

# **INDIAN INSTITUTE OF TECHNOLOGY GANDHINAGAR**

## **NORMS FOR UPGRADATION OF PROFESSORS AFTER SIX YEARS OF REGULAR SERVICES**

(As approved by the BoG in its 30th meeting held on 17 December 2020)

As per the provisions of MHRD letter F.No. 23-1/2008–TS.II dated 18 August 2009 and F.No. 15-4/2017–TC dated 27 October 2017, Professors of IITs are eligible for upgradation to erstwhile HAG scale (Pay Level-15 as per 7<sup>th</sup> Central Pay Commission). As per the order, a Professor after six years of regular service in Pay Level-14A (erstwhile AGP of ₹10,500/-) will be eligible for upgradation. Further, upto a maximum of 40% of the posts of Professors at any given point of time will be eligible for upgradation to Pay Level-15 (Pay of ₹1,82,200/- to ₹2,24,100/-).

The Board of Governors of the Institute in its 30<sup>th</sup> meeting held on 17 December 2020 approved the following norms for upgradation of Professors after six years of regular services.

- a) A Professor may apply for the upgradation anytime after 5 years of regular service in Pay Level-14A.
- b) The candidates will prepare and submit a dossier detailing their contributions to teaching, research and service.
- c) The expectations of the Institute from its faculty are divided into four main categories: (i) teaching (ii) research (iii) service and (iv) personal and interpersonal skills. Performance in all of these categories will form the basis for upgradation of candidates to Pay Level-15. Excellence in at least two of the categories (i), (ii) and (iii) and a decent performance in the remaining two categories is expected from a successful candidate. A higher emphasis will be given to performance of the last six years. Seniority can be a consideration but it will not be the main factor in the evaluation.
- d) A Selection Committee will evaluate the dossiers and make recommendations for approval of the Chairman, Board of Governors.
- e) The Selection Committee will consist of the Director as the Chair and three to four members drawn from i) current and former Directors of IITs/IISc/IISERs, ii) current and former Council nominees on the IITGN Board of Governors, and iii) current and former Visitor's Nominees for IITGN.
- f) Successful upgradations will be effected from the day the Chairman, Board of Governors approves the Selection Committee recommendations or the candidate completes six years of service in Pay Level-14A, whichever is later.