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## Original Research

### Evolution of NMC/MCI/DCI guidelines for promotions of faculty: A scholarly progression

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#### ABSTRACT:

There is always a lot of confusion among staff working in health science colleges regarding the indexing of journals on criteria for points for promotion. This review navigates the dynamic evolution of authorship criteria in medical research as per updated National Medical Commission (NMC), Past MCI and DCI guidelines, tracing the journey from a time when any author's contribution was accepted to the stringent criteria implemented from 12.02.2020 onwards. The analysis encompasses pivotal periods, including the introduction of first author-only criteria, integration of indexing agencies, and the recent emphasis on specific types of publications. Additionally, the review sheds light on the evolving role of the corresponding author and the strategic inclusion of a transition period. The NMC's commitment to elevating the quality and impact of medical research is evident through mandatory requirements and heightened indexing standards. The conclusion emphasizes the need for continuous adaptation and awareness within the medical research community to align with these evolving standards. At the end specific tables are kept for meeting the promotion criteria as over latest guidelines of NMC/DCI and UGC which will be helpful for the staff to avoid confusions.

**Keywords:** Authorship Criteria, National Medical Commission, Medical Council of India, Dental Council of India, Corresponding Author, Indexing Agencies, Promotions, Guidelines

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#### INTRODUCTION

Medical research authorship plays a pivotal role in academic promotions, shaping the scholarly landscape and defining the career trajectories of healthcare professionals. The guidelines set by the National Medical Commission (NMC) have been instrumental in regulating and evolving these criteria. This section provides a comprehensive overview of the historical context and the significance of NMC, MCI & DCI guidelines in the realm of academic promotions [1-3].

#### Background of Authorship Criteria in Medical Research

The landscape of authorship in medical research has undergone substantial changes over the years. Traditionally, any author's contribution was deemed acceptable before the formulation of specific

guidelines. However, as the field progressed, the need for standardized criteria became apparent to ensure the quality and integrity of academic contributions [3-6].

#### Significance of NMC Guidelines in Academic Promotions

The NMC guidelines stand as a crucial benchmark for academic promotions in the medical field. They not only delineate the acceptable types of publications but also define the roles attributed to authors. Understanding and adhering to these guidelines have become integral to securing promotions, especially for positions of associate professors and professors. The NMC guidelines act as a roadmap, guiding healthcare professionals in their journey toward academic excellence [6-10].

## **REVIEW OF GUIDELINES FROM HISTORY TILL DATE [1-11]**

### **1. Pre-24.07.2009: Authorship as Desirable Component**

#### **Overview of Authorship Landscape Before 2009**

Before the pivotal date of 24.07.2009, the NMC guidelines **MCI Notification No. MCI-12(2)/2009-MED-22654 Date 21.07.2009 & 24.07.2009** reflected a more flexible approach towards authorship in medical research. During this period, any author's contribution to research papers, case series, case reports, and review articles was considered, marking a time when inclusivity in authorship criteria was prevalent. While these publications held significance, they were categorized as desirable but not mandatory components in the teacher's eligibility criteria.

#### **Evolution of Research Paper Expectations**

Research papers, a fundamental unit of academic contribution, were part of the authorship landscape even before the formalization of specific guidelines. However, the period leading up to 24.07.2009 marked the transition of research papers from being optional components to desirable elements in academic evaluations. This shift laid the groundwork for subsequent changes in the criteria, influencing the trajectory of medical research authorship.

#### **Role of Authorship in Teacher's Eligibility Criteria**

Authorship, particularly in the form of research papers, gained recognition as a desirable factor in the teacher's eligibility criteria. While not mandatory at this stage, publications began to play a role in assessing the eligibility of teachers. This period set the stage for the transformation of authorship criteria, as the medical community recognized the importance of scholarly contributions in shaping the academic landscape

### **2. 24.07.2009 - 02.11.2010: The Era of First Authorship**

#### **Implementation of First Author-Only Criteria:**

The period from 24.07.2009 to 02.11.2010 **MCI Notification No. MCI- 12(2)/2010- Med.-Misc. /33038 and No. MCI Notification No. MCI-12(1)/2015- TEQ/ 131880** marked a pivotal shift in the NMC guidelines, introducing the mandate of first author-only criteria. During this phase, the focus shifted from acknowledging the contributions of any author to specifically recognizing the primary author. Research papers, case series, case reports, and review articles continued to be accepted, but the emphasis on first authorship brought a new dimension to the evaluation process. This marked a significant departure from the inclusivity of the previous era.

#### **Changes in Promotion Criteria for Associate and Professor Positions**

The introduction of first author-only criteria had direct implications on the promotion criteria for associate

and professor positions. Associate professors were now required to have two publications within a transitory period of five years, commencing from 24th July 2009, with a cut-off date of 23.07.2014. Similarly, professors had a transitory period of four years, ending on 23.07.2013, with a requirement of four publications. This change in criteria aimed to establish a more structured and merit-based approach to academic promotions.

