

# TATA INSTITUTE OF FUNDAMENTAL RESEARCH

NATIONAL CENTRE FOR BIOLOGICAL SCIENCES

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February 19, 1997

Prof. G. Govil  
Dean, Physics Faculty  
T.I.F.R.

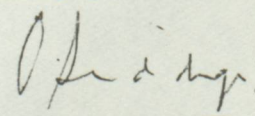
Dear Prof. Govil,

At the last Promotion Committee meeting we had some argument about ages at promotion. I have therefore, gone and analysed the entire academic staff of the Institute with respect to this question as it stood in the staff list of 1996. I enclose the statistics in addition to age of distribution of the Faculty Associate Professor, Readers and Fellows. I include tables showing the trends regarding age at promotion and comparison of internally promoted candidates and externally recruited candidates in various categories. As you will note, the majority of the academic staff is internally recruited at the lowest level. There are negligible or nil recruitment at the level of Readers and Associate Professors. This is the issue with which my argument was primarily concerned. You were right in saying that the age at promotion has improved in the last 10 years. The current age for promotion to Readers position is 37.5 years, Associate professor 43.65 years and Professors 51.8 years. The peak for the age of faculty is around 60 years.

I will be grateful if you will circulate the figures I enclose to all members of the Committee.

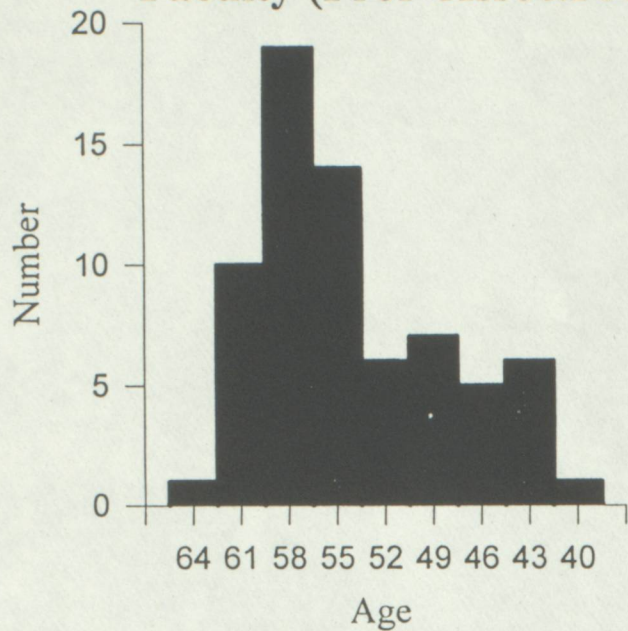
Kind regards,

Sincerely yours,

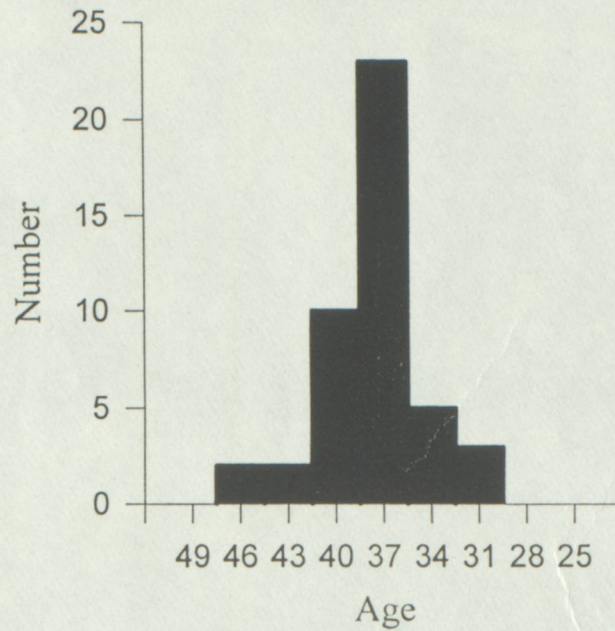


O. Siddiqi

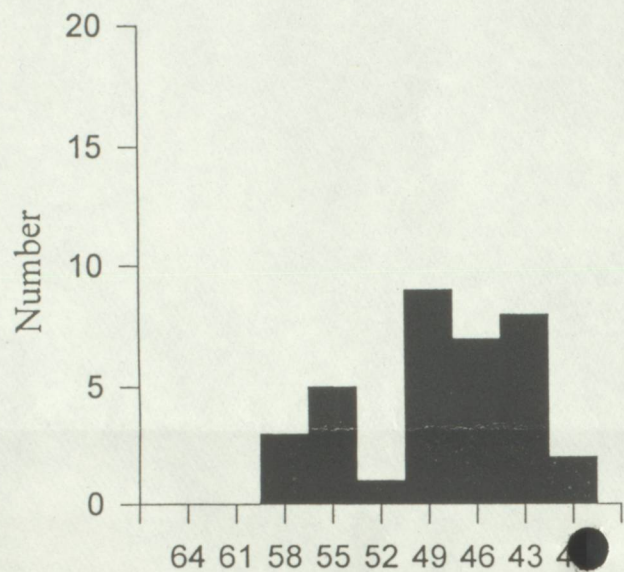
**Faculty (Prof+Assoc.Prof)**



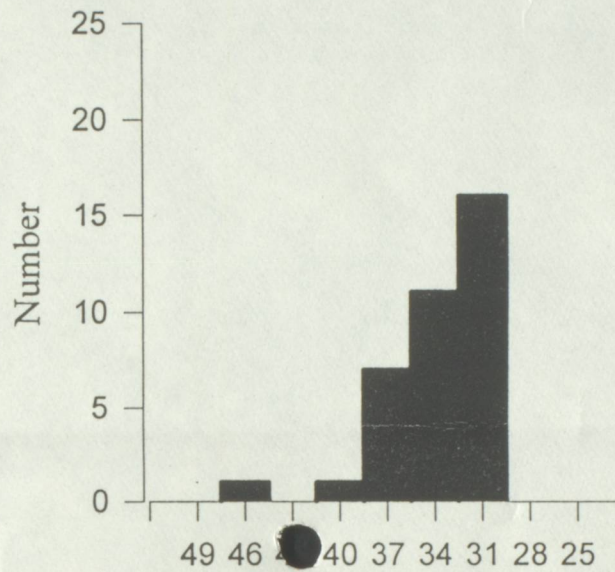
**Readers**



**Associate Professors**



**Fellows**



Year	Average Age at Promotion		
	Reader	Assoc. Prof.	Professor
1963-72	30.57	34.14	36.0
1973-78	35.6	43.5	39.5
1979-84	38.7	48.6	46.1
1984-90	37.4	45.27	50.0
1990-95	37.5	43.65	51.8

Induction pattern in 1996	Total	Internal/ external	Recruited as					
			RA/ student	Visiting fellow	Fellow	Reader	Assoc. Prof.	Prof.
Sr. Professor	24	62%	15	3	4	2	0	0
Full Professor	25	68%	17	4	4	0	0	0
Assoc. Professor	38	65.5%	25	8	4	1	0	0
Total	87		57	15	12	3	0	0