



International Journal of Research in Pharmacology & Pharmacotherapeutics



ISSN Print: 2278-2648

IJRPP |Vol.9 | Issue 2 | Apr - Jun - 2020

ISSN Online: 2278-2656

Journal Home page: www.ijrpp.com

Research article

Open Access

Changes in minimum qualification for teachers in medical colleges in India for appointments and promotions: A conclusion

Dr.Pooja Agrawal^{1*}, Dr.Virendra Kushwaha², Dr.Tanvi Azmi¹

¹Department of Pharmacology & Therapeutics, GSVM Medical College, Kanpur, Uttar Pradesh, India

²Department of Pharmacology, Government Medical College, Azamgarh, Uttar Pradesh, India

*Corresponding author: Dr.Pooja Agrawal

Email: poojaagrwal378@yahoo.com

ABSTRACT

Minimum qualification criteria for promotion in Medical Institutions/ Colleges in India changes every now and then. While most of changes made in 'Research Publication' with little alterations in 'Teaching Experience' criteria. In this technical paper we tried to summaries all the norms that have been made till now and discussed its impact.

Keywords: Qualification, Medical Institution, Research Publication, Teaching Experience

INTRODUCTION

Evaluation of academic achievements is always a debate topic. Same applies for medical institution also. If the assessment is done by peers, it is not only time-consuming but may be prone to bias; thus, impartial norms are required to minimize these apprehensions [1]. In India, it was the Medical Council of India (MCI) rules regarding appointment and promotion of faculty that every medical institution had followed till mid-2018 [2]. On 26th September 2018; Board of Governor (BOG) has been formed instead, and performs the functions of council [3]. Be it a MCI or BOG, changes in the minimum qualifications for teachers in medical institutions has been made from time to time. Earlier (before 24/7/2009) there was criteria of four year teaching experience as Reader/Associate Prof. for the post of professor and for Associate Prof. there was

five year teaching experience as Assistant Professor/Lecturer. After amendment notification 24/07/2009 teaching experience is same for the promotion but the post of lecturer has been finished. Variation can be seen in 'Research paper' publication criteria. Before 24/7/2009 for Professor there was four research publication in Index Medicus/National journal and one research publication in international journal, a total of five publication for Professor and for Associate Prof. there was four research publication in Index Medicus/National journal but these were desirable criterias and were not essential [4]. After 2009 amendment, a minimum of 4 research publication for professor and two for associate professor had been mentioned as one of the promotional criteria [5], which was again modified in 2017 amendment act, where the required research publication cited were 4 in number on cumulative

basis and same 2 research publication as qualification criteria for professor and associate professor respectively [6]. Now according to latest Amendment Act 2020, 3 research publications (out of which 2 should be published during the tenure period of Associate Prof) are needed to get promotion from Associate Professor to Professor and only one research publication for the promotion of Assistant Prof. to Associate Prof. in the indexed journals mentioned by BOG, also the author must be amongst the 1st three author or should be the corresponding author [7]. If we talk about teaching Experience, it is only the number of years counted, what teachers are teaching, how they are teaching, whether teachers are updated, does not matter. Now what matters is the quantity not the quality [8]. Likewise in case of research papers, they were evaluated by the numbers, till September 2015 all the papers were accepted (research papers, case report or case series, review article keeping it unpretentious and easy, from September 2015 to January 2020 narrowing it to only the original research papers and articles and now from Feb 2020 again all the papers are included i.e. original papers, meta-analysis, systematic reviews and case series [9], thus opening the gates for every useful experience. Researches were never easy to begin with, the shortage of funding, limited support, insufficient infrastructure and limited access to modern evidence, results in poor quality outcome. Hence, such research do not get acceptance for publication in good journals. Also several institution are devoid of post-graduate courses, and in such places, the teacher find difficulties in doing research

as they have shortage of helping hands which leave them in stressful condition. [2] Unlike other research scholars, medical professionals are involved in patient’s health management, laboratory work, and teaching which takes most of their time. Again research is a multidisciplinary approach involving many authors working as a team. Which was very well appreciated before 2009 by giving credits to all authors. That changed to only first author criteria till 2010 and again from November 2010 to July 2017 acknowledging first or second author. From July 2017 to Jan 2020 again changed to first or the corresponding author. So giving credit to only one or 2 authors was definitely a dishonored step that decreases interest in group work and had an impact on teaching value as everyone was busy in doing their individual work and its publication [10]. Research is essential to carry science forward, but the pressure of publication, restricting the due credit to only two authors, with filtered paper publication was too much to ask for, especially for the budding medical teachers. Such approach of publish or perish actually encourages the teaching faculty to indulge in research misconduct and authorship exploitation. This has made them to change the authorship criteria again, by honoring up to 3 authors. Publication was made mandatory after 2009 before that it was in desirable component [11]. So, keeping all in mind, in this special & technical paper we tried to look into the changes in the last 11 years in both publication criteria and teaching experience criteria that has been made.