### **3. 03.11.2010 - 07.06.2017: Indexing Agencies and Visibility**

#### **Integration of Scopus, PubMed, Medline, and Other Indexing Platforms**

From 03.11.2010 to 02.09.2015, the NMC guidelines underwent another significant transformation by incorporating indexing agencies to enhance the visibility and recognition of publications. Research papers, case series, case reports, and review articles were not only expected to adhere to the first or second authorship criteria, but they also needed to be indexed in platforms like Scopus, PubMed, Medline, Embase, Excerpta Medica, Index Medicus, and Index Copernicus. This shift represented a paradigm change, emphasizing the importance of global visibility and recognition in reputable databases.

#### **Impact on Recognition and Visibility of Publications**

The integration of indexing agencies marked a crucial phase where the acknowledgment of research contributions extended beyond the traditional scope. With publications now required to be indexed in well-established platforms, the visibility and recognition of research work gained prominence. This not only signified a qualitative aspect in assessing contributions but also aligned with global standards of scholarly communication. Researchers were now evaluated not only based on the content of their work but also on its reach and impact within the broader scientific community

### **4. 08.06.2017 - 11.02.2020: Corresponding Author and Transition Period**

#### **Evolving Role of Corresponding Author**

From 08.06.2017 to 11.02.2020, the NMC guidelines **MCI Notification No. MCI- 12(1)/2017-Med.Misc./115698** introduced a subtle yet impactful change by placing emphasis on the corresponding author's role. While the first and second authorship criteria persisted, the corresponding author began to play a more pronounced role in the evaluation process. This period acknowledged the significance of the corresponding author in terms of coordination, communication, and overall responsibility for the research work.

### Flexibility Introduced During the Transition Period

Simultaneously, this period ushered in a transition phase, allowing the utilization of both old and new criteria. This flexibility aimed to ease the adaptation process for authors and institutions, acknowledging the challenges of adopting a new set of guidelines. Authors had the option to choose between the old and the evolving criteria, providing a bridge for a smoother transition.

This section delves into the nuanced changes introduced during the specified period, focusing on the evolving role of the corresponding author and the strategic inclusion of a transition period. Understanding these adjustments is crucial for appreciating the dynamic nature of the NMC guidelines and their commitment to fostering adaptability within the medical research community

### 5. 12.02.2020 - 21.02.2022: Stringent Criteria and Updated Standards

#### Overview of Latest Guidelines on Authorship

Commencing from 12.02.2020, the NMC guidelines MCI Notification No.MCI-12(2)/2019-Med.Misc./189334 Date:12.02.2020 underwent a substantial transformation, ushering in a more stringent set of criteria for authorship in medical research. This period witnessed a shift from a broad categorization of publications to specific types, including original research papers, meta-analysis, systemic reviews, and case series. The criteria became more refined, aiming for a higher standard of academic contributions.

#### Mandatory Requirements for BCMET and BCBR Notification No. NMC/MCI-23(I)/2021-MED Date:14.02.20.

One of the notable changes during this phase was the introduction of mandatory requirements for BCMET (specifically mentioned in the guidelines) and BCBR (mandated until 31.12.2022). This signifies a shift towards more standardized benchmarks for authorship, indicating a focus on particular types of research publications. The inclusion of these mandates reflects the NMC's commitment to ensuring a certain level of quality and relevance in medical research.

### Elevated Indexing Standards and Their Implications

Moreover, the indexing standards were elevated to include prestigious databases such as MEDLINE, PubMed Central, Citation Index, Science Citation Index Expanded, Embase, Scopus, and the Directory of Open Access Journals. This elevated standard not only aligns with global best practices but also emphasizes the importance of visibility and recognition in high-impact databases.

### 6. Navigating the Ever-Changing Seas of Medical Research Authorship

#### Summary of Evolutionary Phases in NMC Guidelines

In conclusion, this review has traced the dynamic evolution of authorship criteria in medical research as dictated by the National Medical Commission (NMC) guidelines. From the initial phase, where any author's contribution was acknowledged, to the latest stringent criteria introduced from 12.02.2020 onwards, the journey reflects a continuous effort to refine and standardize the evaluation of academic contributions.

#### Implications for Researchers and Academic Institutions

The implications of these changes are far-reaching, affecting both individual researchers and academic institutions. The shift towards first author-only criteria, integration of indexing agencies, and the recent emphasis on specific types of publications underscore a commitment to promoting high-quality, impactful research. Researchers must align their contributions with these evolving standards to ensure their work's recognition and relevance in the scholarly community.

#### The Ongoing Need for Adaptation and Awareness

As the NMC guidelines continue to adapt to the ever-changing landscape of medical research, it is imperative for researchers and academic institutions to stay informed and adaptable. The introduction of mandatory requirements, elevated indexing standards, and the ongoing role of corresponding authors highlight the need for continuous awareness and alignment with the latest guidelines. Institutions must provide support and resources to facilitate this adaptation, ensuring that academic promotions reflect the evolving standards of excellence.

