



PROMOTION POLICY

Prepared By

Internal Quality Assurance Cell (IQAC)

Ganga Institute of Technology and Management, Kablana (Jhajjar)

Approved by AICTE, Affiliated to M D University Rohtak, recognized under section 2(f) of UGC Act, 1956

PROMOTION POLICY

A Faculty is promoted as per existing norms of AICTE/UGC Norms. The entry level qualification and norms are appended below.

- **Assistant Professor (Engineering & Technology):** The qualifications for the post of Assistant Professor at entry level in Engineering and Technology B.E/B.Tech and M.E/ M.Tech in relevant Branch with first class or equivalent either in B.E/B.Tech or M.E/ M.Tech.
- **Assistant Professor (MBA):** First Class or Equivalent in Master Degree in Business Administration or equivalent and two years relevant experience is desirable.
- **Assistant Professor (MCA):**
BE / B.Tech and ME / M. Tech in relevant branch with First Class or equivalent either in BE/B.Tech or ME/ M.Tech
OR
BE/ B.Tech and MCA with First class or equivalent in either BE / B.Tech or MCA
OR
MCA with first class or equivalent with two years relevant experience.

Promotion to the Post of Associate Professor and Professor for Engineering & Technology, MBA and MCA are appended below.

Associate Professor (Engineering & Technology):

Qualifications as above that is for the post of Assistant Professor, as applicable and PhD or equivalent, in appropriate discipline. Post PhD publications and guiding PhD students is highly desirable. Minimum of 5 years experience in teaching / research /industry of which 2 years post PhD experience is desirable.

Associate Professor (MBA):

Qualifications as above that is for the post of Assistant Professor, as applicable and PhD or equivalent, in appropriate discipline. Post PhD publications and guiding PhD students is highly desirable. Minimum of 5 years experience in teaching / research /industry of which 2 years post PhD experience is desirable.

Associate Professor (MCA):

Qualifications as above that is for the post of Assistant Professor, as applicable and PhD or equivalent, in appropriate discipline. Post PhD publications and guiding PhD students is highly desirable. Minimum of 5 years experience in teaching / research /industry of which 2 years post PhD experience is desirable.

Professor (Engineering & Technology):

Qualifications as above that are for the post of Associate Professor, applicable. Post PhD publications and guiding PhD students is highly desirable.

Minimum of 10 years teaching/ research /industrial experience of which at least 5 years should be at the level of Associate professor.

OR

Minimum of 13 years experience in teaching and / or Research and /or Industry.

In case of research experience, good academic record and books/ research paper publications /IPR/ patents record shall be required as deemed fit by the expert members of the selection committee.

If the experience in industry is considered, the same shall be at managerial level equivalent to Associate Professor with active participation record in devising/ designing, planning, executing, analyzing, quality control, innovating, training, technical books/ research paper publications /IPR/patents, etc., as deemed fit by the expert members of the Selection committee.

Professor (MBA):

Qualifications as above that are for the post of Associate Professor, applicable. Post PhD publications and guiding PhD students is highly desirable.

Minimum of 10 years teaching/ research /industrial experience of which at least 5 years should be at the level of Associate professor.

OR

Minimum of 13 years experience in teaching and / or Research and /or Industry.

In case of research experience, good academic record and books/ research paper publications /IPR/ patents record shall be required as deemed fit by the expert members of the selection committee.

If the experience in industry is considered, the same shall be at managerial level equivalent to Associate Professor with active participation record in devising/ designing, planning, executing, analyzing, quality control, innovating, training, technical books/ research paper publications /IPR/patents, etc., as deemed fit by the expert members of the Selection committee.

Professor (MCA):

Qualifications as above that are for the post of Associate Professor, applicable.

Post Ph.D publications and guiding PhD students is highly desirable. Minimum of 10 years teaching/ research /industrial experience of which at least 5 years should be at the level of Associate professor.

OR

Minimum of 13 years experience in teaching /Research/Industry.

In case of research experience, good academic record and books/ research paper publications /IPR/ patents record shall be required as deemed fit by the expert members of the selection committee.

If the experience in industry is considered, the same shall be at managerial level equivalent to Associate Professor with active participation record in devising/ designing, planning, executing, analyzing, quality control, innovating, training, technical books/ research paper publications /IPR/patents, etc., as deemed fit by the expert members of the Selection committee.

The candidates acquiring the above qualification/eligibility criterion are promoted to the next level of designation i.e. to the post of Associate Professor and Professor depending on the availability of sanctioned post as per university norms and the selection criterion.

The eligible faculty who wishes to be considered for promotion should submit in writing in the prescribed Performa as evolved by the Institute duly supported by all credentials to the Director of the Institute, within three months in advance of the due date, that he / she fulfils all requisite qualifications.

Prepared by: 
Coordinator -IQAC

Approved/ Not approved
DIRECTOR
Director