Teaching eligibility criteria

| Date of notification | Notification by MCI | Publication criteria | Teaching experience |
|-----------------------------|----------------------------|---|--|
| 05/12/1998 [4] | No. MCI-12(2)/98-Med | Professor: 4 research publication in index medicus/National journal and one research publication in international journal Associate professor: 4 research publication in index medicus/National journal. | Professor: 4 year of teaching experience as reader/associate prof. Associate Professor/Reader: 5 year of teaching experience as assistant professor/lecturer Assistant professor/Lecturer- Requisite recognized postgraduate qualification in the subject. Three years teaching experience in the subject in a recognized medical college as resident/ Registrar/Demonstrator/ Tutor. |

| | | | |
|-----------------------------|------------------------------------|--|--|
| 21-07-2009[5] 24-07-2009 | No. MCI-12(2)/2009-MED-22654 | <p>Professor: Minimum of four research publications in indexed/ national journals.</p> <p>Associate Professor: Minimum of two research publications in indexed/ national journals."</p> | <p>Professor; 3 years in recognized medical college as associate professor</p> <p>Associate Professor:4 year in recognized medical college as Assistant professor</p> <p>Assistant professor-Three years teaching experience in the subject as Resident/Registrar/ Demonstrator/Tutor in a recognized medical college either during the postgraduation course or after obtaining postgraduate degree in the subject</p> |
| 15-12-2009 [12] | No. MCI-12(2)/2009-Med.Misc./56925 | <p>Professor: Provided that these research publications are published/accepted for publication in the Journals by the National Associations/Societies of the respective specialties as the First Author. Further provided that the requirement of 4 research publications for promotion to the post of Professor should be taken on cumulative basis with minimum of 2 research publications must be published during the tenure of the Associate Professor.</p> <p>Associate Professor : Provided that these research publications are published/accepted for publication in the Journals by the National Associations/Societies of the respective specialties as the First Author. Further provided that the requirement of 2 research publications for promotion to the post of Associate Professor should be fulfilled with 2 research publication must be published during the tenure of the Assistant Professor.</p> | No Change |

Professor

Further provided that for the transitory period of 4 years w.e.f. 24th July, 2009, the appointment/promotion to the post of Professor can be made by the institutes in accordance with the “Minimum Qualifications for Teachers in Medical Institutions Regulations, 1998” as prevailing before notification of “Minimum Qualifications for Teachers in Medical Institutions (Amendment) Regulations, 2009”.

Associate professor

Further provided that for the transitory period of 5 years w.e.f. 24th July, 2009, the appointment/promotion to the post of Associate Professor can be made by the institutes in accordance with the “Minimum Qualifications for Teachers in Medical Institutions Regulations, 1998” as prevailing before notification of “Minimum Qualifications for Teachers in Medical Institutions (Amendment) Regulations, 2009”

| | | | |
|--------------------|--|--|---|
| 03-11-2010 [13] | No. MCI- 12(2)/2010-Med.- Misc. /33038 | <p>Professor: "Four Research papers accepted/published in index /national journal as first/second author on cumulative basis. Out of these four research publications minimum two research publication must be published during the tenure of the Associate Professor."</p> <p>Associate Professor: "Two Research papers accepted/published in index /national journal as first/second author during the tenure of Assistant Professor."</p> | No Change No Change |
| 03-09-2015 [14] | No. MCI- 12(1)/2015- TEQ/ 131880 | <p>Guideline for Type of Publication Considered for Promotion:</p> <p>a) Indexing agencies: Scopus, PubMed, Medline, Embase / Excerpta Medica, index medicus and index Copernicus</p> <p>b) Types of articles to be considered: Original research articles and original research papers.</p> <p>c) Criteria for National/International Journal: Published by a National / International Specialty Journal / Journal of a National/ International Society provided it included in one of the indexes mentioned above.</p> <p>d) Authorship: First author, second author.</p> | <p>Assistant Professor-3 year teaching experience in the subject as resident/registrar/demonstrator/tutor in a recognized medical college either during post-graduation course or after obtaining post-graduation degree in the subject.</p> |

