



सत्यमेव जयते

प्रो.राजीव कुमार  
सदस्य सचिव

**Prof. Rajive Kumar**  
**Member Secretary**

अखिल भारतीय तकनीकी शिक्षा परिषद्

(भारत सरकार का एक सांविधिक निकाय)

मानव संसाधन विकास मंत्रालय, भारत सरकार

नेल्सन मंडेला मार्ग, वसंत कुंज, नई दिल्ली – 110070

दूरभाष: 011-26131497

ई मेल : [ms@aicte-india.org](mailto:ms@aicte-india.org)

**ALL INDIA COUNCIL FOR TECHNICAL EDUCATION**

(A Statutory Body of the Govt. of India)

Ministry of Human Resource Development, Govt. of India

Nelson Mandela Marg, Vasant Kunj, New Delhi-110067

Phone: 011-26131497

E-mail: [ms@aicte-india.org](mailto:ms@aicte-india.org)

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**Sub: Clarifications on equivalence/relevance or appropriateness of nomenclatures of degrees in Engineering and Technology for recruitment to teaching positions / promotions / CAS in the same or the other institutions/Universities**

**Preamble:**

Right from the establishment of The All India Council for Technical Education (AICTE) under AICTE Act 1987, and exercising the powers conferred on it, under sub-section (1) of Section 23 read with section 10 (i) and (v), AICTE has been issuing regulations with regard to the minimum qualifications and experience for the appointment and promotion of teaching posts and corresponding pay structures, pay scales/ pay bands for different levels of teaching positions in technical institutions. While doing so, AICTE has also prescribed nomenclatures of **appropriate** or/and **relevant** degrees at UG and PG levels for recruitment of eligible candidates. The words “appropriate” and “relevant” have been in vogue for all these years. However, it is observed that these words have been largely misinterpreted and misunderstood by the recruiters as well as by candidates aspiring for faculty positions.

As a result, All India Council for Technical Education has been receiving large number of grievances from faculty members / requests from Governments, DTEs pertaining to eligibility for Assistant Professor, Associate Professor or Professors in different departments/disciplines in AICTE approved institutions / university departments and deemed universities due to deviations in nomenclature of their qualifying degree particularly at undergraduate levels and in some cases even at post graduate level. Grievances are also received about suitability of candidates for the recruitment in a

department if the Ph.D. is carried out from departments other than the employing department.

India is a large country having different types of institutions with different types of operational mechanisms. We have MHRD governed IITs/IIITs/NITs and Central Universities, offering technical programs which do not require approval of AICTE. We also have affiliating technical universities and affiliating state government universities. Deemed universities and state private universities also offer several technical programs. These are only a few examples and the list of such types of institutions is much longer. Each one of these institutions is empowered under the relevant Act of the Parliament/State Legislature to decide nomenclatures and offer degree programs on its own. As a natural corollary to this, different institutions offer different programs with differing nomenclatures. This makes the list of the nomenclatures very long, diversified, and dynamic in nature.

#### **Changing Context:**

The education scenario throughout the world is changing very fast and to keep pace with the changing times, interdisciplinary programs are not only gaining importance but have become an order of the day. Several institutes offer interdisciplinary programs such as Mechatronics, Automobile Engineering, Instrumentation etc. The advancement of knowledge, research mostly happens in the intersecting domains of the disciplines. Therefore, rigid walls between conventional programs are getting obliterated and compartmentalization of disciplines is no longer advisable/desirable/possible. It is therefore imperative to evolve a mechanism for having diversified faculty for teaching in the areas of emerging technologies even in conventional technical programs.

#### **The Problem:**

It is observed that in most of the AICTE approved institutions these facts of changing nature of engineering programs is not realized while carrying out the recruitment of faculty. The allied or appropriateness of various programs is often

neglected, and rigid silos are created. For example, a faculty with UG degree in electronics and instrumentation or electrical and electronics engineering is not considered eligible for the departments of Electronics Engineering or Electronics and Telecommunication engineering. It is also interesting to note that for the purpose of admission to higher degrees such as M.E./M.Tech. or Ph.D., students are accepted from varied fields/disciplines. However, the very same institutes show reluctance to consider the graduating students eligible for recruitment even in the same department. This is a real dichotomy.

