

# **INDIAN INSTITUTE OF TECHNOLOGY GANDHINAGAR**

## **PROCESS OF GRANTING PAY LEVEL 13A1 ON COMPLETION OF 3 YEARS AS ASSISTANT PROFESSOR GRADE I AT PAY LEVEL 12**

(As approved by the BoG in its 24th meeting held on 27 July 2018)

The Board of Governors of the Institute in its 24<sup>th</sup> meeting held on 27 July 2018 has approved the following process for granting Pay Level 13A1 on completion of 3 years as Assistant Professor Grade I at Pay Level 12 (equivalent to PB3 to PB4 of 6<sup>th</sup> CPC).

1. Upon completion of 3 years at the Institute in Pay Level 12 a faculty member is to submit a faculty profile providing their contributions and achievements for consideration by the Assessment Committee.
2. For the purpose of counting 3 years, (a) time spent by the faculty member in Pay Level 12 (Grade Pay 8,000 in 6CPC) under contract will be counted but (b) time on any significant leave (other than vacation, casual leave, special casual leave and earned leave) will not be counted.
3. In the interest of transparency, faculty profile will be placed in the library for review and feedback by any faculty member of the Institute.
4. The Assessment Committee will consider performance of the faculty member, including any feedback from the faculty.
5. The Standing Committee on Faculty Affairs will consider recommendations of the Assessment Committee for its decision. Three scenarios are likely depending on the performance:
  - a. The concerned faculty member is awarded pay up gradation from the date of eligibility, that is, on the date he/she completes 3 years as per para 2 above.
  - b. The concerned faculty member is awarded pay up gradation after he/she has completed 4 or more years.
  - c. The concerned faculty member is advised to further improve the performance and reapply for pay up gradation.