**Table 1: Revised National Medical Commission guidelines for publications and promotions**

Time Period	Amendment/ Gazette Date	Author-Ship	Type Of Research Article	Indexing Agencies	For Associate Promotion	For Professor Promotion	Remarks
22.02.2022 onwards	F.No. NMC/MCI-23(I)/2021-MED Date:14.02.2022	AUTHORS H IP WAS NOT MENTIONED IN THE	*ORIGINAL RESEARCH PAPERS *META-ANALYSIS	*MEDLINE *PUBMED CENTRAL *CITATION INDEX *SCIENCE	2 Publications	4 Publications	BCMET & BCBR are mandatory (present exemption given up to

		LATEST GAZZETTE	*SYSTEMIC REVIEWS  *CASE SERIES	CITATION INDEX EXPANDED *EMBASE *SCOPUS *DIRECTORY OF OPEN ACCESS JOURNALS			31.12.2022 )
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**Table 2: Revised Dental Council of India point system for publications and promotions<sup>11</sup>**

S.No	Category	Points
1	<b>Category I:</b> 1. Journals Indexed to Pubmed – Medline Please see- <a href="http://www.ncbi.nlm.nih.gov/pubmed">www.ncbi.nlm.nih.gov/pubmed</a> 2. Journals published by Indian/International Dental Specialty Associations approved by Dental Council of India.	15
	<b>Category II:</b> 1. Medical / Dental Journals published by Government Health Universities <b>awarding</b> dental degree or Govt. Universities <b>awarding</b> dental degree 2. Original Research/Study approved by I.C.M.R/Similar Govt. Bodies 3. Author of Text / Reference Book concerned to respective specialty 4. PhD. or any other similar additional qualification after MDS	10
	<b>Category III:</b> 1. Journals published by Deemed Universities / Dental Institutions / Indian Dental Association 2. Contribution of Chapters in the Text Book	5
<b><u>MAY BE CONSIDERED AS OPTIONAL IN CATEGORY-I</u></b> 1. The <b>Journals</b> indexed to the following agencies can be accepted:- <ul style="list-style-type: none"> <li>• Web of Science</li> <li>• <a href="https://clarivate.com/webofsciencegroup/solutions/webofscience-platform/">https://clarivate.com/webofsciencegroup/solutions/webofscience-platform/</a></li> <li>• SCOPUS <a href="http://www.scopus.com">www.scopus.com</a></li> </ul> 2. All original research articles, Systematic reviews , Meta-analysis, Case reports and Review articles published in Web of Science , Scopus and PubMed. 3. Owner of Patent <b>Note:-</b> A. For any publication, except original research, first author (principal author) will be given 100% points and remaining authors (co-authors) will be given 50% points and upto a maximum of 5 co-authors will be considered. B. For original research, all authors will be given equal points and upto a maximum of 6 authors will be considered. C. Maximum of 3 publications would be considered for allotting points in Category III. D. Publication in Tabloids / Souvenirs / Dental News magazines / abstracts of conference proceedings / Letter of acceptance etc. will not be considered for allotment of points. <b>Total Score Required:</b> For Professor and HOD: 40 marks Professor: 30 marks Reader/Associate Professor: 20 marks <b>IMPORTANT:</b> A post-graduate teacher would be re-evaluated every three years and shall have at least an additional 15 points in their score.		

**UGC Care List:**

**LIST 1**

a. <https://ugccare.unipune.ac.in/Apps1/User/WebA/DescriplnewiseList?DiscpID=2&DiscpName=Sciences>

b. <https://ugccare.unipune.ac.in/Apps1/User/WebA/DescriplnewiseList?DiscpID=3&DiscpName=Social%20Sciences>

c. <https://ugccare.unipune.ac.in/Apps1/User/WebA/DescriplnewiseList?DiscpID=1&DiscpName=Arts%20and%20Humanities>

- d. <https://ugccare.unipune.ac.in/Apps1/User/WebA/DisziplinewiseList?DiscpID=4&DiscpName=Multidisciplinary>
- e. <https://ugccare.unipune.ac.in/Apps1/User/WebA/OtherLanguage>

#### LIST 2

**These journals are part of UGC-CARE List as Group II and searchable through following links.**

##### Web of Science

1. Arts & Humanities Citation Index.
2. [Science Citation Index Expanded.](#)
3. [Social Sciences Citation Index.](#)

##### Scopus

1. [Scopus Source List](#)

#### CONCLUSION

As per the review and update on evolution above it elicits that Pubmed, Scopus, Embase and DOAJ indexed Journals are valid in NMC, Pubmed Scopus and Web of Science are valid in DCI and UGC have List 1 in which the list of journals as per subject are valid and LIST 2 Scopus and Web of science are valid.

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