| | | | |
|-------------------|---|---|--|
| 08-06-2017 [6] | No. MCI- 12(1)/2017- Med.Misc./115698 | <p>e) E-journals: e-journals not included (Only Print journal) The above would also be applicable for "accepted for publication" papers/articles.</p> <p>Professor: Four Research Publications in Indexed Journal on Cumulative basis with minimum of 2 Research Publication during the tenure of Associate Professor as 1st Author or as corresponding author.”</p> <p>Associate Professor 2 Research Publication in Indexed Journals as 1st Author or as corresponding author.</p> | <p>Professor-As Associate Professor in the subject for 3 years in a permitted/approved/ recognized medical college/institution</p> <p>Associate Professor -As Assistant Professor in the subject for 4 years in a permitted/approved/ recognized medical college/institution.</p> |
| 17-2-2020 [7] | No.MCI- 12(2)/2019- Med.Misc./189334 | <p>Professor Three Research publications (at least two as Associate Professor) (only original papers, meta-analysis, systematic reviews, and case series that are published in journals included in Medline, PubMed Central, Citation index, Sciences Citation index, Expanded Embase, Scopus, Directory of Open access journals (DOAJ) will be considered). The author must be amongst first three or should be the Corresponding author.</p> | <p>Assistant Professor 3 year junior resident in recognized medical college in the concerned subject and one year senior resident in the concerned subject in a recognized medical college.</p> <p>Professor-As Associate Professor in the subject for 3 years in a permitted/approved/ recognized medical college/institution</p> <p>(ii) Should have completed the Basic course in Medical Education Technology from Institution(s) designated by MCI.</p> <p>(iii) Should have completed the Basic course in biomedical research from Institution(s) designated by MCI.</p> |
| | | <p>Associate professor One Research publication (only original papers, meta-analysis, systematic reviews, and case series that are published in journals included in Medline, PubMed Central, Citation index, Sciences Citation index,</p> | <p>Associate professor-As Assistant Professor in the subject for 4 years in a permitted/approved/recognized medical college/ institution</p> <p>(i)Should have completed the Basic course in Medical Education Technology from Institution(s) designated by MCI.</p> <p>(ii) Should have completed the Basic</p> |

Expanded Embase, Scopus, Directory of Open access journals (DOAJ) will be considered). The author must be amongst first three or should be the Corresponding author.

-Research project in lieu of publication/authorship can be considered only if the person is Principal or CoPrincipal investigator (P1/CoPI) of a research project funded by a national research body such as Indian Council for Medical Research (ICMR), Department of Science & Technology (DST), Department of Biotechnology (DBT) or any such body.

course in biomedical research from Institution(s) designated by MCI.

Assistant Professor- 3 years Junior Resident in a recognized/permitted medical college in the concerned subject and one year as Senior Resident in the concerned subject in a recognized/permitted medical college.

Professor

Further provided that for the transitory period of 2 years w.e.f. the date of this notification, the appointment/promotion to the post of Professor can be made by the institution in accordance with the —Minimum Qualifications for Teachers in Medical Institutions Regulations, 1998 as prevailing before issuance of this notification.

Associate professor

Further provided that for the transitory period of 2 years w.e.f. the date of this notification, the appointment/promotion to the post of Associate Professor can be made by the institution in accordance with the —Minimum Qualifications for Teachers in Medical Institutions Regulations, 1998 as prevailing before issuance of this notification.

There were many holes in the previous guidelines regarding research publication which council tries to fill with better upgraded options. Like change in the indexed journal with the inclusion of citation index, Sciences citation index and DOAJ and excluding index Copernicus, index medicus, Excerpta medica, and replacing embase with expanded embase which include conference abstract (include abstracts, full indexing and controlled terminology from the Emtree thesaurus) and conference reviews (records include abstracts, key topics and the number of papers

presented at the conference). Newly appointed faculty who find difficulty in writing research paper or the articles can start with smaller steps in the form of case reports writing, systematic review or the meta-analysis which are now accepted as per newer guideline. To prevent the outbreak of predatory journals, we can import blinding peer review where reviewer does not know who the author is, just to remove the biased system, also giving training in reviewing will definitely improve the standard of journals. Newer guideline did not comment on

publication in national or international journals that was updated in 2015 shows that what matter is the good research paper and not the nationality. We again

tried to compile the information regarding publication in table mentioned below.

| Type of publication | Date of Notification | Before 24/07/2009 | 24/07/2009-02/11/2010 | 03/11/2010-02/09/2015 | 03/09/2015-07/06/2017 | 08/06/2017-16/2/2020 | 17/2/2020-onwards |
|----------------------------|---|-------------------|-----------------------|------------------------|------------------------|-------------------------------|-------------------------------------|
| Research papers | 12/02/2020[9] 17/02/2020[7] No.MCI- | Any authorship | First author only | First or second author | First or second author | First or corresponding author | First three or corresponding author |
| Case series or case report | 12(1)/2019-TEQ/189339 | -Do- | -Do- | -Do- | Not Accepted | Not Accepted | Accepted |
| Review articles | | -Do- | -Do- | -Do- | Not Accepted | Not Accepted | Accepted |