#### **AICTE's Efforts:**

With a view to enable the recruitment process of teachers, AICTE had notified through its notification dated 28th April 2017, the major/core branches of engineering/technology with different nomenclature of UG and PG degrees indicating their relevance for recruitment to faculty positions in various departments. It is quite possible that degrees offered by non-AICTE institutions do not get covered in AICTE's notification. Due to continuously evolving nature of engineering education, it is beyond the scope of AICTE to keep issuing notification defining appropriate /relevant programs for various departments for each of the approved nomenclatures of degrees. Candidates graduating from all these types of academic institutions are obviously eligible to apply for academic positions in AICTE approved institutions. Therefore, although, AICTE is an apex body regulating technical education, it is beyond the scope of AICTE to keep issuing notification stating relevant departments for each of the newer and newer nomenclatures of degrees. It is also difficult for the regulatory body such as this Council to look into the curriculum of all these programs offered by these Institutions and give a comprehensive and exhaustive list of the different relevant/appropriate nomenclatures of UG/PG degree.

#### **Some more typical examples:**

Rapidly changing technology and interdisciplinary approach occupying a dominant place now-a-days requires more and more flexibility as is evident from the fact that a degree in Automobile Engineering includes the technology right from Mechanical

Engineering, Structural Engineering, Electronics Engineering, Chemical Engineering and Computer Engineering and thus requires teaching from across these disciplines. Therefore, such kind of boundaries of disciplines are not expected to be strictly observed by recruiters without application of obvious logic.

For example, many representations have been received from different parts of the country. Here are some illustrations:

1. A candidate holding B.E./B. Tech. in Electronics and Instrumentation Engineering, M.E./M. Tech. in Electronics and Communication Engineering is not considered for recruitment in Electronics and Communication Engineering nor in instrumentation and control Engineering. Even if the candidate possesses Ph.D. the candidates are not invited for the interview if the basic qualification is B.E./B.Tech. in Electronics and Instrumentation Engineering and not in Electronics and Communication Engineering.
2. A candidate with B.Tech. in Electrical & Electronics Engineering and M.Tech. in Solid State Electronics Materials are neither considered suitable for Electrical Engineering Department nor for Electronics Department.
3. B. Tech. degree holders in Mechanical Engineering (Industry Integrated), Mechanical Engineering (Production), Production and Industrial Engineering, Mechanical Engineering - Automobile, Mechanical and Automation Engineering, Mechatronics Engineering are not considered in any other department than in the department with the exact name although all these degree nomenclatures belong to the major discipline of Mechanical Engineering.
4. B. Tech. degree holders in Civil Engineering (Building & Construction Technology), Civil & Rural Engineering, Civil Engineering & Planning, Civil Engineering (Construction Technology), Civil & Infrastructure Engineering, Civil Technology, Construction Engineering, Construction Engineering & Management, Construction Technology, Construction Technology & Management, Geo Informatics, Civil & Water Management Engineering, Civil Engineering (Public Health Engineering), Civil &

Environmental Engineering, Civil Engineering (Environmental Engineering), Civil Engineering Environment & Pollution Control, Environmental Engineering are not considered in any other department than in the department with the exact name although all these degree nomenclatures belong to the major discipline of Civil Engineering.

5. B. Tech. degree holders in Electrical and Electronics (Power System), Electrical and Electronics Engineering, Electrical and Instrumentation Engineering, Electrical and Mechanical Engineering, Electrical and Power Engineering, Electrical Energy Systems, Electrical Engineering (Instrumentation and Control), Electrical Engineering, Electrical Engineering (Electronics and Power), Electrical Engineering (Industrial Control), Electrical Machines, Electrical Power Systems, Power Systems Engineering, Electronics and Electrical Engineering are not considered in any other department than in the department with the exact name although all these degree nomenclatures belong to the major discipline of Electrical Engineering.

Similarly, there are other Major Disciplines in which there are relevant/ appropriate courses being offered and graduates of these courses are being rejected by employers. This is affecting eligible candidates' careers and their professional growth.

In order to resolve such issues, AICTE, in April 2017, through its notification had given following flexibility to the recruitment agencies which is reproduced as below:

*“In addition to the specified classification of nomenclatures, the BoG of the concerned Institution on the recommendation of duly constituted Selection Committee and with the approval of their respective State/UT/Central Government/University/DTE etc. As applicable, may take appropriate decision on relevant qualifying degrees suitable for recruitment to teaching positions, especially keeping in view interdisciplinary nature of emerging technologies. The same should however be notified at the time of advertisement for the posts. Incumbent faculty recruited in the past based on their qualification acquired will continue to be eligible in the departments they were recruited”.*

The above issue has further engaged the attention of this Council and it was given a deeper and thoughtful consideration while issuing the 7th CPC AICTE Notification dated 01.03.2019 on Pay Scales, Service Conditions and Minimum Qualifications for

appointment of Teachers and other Academic Staff such as Library, Physical Education and Training & Placement personnel in Technical Institutions – and Measures for the Maintenance of Standards in Technical Education (Degree) Regulation, 2019 under the section 7.4 entitled Nomenclature of Relevant Degrees, which is re-produced as under:

*“The qualifications for various faculty posts specify that the degree shall be in the appropriate/relevant branch of specialization. Many IITs, NITs, Central Universities start interdisciplinary programs of new nomenclatures. In view of the increasing importance of the interdisciplinary nature of engineering, the interdisciplinary courses for both UG and PG specializations may be considered. The selection committee may take a final decision in this regard depending on the requirement of the program of study and institution. AICTE has already clarified this issue vide Government of India Gazette F.No. 27/RIFD/Pay/01/2017-18 dated 28.04.2017. If any specialization is not available in the AICTE basket, the Board/University shall decide the equivalence based on the curriculum of the program. Hence, incumbent faculty recruited in the past based on their qualifications/specializations acquired will continue to be eligible for promotion as well as direct recruitment in the same or other institutions, subject to fulfilment of other eligibility criteria and higher qualifications as prescribed, if any, for various teaching posts”.*

#### **Unnecessary Litigations:**

These provisions are therefore quite clear. Despite this it has come to the notice of this Council, that neither the flexibility given is being exercised/explored nor the relevant/appropriate branch of degree in Engineering/Technology is being considered by many of the technical institutions / recruiters for recruitment to teaching positions properly. As a result, the qualified persons suitable for recruitment to faculty position are deprived of the opportunity as their applications are rejected by the concerned technical institutions. This leads to unnecessary litigation as the candidates take to legal course by way of filing the writ petition before the High Courts. Final adjudication takes a lot of time and meanwhile man-hours are lost to defend such cases in court of law besides a waste of financial resources of the universities/institutions and recruiting agencies including DTEs and Public Service Commission. Precious time and scarce financial

resources could be saved and used for a fruitful purpose if the recruiters take timely action to redress the grievance of the candidates.

**Course of Action:**

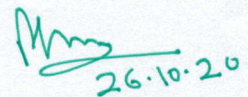
It is again hereby advised to follow the regulations issued by this Council vide notification dated 28.04.2017 and 01.03.2019 not only in letter and but also in spirit. It is to be noted that the list of relevant / appropriate nomenclature given in the AICTE Gazette Notification dated 28.04.2017 will continue to be in force and is only **illustrative for the purpose of understanding the spirit of interdisciplinary nature but neither conclusive nor exhaustive.**

The appropriateness of the qualifications must be naturally and relevantly decided by the recruitment agency keeping in view the nature of the program for which the recruitment is being carried out. The following points need be noted and appreciated in the context of notification issued by AICTE vide Govt. of India, Gazette notification F.No. 27/RIFD/Pay/01/2017-18 dated 28.04.2017: -

- For recruiting UG faculty in departments of interdisciplinary nature (such as aeronautical, biotechnology, nanotechnology etc. for example) either UG or PG degree from that major discipline may be considered necessary. However, the other degree can be from allied major disciplines. The allied major disciplines can be decided by the recruiting agency. For example, for recruiting Assistant Professor in nanotechnology department, one can have either a UG degree or a PG degree in nanotechnology, but the other degree can be from any other allied field such as Mechanical Engineering, Metallurgy Engineering, Production Technology or their specializations. Similarly, B. Tech. in Mechanical Engineering and M. Tech. in Aeronautical Engineering can be considered as eligible for a faculty position in Aeronautical Engineering department. Even a B. Tech. in Aeronautical Engineering and M. Tech. in Thermal and Fluid Engineering which is one of the specialization of Mechanical Engineering can be considered eligible.

To sum up, the list of nomenclatures of UG/PG degree published in the notification dated 28th April 2017 comprises of all the nomenclatures which AICTE had approved until then. As the nomenclatures offered by various IITs, NITs, Universities can be and may be dynamically changing without knowledge of AICTE, making an all-inclusive and more exhaustive list of nomenclatures is not practical or realistic nor it is necessary. Incumbent faculty recruited in the past based on their qualification and following the due process and statutorily approved selection procedure as per the appointing authority and as per the AICTE norms prevailing at that time for the full time employment will continue to be eligible in the departments where they were recruited and had been found to be eligible in the same as well as any other institution later irrespective of fulfilment, or otherwise, of current equivalence norms.

Therefore, AICTE approved Institutions / Universities / Deemed Universities are required to carefully deal with faculty recruitment as well as other equivalent issues with proper justification in order to give justice to the aspiring candidates /incumbents during the process of scrutiny of applications for recruitment or promotion so that no injustice with any candidate or incumbent is done during the recruitment or promotion. All concerned are now required to ensure that the queries on the above subject are resolved at the State or University level while using the aforesaid flexibility and in future no reference in the matter need be made to this Council.



26.10.20

(Prof. Rajive Kumar)  
Member Secretary (AICTE)