



PROCEEDINGS OF REGISTRAR

F.No.: VFSTR/Reg/AR2/2019

Dt: 09.04.2019

Sub: VFSTRU- Promotion policy of Teachers- Career Advancement Scheme- Reg.

Faculty Promotion Policy

1. Eligibility

Faculty members are eligible to apply for promotion provided they have completed their probation period after joining the Institute.

(a) Promotion from Assistant Professor to Associate Professor:

- (i) For Engineering/MCA/Pharmacy/Management - As per AICTE Norms
- (ii) For Science & Humanities - As per UGC Norms.

(b) Promotion from Associate Professor to Professor:

- (iii) For Engineering/MCA/Pharmacy/Management - As per AICTE Norms
- (iv) For Science & Humanities - As per UGC Norms.

2. Screening process:

An internal committee will be constituted by the Vice-Chancellor to screen the eligible candidates. The screening committee shall comprise of the

- | | |
|-------------------------|-----------------------------------|
| Dean (R&D) | - Chairman |
| Dean Academics | - Member |
| Assistant Registrar(HR) | - Coordinator from the Institute. |

The Screening Committee scrutinizes each application with the UGC/AICTE prescribed criteria and recommends accordingly.



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3. Promotion to Associate Professor(Engineering/MCA/Pharmacy/Management): -

All of the following criteria should be fulfilled:

Ph.D. Degree in the relevant field and First Class or Equivalent at either in Bachelor's or Master's level in the relevant branch and should complete the below training requirements during the assessment period: -

Three two-weeks of Faculty Development Programme (FDP) in the relevant area out of which at least one of the FDP shall be in advanced pedagogy recognised by AICTE/UGC/TEQIP/NITTR/PMMNMTT/IISc/IIT/University/Government/DTE/Board of Technical Education/CoA/IIA/SPA/ITPI/NRCs/ARPIT research organization /other institute of National Importance/Design Studio. (OR)

Three One-week Faculty Development Programme as above and one eight weeks' duration MooCS course with E-Certification by NPTEL-AICTE. (OR)

Three Completed two such eight weeks' duration MOOCS courses with E-Certification by NPTEL-AICTE.

AND

Completed minimum two weeks of relevant Industrial Training/Professional Training

AND				
Should have satisfied any one of the below mentioned set of requirements.				
Set No.	Additional Qualification	To have acquired in the cadre of Assistant Professor		
		Experience (Years)	Research publications in SCI journals /UGC /AICTE approved list of journals	Avg. 360o feedback score (out of 10)
1	-	12	6	5 to <8
2	-	12	5	8 to 10



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4. Promotion to Associate Professor(Others): -

1. Assistant Professor who has completed twelve years of service in Assistant Professor
- 2) A Ph.D. Degree in the subject concerned/allied/relevant discipline.
- 3) Any one of the following during last three years: completed one course / programme from amongst the categories of Refresher Courses/ Research Methodology Workshops/Syllabus Up-gradation Workshop/ Teaching-Learning-Evaluation Technology Programme/ Faculty Development Programme of at least two weeks (ten days) duration (or completed two courses of at least one week (five days) duration in lieu of every single course/programme of at least two weeks (ten days) duration); or completed one MOOCs course (with e-certification); or contribution towards the development of e-content in 4-quadrant (at least one quadrant) minimum of 10 modules of a course/contribution towards development of at least 10 modules of MOOCs course/ contribution towards conduct of a MOOCs course during the period of assessment.
- 4) A minimum of seven publications in the peer-reviewed or UGC-listed journals out of which three research papers should have been published during the assessment period.
- 5) Evidence of having guided at least one Ph.D. candidate. CAS Promotion Criteria: A teacher shall be promoted if; i) He/she gets a 'satisfactory 'or 'good 'grade in the annual performance assessment reports of at least two of the last three years ii) Research Score of 70.

5. Promotion to Professor(Engineering/MCA/Pharmacy/Management):

A sustained performance in teaching, research, and service at a level beyond that expected of an Associate Professor is required.

All of the following criteria should be fulfilled:

- i) Ph.D. Degree in the relevant field and First Class or Equivalent at either in Bachelor's or Master's level in the relevant branch

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Should have satisfied any one of the below mentioned set of requirements.					
Set No.	Ph.D. Guided	Total Experience (Years)	To have acquired in the cadre of Associate Professor		
			Experience (Years)	Research publications in SCI journals /UGC /AICTE approved list of journals	Avg. 360o feedback score (out of 10)
1	1	15	3	6	8 to 10
2	2	15	3	6	5 to <8
3	-	16	3	4	8 to 10

6: Promotion to Professor(Others):

1. An Associate Professor who has completed 15 years of overall experience out of which 3 years should be at Associate Professor level.
2. A Ph.D. degree in the subject concerned/allied/relevant discipline.
3. A minimum of ten research publications in the peer- reviewed or UGC-listed journals out of which three research papers should have been published during the assessment period.
4. Evidence of having successfully guided doctoral candidate.
5. A minimum of 110 Research Score.
6. He/she gets 'satisfactory' or 'good' grade in the annual performance assessment reports of at least two of the last three years of the assessment period.

7. Interaction with selection committee

The candidates recommended by the screening committee will be invited to make a presentation for about 20 minutes and interact with the selection committee whose composition is given below: -

Vice-Chancellor	-	Chairman
Registrar	-	Member
Dean- R&D	-	Member
Dean- Academics	-	Member
Head of Department	-	Member
One Senior Professor	-	Member
Two Subject Experts	-	External Members .



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The selection committee will interact with the candidates and evaluate the candidate's contributions to teaching and research. The Chairman of Committee will approve the final recommendation of the selection committee and the same will be implemented by the Registrar. The promotions carried out will be placed before the Board of Management subsequently for ratification.

To

The Deans/HoDs

Copy to

PA to Vice-Chancellor
Assistant Registrars

REGISTRAR

VIGNAN'S FOUNDATION

FOR SCIENCE, TECHNOLOGY AND RESEARCH

(Declared to be Deemed University U/s 3 of UGC Act 1956)

VADLAMUDI-522 213.

A.P. INDIA

Case
9/4/2019