Addition of compulsory course on biomedical research will surely improve the outcome of medical researches. This should not only be included for promotion but also included in undergraduate’s academics. Research methodology will make the basic foundation for UGs for doing small research projects in group and also that help at post-graduation level where knowledge about it is needed for their thesis. It will develop interest in doing researches and their publications [15]. BOG has started a new course on medical education technology whose objectives are to sensitize teachers about new concepts in teaching and assessment methods, develop knowledge and clinical skills required for performing the role of competent and effective teacher, administrator, researcher and mentor assist clinicians to acquire competency in communication and behavioral skills also update knowledge using modern information and research methodology tools. This will expand the quality aspect of medical education. Lastly giving credit to three authors is acknowledging the hard work, promoting the team work involve behind the researches and also a step forward in research publication. The main purpose of research and trials is to provide benefits to the patients and the society. We are in an era of Evidence

Based Medicine (EBM), which comes from uncountable researches, trails and their publications. This keeps us updated & brushes up our knowledge .So making research publication mandatory will help us share our knowledge to the world and vise versa.

CONCLUSION

Concluding that, no doubt the new guidelines are very much improved in regard to research publications. But with increasing the number of UG seats to 250 and including new competency based medical education which comprise small group learning, integrated learning etc while keeping the number of faculty same as for 200 students specially for Pharmacology department (1 Professor, 2 Associate Professor, 3 Assistant Professor & 4 Tutor) and no inclusion of Senior resident post in many institution show negligence of council towards para-clinical courses. There is a need to increase the faculty post to fulfill all the new changes made in medical education system. How much the newer Qualification criterias will be helpful in filling the empty seats in faculties, that we will come to know in future.

REFERENCES

[1]. Aggarwal R, Gogtay N, Kumar R, Sahni P; Indian Association of Medical Journal Editors. The revised guidelines of the Medical Council of India for academic promotions: Need for a rethink. *Ind J Med Microbiol.* 34, 2016, 131-4.

[2]. Dhulkhed K.V, Kurdi S.M, Dhulkhed V.P, Ramaswamy H.A. Faculty promotions in medical institutions in India: Can we improve the criteria? *Ind J Anaes.* 60(11), 2016, 14-18.

- [3]. Published in the gazette of India, extraordinary, Part II, Section 3 New Delhi, Published on 2018, Wednesday / Asvina 4, 1940
- [4]. Medical Council of India. Circular no.MCI-12(2)98-Med, Published in part – III section – 4 of the Gazette of India upto 2009.
- [5]. Published in the gazette of India, Extraordinary, Part III, Section 4 no.131, New Delhi, Published on 2009, Friday/Sarvana 2, 1931.
- [6]. Published in the gazette of India, Extraordinary, Part III, Section 4 no.235, New Delhi, Published on 2017, Thursday/Jyaistha 18,1939
- [7]. Published in the gazette of India, Extraordinary, Part III, Section 4 no.66, New Delhi, Published on 2020, Monday/Magha 28, 1941
- [8]. Sunil M. Doshi. “Teaching experience and research publications” quantity matters and quality suffers, a medical teacher perspective. Ind J Pharm. 50(3), 2018, 144-146
- [9]. Board of Governors in supersession of medical council of India. Circular no.MCI- 12(1), 2019, TEQ/189339.Available from, <http://www.mciindia.org/circulars-circular-12/2/2020-TEQ>
- [10]. D Juyal, V Thawani, S Thaledi, B Dhawan. Medical Council of India circular on research publications: Flaring up the fire.Ind J Med Microbiol. 34(4), 2016, 563-564
- [11]. Dr Chinmay Shah, Dr Jasmin Diwan, Dr Atul Trivedi. Change in Publication Criteria for Promotion of Medical Teachers in Last Decade (2009-2019) NJIRM. 10(3), 2019, 81-84
- [12]. Published in the gazette of India, Extraordinary, Part III, Section 4, No.247, New Delhi, published on 2009, Tuesday / Agrahayan 24,1931
- [13]. Published in the gazette of India, Extraordinary, Part III, Section 4, No.289, New Delhi, published on 2010, Thursday / Kartika 13,1932
- [14]. Medical Council of India. Circular No. MCI-12(1)/2015-TEQ/131880.Available from: <http://www.mciindia.org/circulars/Circular-03.09.2015-TEQPromotion-Publication.pdf>. [Last accessed on 2020]
- [15]. Anupama Sukhlecha. Research publications: Should they be mandatory for promotions of medical teachers? J Pharm and Pharmacotherapeutics . 2(4), 2011, 221-224