



Dt: 21-07-2010

**Submitted to Hon'ble Chairman for kind approval**

***Guidelines for Incentives :***

**1. Incentives for Higher Qualification for faculty members who acquired Ph.D while in service as Assistant Professor / Associate Professor.**

- (i) Two increments for Ph.D in Non-Engineering Discipline
- (ii) Three increments for Ph.D in Engineering Discipline

The Increments are made effective in the existing regular scale of pay from the month succeeding the month in which the certificate is furnished.

**2. a) Incentive for Publishing Technical Book:**

Publishing Technical Book ... Rs. 5,000/-

**b) Incentives for Research Publication in Journals if the :**

Faculty member is 1<sup>st</sup> author of International Refereed Journal ... Rs. 5,000/-  
Faculty member is 2<sup>nd</sup> author of International Refereed Journal ... Rs. 2,500/-  
Faculty member is 1<sup>st</sup> author of National Refereed Journal ... Rs. 2,500/-  
Faculty member is 2<sup>nd</sup> author of National Refereed Journal ... Rs. 1,000/-

**c) Incentives for Results achieved:**

Cash Award for achieving 100% results in theory subjects ... Rs. 2,000/-

Cash Award for achieving more than 95% and less than 100% results in theory subjects ... Rs. 1,000/-

"Incentives Committee" will receive the eligible applications and recommend to the Principal .

***Guidelines for Promotions :***

Promotions are given to deserving faculty members taking into account Qualifications, Publications, Results achieved, Student Feedback, Commitment and Involvement. Head of the Department shall recommend the deserving faculty members for promotion to the Departmental Promotion Committee.

- (i) Assistant Professor with Senior Scale of Pay, Rs. 10000-325-15200 :
  - ✓ Assistant Professor having total four years service after M.Tech.
- (ii) Associate Professor in the Scale of Pay Rs. 12000-420-18300 :
  - ✓ Has Ph.D in Engineering and total two years teaching experience
  - (or)**
  - ✓ Has Ph.D in Non-Engineering Specialization and four years service as Assistant Professor in Senior Scale (SL)

(iii) Professor in the Scale of Pay, Rs. 16400-450-20900-500-22400 :

- ✓ Has Ph.D in Engineering and served as Associate Professor for three years.

The promotions may be considered twice a year, making effective on 1<sup>st</sup> January and 1<sup>st</sup> July.

**Guidelines for sponsoring Faculty Members to Pursue Higher Studies:**

**1. For M.Tech Programme :**

- i) Eligibility : Worked for one academic year in Regular Scale of Pay.
- ii) Leave, Financial Assistance, Commitment :

***S S S Course (3 year program having 2 months contact period per year) :***

One Month paid vacation. Additional one month study leave with regular salary.

Should serve the College for three academic years after completion of the M.Tech Course.

**2. For Ph.D Programme (Part-time) :**

- i) Eligibility : Worked for two academic years with M.Tech Qualification.
- ii) Leave, Financial Assistance, Commitment :
  - ✓ Can avail all eligible days of leave and vacation.
  - ✓ After passing Pre-Ph.D Examination, one month paid leave per calendar year during semester break or in continuation of summer vacation.
  - ✓ Should serve the College for three academic years after obtaining Ph.D

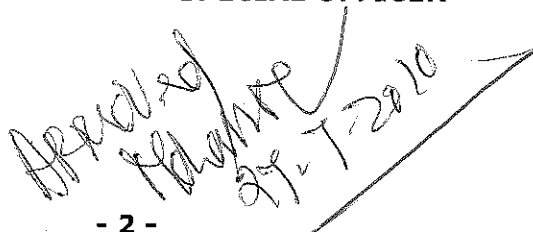
**Note :** Head of the Department should take the responsibility so that the absence of the faculty members does not affect the class work.

"Research and Faculty Development Committee" shall examine the applications of faculty members for issue of "No Objection Certificate" or for "Forwarding" the applications pertaining to admission to M.Tech/Ph.D Programmes and recommend to the Principal.

  
PRINCIPAL

  
DIRECTOR

  
SPECIAL OFFICER

  
Approved  
27-7-2010