkar in 1971, it is mentioned that the Academic Council should be the principal academic body of the university, with power to coordinate and exercise general supervision over the academic policies of the university. Further it is recommended by the committee that the post of librarian should be the ex-officio member of Academic Council.

A pay review committee was appointed by the UGC on 24th August 1994 under the Chairmanship of Rastogi. Specially, for college librarians the committee had recommended that the librarian should also be able to engage students in workshop-like situation with a view to training them regarding information retrieval and resourcing of material for their studies. Further, the committee recommended that performing these newer tasks, the position of librarian in the colleges should be that of a lecturer in the college.

The committee appointed the then Vice Chancellor of Delhi University under the Chairmanship of Prof. R.V.R.Chandrashekar Rao to examine the possibility of inclusion of Librarians in the category of Teacher. In this regard the committee had recommended the status of Librarian at par with teachers

Taking into consideration, such recommendations of various committees, the UGC has considered the post of librarian as other Academic Staff in Universities and Colleges level. And it is reflected in its various regulations including regulation No. F.3-1/2009 dated 30th June 2010 and its 3rd amendment published on 4th May 2016.

Moreover, considering the academic status given by the UGC, most of the major state governments have given the teacher status to librarians. The post of Librarian in the 'The Maharashtra Universities Act 1994' u/s 2(34) is mentioned under the category of 'Teacher' which is applicable to all state Universities of Maharashtra. In UP and Andhra Pradesh also this post has given teacher status. Moreover, in Andhra Pradesh the nomenclature of the posts of librarians are changed as Assistant Professor, Associate Professor and Professor since 2003.

The minimum required qualifications for the post of Librarian prescribed by the UGC at entry level are same as in the case of Assistant Professor.

Academic Performance Indicator (API) is applicable to Librarians, Deputy Librarians and Assistant Librarians for both direct recruitment as well as Career Advancement Promotions as in case of other teachers. However, the IIIrd category regarding research and publication is same as teachers.

Pay scales prescribed by the UGC in all Pay Commissions are equivalent to Assistant Professor, Associate Professor and Professor.

It is the need of the day to literate the students in terms of information to inculcate the self study tendency amongst them and through it enhance the quality and standard of education. In view of this the librarians are conducting User Awareness Programmes as well as Information Literacy Programmes for students in their respective institutions by taking lectures on UG and PG level. Moreover, UGC in its recently published Academic Performance Indicator for Librarians on 11th July 2016 has made mandatory to conduct User Awareness and Instruction Programmes by engaging orientation lectures and users training. Fifteen marks are allotted to this activity for which at least 5 hours are to be spent out of total work load.

As mentioned earlier the qualification, pay scale, promotion chances, Academic Performance Indicators etc. are same as in case of teachers except in few points. Of course that can be done without much disturbances. Further, in the present ICT era Librarians have to be acted as Knowledge Manager, well Administrator, good Teacher and proactive Researcher.

On this back drop, I, on behalf of all members of Maharashtra University and College Librarians Association, would suggest that the present nomenclature of College Librarian as well as Assistant Librarian, Deputy Librarian and Librarian of University should be changed as Assistant Professor, Associate Professor and Professor in Library.

Dr. Vinay B. Patil
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